# Human Rights Conference

# Boise, Idaho

**August 14, 1998**

United States Commission on Civil Rights

MR. : What did you mean by, Arthur — pardon me, Mr. Chairman, but I didn't understand.

MR. : He speaks his own language.

MR. : Well, when you came walking in the door, I said, Harry, why don't you just take this seat?" and then Rudy said, "I'd rather have you sitting at the other end."

MR. : What do you mean we're not authorized or certified or we don't have our green card?

MR. : The United States Commission on Civil Rights has not been authorized by Congress to operate since 1996. So, we're right now kind of sitting out in kind of limbo with monies but no authorization. And traditionally, in the federal government, you can have $20 zillion jillion, but unless the Congress has authorized you to actually be in business, you can't spend a dime. That's always been the understanding.

MR. : Is that Gingrich, in delay — is that his idea, or whose idea is that?

MR. : Quite honestly, it's a congressman from Florida. It's a Florida congressman who has been holding the whole darn thing up. And he had some good reasons for doing what he did. It's just that he's gone too far now I think. But we still keep operating, because it's the interpretation of the legal people within our agency and also the Department of O and B that, if Congress has put money in that budget for you guys, the intent there is that you operate. You continue to operate. So we're doing it.

MR. : We don't have to make sense; we just operate.

MR. : Exactly, exactly.

MR. : Same old federal junk.

MR. PALACIOS: Now, again, as we discussed before, we wanted to make this very informal and just kind of, you know, what do you do and what kinds of things do you see and what's happening out there — that kind of thing is what we are interested in. And I have a tape recorder running because I wanted, rather than taking notes, I'd like to take a — because I would like to keep what you say and maybe write it down or something, somewhere. So that's why the tape is going.

Would anyone like to start? Lisa, would you like to start?

MS. ALMAN: Sure —

MR. PALACIOS: Tell us who you are and where you're from.

MS. ALMAN: I'm Lisa Alman from Idaho Human Rights, Anne Frank Human Rights Center, and we were founded in 1996 in the aftermath of the Idaho Anne Frank Exhibition in 1995. We had over 47,000 people come through the State Historical Museum to visit the exhibit. It's free of charge, and Marilyn was the reason it came here in the first place.

She met with Cornelius Selk, who knew Otto Frank. And he was from Germany; and he approached Marilyn about doing the exhibits; and we all sat around the room one day and Marilyn said, or someone in that room said, "Who doesn't have a full time job here?"

I made the mistake of scratching my head. So, we put that exhibit together. We raised $100,000, and it was fabulous. We had over 20,000 school children from all over the state. We had schools showing up, just showing up from Rexburg and Berlin, all kinds of places. We had three-hour lines every night. On President's Day, Monday, of 1995, we had 3,500 people at the door — people with buggies, all different age ranges, and much diversity.

And because of that, we decided we wanted to build a little park somewhere. And then we decided we wanted to do a curriculum. Then we talked to Jim Hall with the Boise Parks Department. He said, "I have the perfect site for you right next to the library downtown."

I don't know if you're familiar with that area, but we're right on the Greenbelt. A quarter of a million people pass by that site, and we are so fortunate for the city to give us this acre and a half to develop a human rights wall with human rights quotes from throughout the ages. And it's a black granite wall with water rushing over it — hasn't been built yet — with quotes.

And we're going to have a writing table open to Anne Frank's diary with a passage from her diary, and across the top of the wall in one-inch letters, it will say, "In spite of everything, I truly believe that people are good at heart."

We'll have a bronze sculpture of Anne, a life-size bronze sculpture which the children of Idaho are funding. They're doing our human

rights curriculum, and the Idaho Education Association has taken over that project, and it kicks off this fall. And we've had children doing various things. We've have children in special ed. who built a little annex like Anne lived in and lived in it for a week over at East Junior High.

So, we're getting lots of curriculum ideas. We will have oral histories that people will be able to come in and hear; and we will have docent tours that will be free of charge, open 24 hours a day, lit. And that's basically what we've been doing.

We've had an interesting couple of weeks, because *The Statesman* I hooked into read an article from a revisionist. When was it, Marilyn? About three weeks ago — a man named Mr. Boatman, and it caused a lot of controversy. The good news part of it —

MR. : (inaudible)

MS. ALMAN: That's correct. That is what I've been told. It's hit some of the national people, and we've had a lot of feedback. We had a wonderful article by a teacher, who teaches in Ontario, Oregon, who wrote the most poignant piece in Sunday's paper — a speaker's corner, basically, calling this man the poster child for why we need human rights in this state — that you can't forget.

And, you know, we did go in and talk to *The Statesman*. They weren't receptive. Their point was that they can print what they want. They've had another issue recently (inaudible) about Brian

Berquist about gay rights also was a potential problem. But we dealt with that. They say they're reviewing their policies. We'll wait and see.

But we've had lot's of great feedback; and we're working with educators and children; and we're all not profit — volunteers for this project. So that's basically what we're doing. I brought brochures for everyone, so if you don't mind, I could pass those around.

MR. : Are you working with the State Department to try —

MS. ALMAN: Look, well, we haven't worked with the State Department quite yet. We're seeing what's happening with State, but we — the Idaho Education Association has a Civil Liberties Committee, and we met with them about a year and a half ago. And they've taken this on as a project to help us with a curriculum. We've written to the Albertson Foundation for money to help us write a statewide curriculum.

And so we have 50 or 60 educators throughout this state. We've also written a grant to send 25 teachers from the state to Europe to do some human rights work and go through, follow Anne Frank's path through the camp. And the diary of Anne Frank is the second-most read book in the world next to the Bible. So a lot of children do read it, either in fourth grade or up through eighth grade. And we've just had some very wonderful feedback from everybody statewide. We work statewide.

MR. : The (inaudible) you're talking about — is that

fully funded?

MS. ALMAN: No, it's not even funded yet. We're about to kick off our — it's going to be about a $1.6 million project, and it includes endowment. We have to fully endow, which is perfectly understandable — fully endow this memorial for a 100 years for the Parks Department. It is donated back to the City. We have the mayor's backing, Governor Andress is on our honorary committee, Governor and Mrs. Batt, et cetera, and we are just fund raising now. We'll have bricks that people can name. We'll be doing corporate requests later this fall, and we have a special Fund-Raising Committee to help us out.

We realize the, some of us who are more community activists and educators, et cetera, need help from bankers and the corporate level to help us with this project. But we had tremendous support when we had the exhibit in Boise almost five years ago. So that's basically what we're up to and we get lots of calls; we have lots of volunteers who come in all the time and we've had tremendous response since the article in *The Statesman.*

MR. : You yourself, you make presentations at —

MS. ALMAN: Yes, we go to Rotary; we bring in speakers. We're bringing in a woman next fall who grew up in the ghetto of Chicago and is going to talk about her story — one of the first African-American women at Yale University who faced discrimination and can talk about what it's been like growing up in urban areas and what are some the prejudices she's

experienced.

We are bringing in Hannah Gossler, who was Anne Frank's best friend in November, and she was the last person to see Anne Frank alive. And she will talk about her story. She lives in Jerusalem now.

MR. : Where?

MS. ALMAN: Jerusalem.

MR. : Oh, oh.

MS. ALMAN: So we're bringing in speakers from all over. We are working on possibly bringing in President Carter to talk about his human rights efforts.

MR. : To Boise?

MS. ALMAN: Yes. And Reverend Andrew Young — we've written a letter to (inaudible) and we've also written to Nelson Mandela (inaudible) We're just trying, we're trying. But it's a wonderful opportunity and all of our speaking events are free. We do it in conjunction with Boise State, and we definitely go out and do outreach in the schools. One thing we learned from teachers is they can't always come to Boise. So we need to do Internet, and we need to provide speakers to go to Twin Falls, Pocatello, Fort Wayne, Louiston — throughout the state.

MR. : Are you on the net?

MS. ALMAN: We are doing — Ed Herahara is doing our net — one of our board members is putting us on the net. I'm almost computer illiterate,

so I'm not a good person to talk about it. But we've had tremendous support.

MR. : Any negative kinds of —

MS. ALMAN: No. We've had vandalism to our sign. You never know. There are a lot of skateboarders in the area. It wasn't graffiti; it was a whole post. We have two other signs on the side, and we knew this would happen, so — it's not a very expensive sign — we'll laminate it over again.

MR. : Do you work mostly with the Idaho Human Rights Commission?

MS. ALMAN: Not — we call Leslie if we have — the office, if we have information or if we have questions. They've been very helpful to us. We haven't — if we get any calls from people, sometimes people see our number in the phone book and think we work in the civil rights area. We will refer those people on to the appropriate sources.

MR. : We've been doing some research in the (inaudible)

MS. : Right. We're working with the State Historical Museum. We really would like to do — get some funding to do oral histories throughout the state. And I know they have done some work and we've been talking to their librarian. They have a full-time researcher to get archives.

We just decided today we're going to bring the Anne Frank exhibit back. There's a new exhibit in the year 2000 for two months, and we'll work with the State Historical Museum. Unbelievably, the have archival —

they have 250,000 archives on — they have KKK hoods; they have materials from the camps. David Leroy called me. He bought Jewish star — he bought all kinds of Nazi paraphernalia at the state fair or at the state fair grounds — a month and a half ago that he'd like to display appropriately if we bring an exhibit back. So we're going to do some archival work and we'll also bring many speakers in who — from all different walks of life.

MR. : Are you prepared to change the thrust of all this — remember when (inaudible) was the first thing of the United States.

MS. ALMAN: That's correct.

MR. : But you realize then what we're not able (inaudible) Manhattan or Baltimore or somewhere bigger than half of (inaudible) you do.

MS. ALMAN: We're not, not exactly along the lines of our Anne Frank Human Rights Memorial.

MR. : What's going to be your thrust as you go forward? What would you say (inaudible) archival thing. What are you going to do?

MS. ALMAN: Well, we've written, and we'll be writing more grants to — to do research about Idaho's cultural diversity. So that the schools will have access to that. We can put it on the Internet. Teachers can access it on the web sites. There's so much you can do now with computers that I've seen in different museum sites around the country, it's unbelievable, what you can

access in different communities and certainly with the memorial being right across from the State Historical Museum, we have a lot of students from throughout the state who visit Boise — or who come here, you know, on various field trips — that we'll be able to accommodate.

We'd eventually like to do a docent program with the Black History Museum and the Basque Museum, so we can jointly train docents to work in all three areas.

MR. : Because we do have the other ethnic things happening and something (inaudible)

MS. ALMAN: Absolutely. We have board member — Sam Bird is on our board. We have several board members working in different areas. We brought in speaker to the Japanese (inaudible) Webb is on our board. We worked, for example, tomorrow with the Black History Museum —

MR. : What was that for? What I'm looking for is something that goes back to the 19th century when white man first started coming to Idaho.

MS. ALMAN: Oh, I see what you're saying. I don't —

MR. : Those families involved I'm talking about (inaudible)

MS. ALMAN: Absolutely. And that's why we're meeting with —

MR. : Falk family (inaudible) from Idaho Falls, Pocatello, the Clothier families (inaudible)

MS. ALMAN: We will work on that. We want to see what they have already at the State Historical Museum. They have a full-time researcher who has archived oral histories, and she sent me many, many quotes from, you know, that they've collected the last 40 or 50 years, and we want to work in conjunction with them. They have some grant money now, too, so that we don't duplicate efforts. But they're more than willing to help us.

And the State Historical Museum — it was the biggest — when we brought the exhibit to Boise, it was the biggest exhibit they ever had. And they could not have been better or more quick to help us out and they really want to bring this exhibit back to do more cultural diversity. We'll have other exhibits within the exhibit that deal with the state and, you know, the Japanese internment camp issue.

We'll be bringing speakers in that whole two-month period outside of our other grant proposals to go to schools and to bring them to the exhibit sites. So the family can come in the evening to your talks. And it will be free of charge. We did not charge the last time.

MR. : Let me — there's something that you've brought up that's not clear to me. How many other states — are there other states that we look first —

MS. ALMAN: This is the first Anne Frank Human Rights Memorial of this type. You have the memorial to Martin Luther King in Montgomery, Alabama. And we've been working with their —

MR. : Atlanta.

MS. ALMAN: Atlanta, rather. And then the — I'm thinking of the civil rights memorial (inaudible) We've been working with other communities in terms of what works for them and what doesn't. And that's how we learned that — we'll have etched drawings within our quotes, and we have a Quotes Committee that's been working for about two years now just gathering quotes. Nothing is set in stone yet, so to speak. We don't have the stone yet. But we have a lot of volunteers helping out, and it's definitely a community effort. We have hundreds of people who are helping out put this together.

MS. : And I think it's important it's not a Jewish memorial (inaudible)

MS. ALMAN: Right, uh huh.

MS. : (inaudible) quotes and information —

MS. ALMAN: Absolutely. And it's Anne Frank's spirit, you know.

MR. : (inaudible)

MR. : They got the shirts thing.

MS. ALMAN: Well, they're moving — the Black History Museum is moving.

MR. : They got — it's not up yet. I was asking somebody the other day and it seemed like they're pretty close — about $30,000 or something —

MS. ALMAN: Oh, they're ready to move. They just — they need to

get the building ready. But we, we are — tomorrow — there's the day Boise (inaudible) at the world event and we're sharing a table with the Black History Museum to give people information on both organizations.

MR. : I think that gives us, you know, it could be an asset to this committee in the future. I can see where it, you know, can benefit from this. Any questions, any other questions, Lisa, concerning the project. If no, let's start at the top of this agenda, let's go where —

MR. : Mr. Chairman, I have another question about (inaudible) 2:00 P.M.

MR. : All right. Well, we'll add on — agenda.

MR. : I'm sorry about that. I decided it's something I couldn't break away from at 2:00 P.M., and I need to go. I wanted to first of all acknowledge the first chairman for the (inaudible) commission. We're all just grateful to you — you set the things in motion for us.

And I also wanted to acknowledge one of my commissioners who sits on the commission right now (inaudible) so this committee is well represented on behalf of the (inaudible)

Basically, we also get a lot of complaints just like Lisa was stating.

MR. : Who are you speaking for? I came (inaudible)

MR. : I am the executive director for the Idaho Commission on (inaudible) Maybe I'll speak a little louder (inaudible) And,

we do constantly get calls and most of the calls, because our office is not, does not have the authority to investigate, we normally send those calls over to the Human Rights Commission, if it's racial or employment reasons. We do get quite a few calls, so we feel we have a very good partnership over the years of working with (inaudible)

And now we seem to pass along the messages over to you guys. And one of the issues that has been concerning to me over the last couple months is the issues of the driver license. And for some of you who are not familiar with this, recently the — July 1st, there was a law that took effect that this was a bill that was introduced by (inaudible) Walter. The bill was — what it's intention was to track down parents who don't pay child support, requiring every individual who has a social security number in order to get a driver license.

The problem is that we have in our community individuals who don't have social security numbers, leaving them out of the system — not able to get driver licenses. So where does the issue of discrimination or civil rights come in?

Well, I brought this to the attention of the media, and that same day, it was all over the radio talk shows. People were calling in and I couldn't believe the words they were using to describe the legal way — some wanted to put them all in boats and ship them back wherever they came from. Some wanted to do just, wanted to know why INS is not getting rid of all these

individuals. The words were very harsh. It made me realize that — that immigration — against immigrants who are here undocumented. There is a very anti-sentiment of them.

And that's a big problem, and it's been very difficult for me to convince individuals why these folks should have a driver license. I'm trying to make my point that they're going to be here whether we like them or not. Obviously, INS cannot deport every single one of them. There will always be illegal aliens if you want to call them that. I like to use the word "undocument". (inaudible) I don't know what you like to use, coming from the law enforcement part of it, but I like to say it's undocument workers, and you can never get rid of all them.

And while they're here in this country, they will drive, and they will be in accidents; and, if they're in those situations without a driver license, they cannot get insurance. Without insurance, that would be — there will be people who wouldn't be covered if they get into an accident. And loss of property to either — to the property of other individuals who, to themselves or to the state, would have to be covered by the taxpayers.

So that's basically where I'm trying to convince individuals that the reasons why we should give the opportunity for the undocumented to get their driver licenses. And that has been a tremendous challenge for me to do, because folks have a concept that, if you are an illegal alien in this country, you should have no rights whatsoever — no human rights. I don't know if I

can go that far to say that. But that's the kind of message I'm kind of getting — that you should just report them and not even give them any type of social system. So this is the problem that I'm kind of seeing right now. And I was hoping to bring this to your attention.

I also want to compliment Betty Richardson. I've done this publicly as well. They did a tremendous job with the discrimination of — it was the civil rights violation of the Hispanics that were — would I say harassed verbally and beaten. I think that you would probably talk about this more than I will, but I want to just compliment her here among you. She did a great job on that as well.

And we do get calls in throughout the state of incidents such as this that happened that don't get the visibility as those cases did. We also get calls from jails such as (inaudible) you might have heard this, too, of names being called such as wetback and all the way from (inaudible) Falls, we have some calls there that people being detained in jail for not even knowing what reasons they were in jail for. And so anyway, I thought this would be my report to you and, if you have any questions for me, (inaudible)

MR. : Before you go, some of us may have (inaudible) What did (inaudible) what was that?

MS. : Would you like me to just address that now?

MR. : You going to, okay, you can wait until you (inaudible)

MS. RICHARDSON: But I would say, you know, Dan, any time, and to anybody, any time you get a report of conduct that you think may violate a federal civil rights law, please let our office know. If we don't hear about it, we can't look into it; we can't refer it to the FBI.

Sometimes, we know a crime has been committed, but we also know we can't prove it, and those are the very difficult cases where we can't use our resources digging a dry well. At the same time, these are cases I feel very strongly to prosecute, if the information is there. So please pick up the phone; please call me directly.

Terry Durden, who's here with us — he wasn't in the room when we went around and introduced ourselves — he is my first assistant, and he does all of our criminal intake, so Terry — if you can't reach me — he's probably even a better bet.

Thank you for those nice words, Dan.

MR. : You're welcome.

MR. : Let me (inaudible) What were proposing, and this will be up in our commissioner's meeting. I propose that since the federal government, coming from the IRS, already issues a nine-digit number to the undocumented worker — they call it the EIN number — that that number be used as a substitute for a social security number. The government already recognizes that they — we have undocumented people here who pay taxes. And they use it as a special number. They don't call it social security number;

they call it the EIN number (inaudible)

MS. : Employee Identification Number.

MR. : And we use that number (inaudible)

MS. : I believe it's called the Employee Identification Number.

MR. : Yes. My proposal is to make the changes in the state legislature to allow this number to be used as a substitute for a social security number in order to get the driver license.

MR. : Do any other states — would we be the first state to come and do this?

MR. : No. This is a federal mandate from the federal government, and I believe other states have implemented this, including the State of Utah. I haven't heard if Oregon did it —

MR. : What is the federal mandate?

MR. : On this issue of the child support. (inaudible) requiring people to have—

MS. : So, effective July 1 now, it's effective nationwide?

MR. : Yes.

MR. : Now every state, assuming every state had to pass their own bill — the Department of Health and Welfare passed theirs and (inaudible)

MR. : So are other states responding the way Idaho

did?

MR. : I believe, I'm only familiar with the state — Utah did respond as well, I'm not sure.

MR. : They did the same thing we did?

MR. : I believe they did.

MS. : (inaudible)

MR. : I came up with this.

MS. : As a model or —

MR. : I don't know what this means that there's any use for it anywhere else, but I came up with the idea.

MS. : (inaudible)

MR. : I brought it out to his attention that you ask the Department of Health and Welfare to look into this. Does this statute extend all state issue licenses?

MR. : I believe —

MR. : (inaudible) I thought that it covered everything — driver's license, fishing license, everything —

MS. : Oh, really.

MR. : You can't get nothing.

MR. : (inaudible) Yeah, and marriage licenses either.

MR. : I'm not too sure about the marriage license; it would be fine, just the driver license. I'm not too sure about the others,

because that's the only thing I had to look into.

MR. : (inaudible) authority to suspend any state-issued licenses before if you're not paying your child support. (inaudible)

MR. : I'm willing to guess it might have some effect, but right now, I'm only sure about the driver's license. That's where I saw the (inaudible) I can say to you this: that I've been hearing a report that 60 applicants in (inaudible) are being denied for a month, and this is just the beginning.

MR. : (inaudible) per county.

MR. : We're talking about the southern counties; well, not the northern, because we don't have too many Hispanics up there.

MR. : (inaudible) don't have 60 Hispanics in (inaudible) county.

MS. : You don't have 60 people.

MR. : An average of 60 at least, so we're getting an indication that this is going to be a lot a (inaudible) soon as their license expired, they won't be able to renew and get a new one.

MR. : (inaudible) enough that pretty soon they'll start taking citizenship away from those fathers who are not paying child support. Then you'll have a critical mass and (inaudible) I'm just kidding.

MR. : (inaudible) Spanish, and I think some of the things (inaudible) set the scenario, and then we're talking about (inaudible) 80

percent to 90 percent of them, and this thing with no driver's license, I know (inaudible) get picked up (inaudible) by the police. (inaudible) how many people are eating (inaudible) and I know we looked at one county where there were over 50 percent would be (inaudible)

MS. : (inaudible)

MR. : That would be because (inaudible)

MS. : And they actually, I think, we were the (inaudible) as a criminal identifier (inaudible) probable cause; I don't want to say it's probable cause, (inaudible) used as a variable in determining who's who.

MR. : It would be nice if when you spoke English here, you (inaudible) Spanish (inaudible)

MR. : (inaudible)

MS. : And I guess that type of thing, if it feels really illegal (inaudible) but I'm trying to — I try to (inaudible) apparently, it doesn't (inaudible)

MS. : I think it's selective law enforcement (inaudible)

MR. : It's illegal.

MS. : They will, there's agents planning a recreational center where they have dances on the weekend, and you can see police cars that are going to (inaudible) and give them a ticket for D.U.I. We have the Elks on the other side of town with the same (inaudible) they're drinking,

they're not in there (inaudible) and there's no police car to stop them and find out what's going on. I call it selective law enforcement, because that is what it is.

MR. : Sure.

MR. : It's been going on for years, in fact, I (inaudible) myself.

MR. : I wish they'd change the name of that, Betty. The lawyers could do us a favor if they'd quit calling it "Driving Under the Influence;" actually, speaking of Driving Not Under the Influence.

MS. : I've read your writings on that, (inaudible)

MR. : (inaudible) I thought I heard you say you were going to try to get some legislation (inaudible)

MR. : (inaudible) to see if the legislation is the way to go. We might meet with Dwight Bower and, I believe, Linda (inaudible) from the Department of Health and Welfare to see if it's policy that can be worked out with the Department of Transportation. If it is something that requires legislation, we're going to bring it up in our next commissioner's meeting in (inaudible) that we get it on the books this coming (inaudible)

MR. : Maybe a regulation that could say the EIN number is equivalent of a social security number.

MR. : That's not quite — it wouldn't work because it would be equivalent to a social security number. It would (inaudible) purpose

is probably (inaudible) driver license number to use.

MR. : That's all I'm talking (inaudible)

MR. : Besides the driver's license and other things that you've brought up, have you had anyone to come in and bring to your attention about being denied getting a mortgage because they were (inaudible)

MS. : (inaudible)

MR. : Can't buy a home?

MR. : Yeah, can't buy a home. (inaudible)

MR. : It's a problem. The reason I say that, there was an article done not too long ago on giving mortgages, and (inaudible) who is a real estate agent out in (inaudible) county was quoted in saying that the reason they're doing this for nine years, he knows that there is a problem — people get denied mortgages and loans, because they're either — they don't speak sufficient English or don't understand the system. There is one reason he feels there is a problem, but I'm not — I've not received his complaint, but I'll take his word for it, because he's (inaudible)

MR. : The reason I bring this up, and I say this to everyone — in the Wall Street Journal today they have a big article concerning this nationwide, and it was — the NAACP is — the national organization is taking this on as one of the priority issues because throughout the nation, minorities are seeing a hard time getting these. And I'm sure if it's other places, it's going on here somewhere. (inaudible)

MR. : Well, some places (inaudible)

MR. : So that's if — if you're out there. So that's one reason (inaudible)

MR. : (inaudible) have too many (inaudible) pretty soon they did (inaudible) either leave or pay up. But they're not going to say anything. They're not going to complain, because they won't do (inaudible) so move out or pay up. But most of the time they just move.

MR. : Leslie, if there were complaints here, would they come — would your office take care of that?

MS. : On the inability to get a mortgage, yes. Yes, our jurisdiction covers real estate transactions.

MR. : A lot of these developments have what they call "restrictive covenant."

MS. : (inaudible) it's illegal now.

MR. : Is that illegal?

MR. : Yes, it is.

MR. : Case law (inaudible)

MR. : Has that been changed in Idaho, because I thought wasn't, (inaudible) and I'm trying to put you on the spot, Marilyn, but (inaudible) You've moved into the area that had something like that.

MS. : Yeah, I had a restrictive covenant on my house, and I can't have my (inaudible) less than my servants. And that was the word

they used. (inaudible) When we checked with the realtor, the realtor said it was null and void and just as if it wasn't written. But it was —

MR. : But it was there.

MR. : Several years ago, (inaudible) in California.

MR. : (inaudible)

MS. : It has been. My daughter-in-law is. My grandchildren are.

MR. : (inaudible)

MS. : Well, that's their definition if they're Asians.

MR. : Several years ago in California, in fact, two or three places in California, they had this restrictive covenant, not selling items to minorities. So, to get proof on that or get some kind of evidence, the (inaudible) like, if I went in there to buy a home, they would say, "No, we have a covenant."

So, if I sent my wife in there, who's Caucasian, they would sell her the home.

MS. : (inaudible)

MR. : Then, if I went in there with her to live in that home, there is all kinds of problems.

MS. : (inaudible)

MR. : Anyway, the case law says you can't do that.

MR. : (inaudible)

MS. : And if anyone knows of that kind of circumstance, we have investigators with HUD, who can immediately address those issues. We have had some instances where individuals in a minority have been in that trailer court, for instance, and they did — treated in a way the others haven't been treated, and we've been able to take action through the federal government. So, that's simply flat-out illegal now. And anything, whether it's written or unwritten, please refer it.

MS. : And Al has said there is one other state avenue also for the mortgage lending, because the state Department of Finance that regulates mortgage lenders is aware of the situation that you were talking about, Rudolph, and they contacted me several months ago. So they're on top of that issue in Idaho and wanted to coordinate with us if we got that kind of an allegation into our system, because they're ready to deal with it as well —

MR. : But this (inaudible) Idaho — housing

MR. : (inaudible)

MS. : Leslie, (inaudible)

MR. : Any other questions or comments to Dan before he leaves?

MR. : Dan, when you take that matter up, besides people that you know — aren't there people that don't have a EIN, though?

MR. : No. Anybody can get a EIN number. All they have to do is show a birth certificate and, I think, a photo I.D.

MR. : If you're limited — before, when you're going to attack these problems, let's attack them all the way, because before this law was ever passed, I've had people come into my office all the time. They can't get a driver's license because, one of the things, there is no consistency across the board from each different county. Each sheriff seems to think that, you know, that they can make the rules up for getting a driver's license.

I had one county in Jerome, where they — they flat out told this deputy — was telling these people, "Now, you have to be a citizen of the United States to get a driver's license."

I said, "No you don't. You merely have to be a resident of the state of Idaho." And I cannot make this legal distinction. I couldn't make him understand the difference between citizenship and residency.

MR. : You don't even have to be a legal resident, at that time, in order to get the driver's license. In Jerome, Blackfoot (phonetic) —

MR. : (inaudible) and there people aware that they can do that without running the risk of —

MR. : We contacted our office. We've worked with almost all the driver license offices across the state, all the way to (inaudible) I think the worst one is Jerome and Haven (phonetic) in that area. Wahish (phonetic) was pretty bad. We fixed them. Paine County was also bad, but we kind of work with them now, and they're pretty good. It's just a matter of

educating them, because a lot of times, there is inconsistency in terms of what the policies from the state is. And the reason is that the State of Idaho Department of Transportation doesn't have really 100 percent full enforcement over them. They just kind of took the policy —

MR. : Yeah, they (inaudible) problem with sheriffs —

MR. : But, when we have problems like that, what we do is call the Department of Transportation and they usually contact the local driver's services office and let them know that, if they get sued, they're on their own, because they're not following state policies. And that usually scares them enough to recognize that they need to change in order to work with the state policies.

MR. : Problem No. 2: the photo I.D. part of it. Now, that was — that's always been a problem for them, but —

MR. : Sure —

MR. : They have — they'll have photo I.D.'s issued by the Mexican government —

MR. : That's exactly the problem.

MR. : — and there again we see — there again, when we see people — some people feel like accepting it; and some people feel like not accepting it.

MR. : Well, that was one of the problems — why a lot of people were being denied the driver license, so I went to the Department of

Transportation. And the report said that the — what we call the "matiquilla" — it's an official Mexican government I.D. be accepted as one of their identification cards.

MR. : (inaudible)

MR. : With those kind of cards (inaudible) those individuals can get matiquilla and they did put it in as one of their requirements as their forms of identification. Once again, you have the inconsistency within the local offices that might well not accept them. But they have to if the — once the Department of Transportation puts pressure on them, they have to accept those as one of the forms of identification.

MR. : Good, okay.

MS. : I have a couple of questions for the D.A. (inaudible)

MS. : Okay, go ahead.

MR. : There's a whole series of memos, you know, that was put together by the Sheriffs Association. They very meticulously put this whole thing together about, probably about five years ago. And the series of memos, you know, every time they came up with it, first of all, was photo I.D. The response is what we need — we won't use the Mexican photo I.D.; we won't use those because the response was from the legislature: They can change those. We don't know how old these people are. We don't trust those, et cetera.

And they're just detailed out, you know, each one of those memos and (inaudible) from Blackfoot has all those memos that they were going through, you know, all these changes to try to keep, you know, undocumented persons from getting driver's licenses. And it's been going on for about four years now. And now that, you know, we used to send them to one of the easy ones that's in the Arcal (phonetic) And then Arcal clamped down, so we drove all the way (inaudible). Pretty soon they clamped down. They all went to Rexburg, and then they — well, and they just start moving throughout. (inaudible) didn't know how far they were going to go get their driver's license, you know. And finally, I think they've all kind of clamped down. They don't accept the — other than the state I.D., and then nobody knows where you're supposed to get a state I.D.

So (inaudible) we don't care. That's not our role. So the police department (inaudible) you will (inaudible) I.D. And so we've been using, helping the schools, you know, getting and taking — for some of the schools were willing to give them I.D.'s, which they do need for the schools, you know, for (inaudible) giving those I.D.'s. But then, it knocked those out in our area, because that's not a state I.D. either. So we don't know who gives out the state I.D.

MS. : (inaudible)

MR. : Transportation does, but they accept (inaudible) sheriff's (inaudible)

MR. : Dealing with the same rules as —

MS. : They all have the same rules, hopefully —

MR. : Yes, they go back to the same one.

MS. : You have to bring a picture I.D. (inaudible) have one —

MR. : (inaudible)

MR. : I wouldn't say that. It's just they don't seem to be any consistency in rudimentary policies from the state, but I wouldn't say they have their own rules, because some do follow them; some kind of adjust to what their own internal policies are. I'll give you an example: Owyhe County — I flatly called them up, and they didn't deny it to me. They said, "We're checking for legal resident status on individuals in order to get their driver licenses."

And I said, "Did you know you can't do that?"

And they just said, "We didn't know" — that it's not allowed — to tell the Department of Transportation —

Called them back, says, "You will be — you're in a high risk for getting sued if you continue doing this type — "

MR. : In other words, it just — it's just ignorance, actually, of the laws and so forth.

MR. : (inaudible)

MS. : (inaudible) That's an excuse.

MR. : When you go into Owyhe County, I can tell you stories about Owyhe County.

MR. : Go ahead. You had a question.

MS. : Oh, well, my question — I don't know this is (inaudible) for myself, but yeah, the EIN number — I'm just wondering, what are the pros and cons we've been getting from them on that for an individual?

MR. : Well, there is just the — it currently is my opinion is to get that number, the only — if you want to call it an advantage — is that you get — reporting the dependant in order to do your income taxes. If you're undocumented here, you can be claimed as a dependant. You don't get your earned income credit, but you get your dependant as a family unit. I believe that's probably the only benefit of it. I understand, according to the — when I spoke to the office of the IRS, they don't show that information with the INS, so —

MS. : Yes. That's my concern. If I'm a undocumented, (inaudible)

MR. : Maybe you know something about this, but supposedly, it's confidential information that the IRS will not show that information to the INS unless probably —

MR. : Without subpoena.

MR. : They made it clear to me that that's information that wouldn't be shown to anybody. That's the purpose for them to get

collected taxes.

MR. : Any other questions? If not —

MR. : Hey, listen. Thanks a lot.

MR. : Thank you. I appreciate being invited.

MR. : Okay. Very good. Leslie.

MS. GODDARD: Okay. Thank you. I'm Leslie Goddard; I took over the directorship of the Human Rights Commission last March when Diane retired after 40 years.

MS. : Twenty.

MS. GODDARD: No, 20 years. As I was thinking about what I might say, I tried to divide it into information that I have that is sort of measurable and then information that is not measurable. So I'll start with the stuff that is measurable.

And I put that into a couple of categories: one, is the statistics that the State has on hate crimes that have occurred within the last year. And then also, what's happening at the Human Rights Commission. I'm going to address the hate crimes just very, very briefly. And that is that there were just 44 hate crimes reported in Idaho during the year of 1997. And the five-year average before that was 76 a year.

So that's quite a drop in the number of crimes that were reported. Having said that, I wouldn't put a whole lot of weight on that information. Just about everybody that I have talked to, including the director

of the Department of Law Enforcement agrees that that's a very, very soft statistic. It hardly means anything, because for something to be categorized as a hate crime and reported as such, means that somebody — and you're not really sure who that is in each local police department or sheriff's office for one reason or another — designates a particular incident as a hate crime.

And there is some training that goes out, as I understand it — mostly to clerical people who prepare the reports on those — for when to call something a hate crime and when not to. But nobody believes that this is an across-the-board figure that everybody understands and treats the same way. And there are some parts of the state that very seldom ever report anything as a hate crime where you might suspect that there would be something happening there — just because of the population in those areas.

So, it's a very soft statistic, and just the fact that maybe it's half in 1997 of what it was before — I don't know that that particularly means anything for us.

MR. : Is that generally the same for Texas we're looking at under federal law?

**TAPE ONE ENDS; TAPE TWO BEGINS:**

MS. GODDARD: . . . by the offender's bias against a race, national origin group, religion, sexual orientation, or ethnicity. And so that's what the person who's filling out the police reports is looking for when they're seeing what happened and deciding: Do I check the box that says I think this was a

hate crime, or do I not?

MR. : Yeah.

MS. GODDARD: And it's —

MS. : A judgment call.

MS. GODDARD: Very much so.

MR. : (inaudible) political party. Everything else.

MR. : Some of things happened when they determined that because some of the police connected with that were the first ones on the scene. There were some cases in Owyhe County where the homicides — because it was homicides, they figured out (inaudible) and the racial issue — they needed to put down homicide, and they didn't put it down.

MR. : That was a hate crime (inaudible)

MS. GODDARD: And it was my understanding that probably most of the designations are made by clerical support staff rather than the officer anyway, so that — it seems to me that whatever happened, it's all a little bit colder by the time it gets to the person who's actually filling out the report and, if there's not anything that the officer has thought to note about what happened, it simply wouldn't get triggered for the clerical person.

The Department of Law Enforcement does have somebody who reviews those statistics that come in. And occasionally, she will look at a situation and, if it triggers something in her that makes her think perhaps it should have been categorized that way, she will call back to the reporting

agency and check on that. And sometimes they do get changed.

But I think everybody is in agreement that the system is very imperfect and they're probably really underreported.

MR. : When was it, last year, (inaudible) Falls where they had these pamphlets passed out — the white supremacist group — only thing they can charge those people with was littering the street.

MS. GODDARD: Yeah, that would not fall within that category probably. So, that's the one thing that's measurable and, as I say, not very measurable.

The other set of statistics that I hope are a little bit better are the ones that come out of the Human Rights Commission. And we do have jurisdiction over complaints in the areas of employment and real estate transactions and educational services and public accommodations. And we take complaints on the basis of race and sex and color and religion and national origin, age over 40, and also disability.

We've been keeping figures for a long time in terms of tracking the kinds of issues that come to us and the bases of discrimination. And I just wanted to share a little bit of that with you. As I look at those statistics, I don't see a lot of changes over the last five years or so.

For FY98 we did have somewhat fewer charges come in the door than we did as an average of the year before. We had 409 cases filed, and the average is about 438. Again, I don't put much significance in that, because

when I looked at the calls that we have come in, we had about 500 more calls come in over that year than we did the year before.

So, it looks to me like the drop is probably more a difference in the way that we were doing intake rather than any real change in the number of issues and concerns that people are bringing to our office. That may change again this year, because as of July the 1st, the Human Rights Act was amended, so that if a person wants to bring a charge under the act in district court, they now have to file an administrative charge with the Human Rights Commission first.

And it used to be they could choose to do that or file a claim in district court and just take that route from the start. Now they have to file a claim with the commission first, and they can't get into court until they've had a right-to-sue letter, basically, from the Human Rights Commission. So, my guess is probably that figure is going to go back up, but again, it's not a real change in the issues out there; it's just a change in the processing system.

In terms of the kinds of complaints that we see, this last year, 50 percent of our charges were sex discrimination. That's a little bit higher than it has been in the past. Seventeen percent of the charges were race or color, national origin — those generally get mixed together. Disability claims are about a quarter of the claims. Retaliation always runs around 20 percent of the charges that we see.

And my percentages, by the way, add up to more than 100, but

that's because one charge will contain more than one allegation. What retaliation is all about is that somebody is alleging that they have complained about a discrimination issue and then some action is taken against them for making that complaint.

MR. : How long have you had that category?

MS. GODDARD: That retaliation? I'm thinking since about 1983 or so; I think that got added into the statute. Is that about right, Marilyn? Has it been that long ago?

MS. MARILYN: I thought it was (inaudible)

MS. GODDARD: No. We added that after I came, yes. It was sometime —

MR. : (inaudible) there originally.

MS. GODDARD: Yeah. I remember that we amended it. I think it was in the early 80's.

MR. : So just in the context of employment, or is that housing, too?

MS. GODDARD: Yes. That's just in the context of employment.

MR. : Again, what was your percentage?

MS. GODDARD: Around 20 percent.

MR. : That high?

MS. GODDARD: Uh-huh.

MR. : What about affirmative action?

MS. GODDARD: We don't enforce any affirmative action requirements. There's nothing at the state level that mandates that someone do affirmative action. So, this is basically an equal employment opportunity requirement under the Idaho statute.

Age discrimination was about 11 percent of our charges and religion was three percent of our charges. That's pretty low, but it was the smallest category that we have.

MR. : I'm curious. Under retaliation, is there a subcategory for the — sort of like the underlying — what it was that they were retaliating for? Like, it could be sometimes you can retaliate because the employer is violating some OSHA code or because he violated your civil rights or because, you know, he didn't like someone because for whatever reason. Do you use subcategories then, too?

MS. GODDARD: The only retaliation that's covered under the Human Rights Act is retaliation for objecting to a practice that you believed was illegal under the Human Rights Act. So, for example, if you —

MR. : She's talking about the employer's action.

MS. GODDARD: Yeah. If you complained about being discriminated against for your sexual orientation and you were retaliated against for that, we would probably take that, because the person might reasonably have believed that sexual orientation was covered under the statute even though it's not.

MR. : I see.

MS. GODDARD: Okay. Great. The harms that people experience — again, those are fairly static discharges, about half of them. The one that has changed over the years that I wanted to draw your attention to is the category of racial harassment. I had a feeling that we had an upswing in those kinds of charges. But when I went back and looked at the statistics, back in fiscal year 1994, racial harassment made up five percent of our charges. And this last year, it was 17 percent. And I think that's a big difference.

MS. : Is the in the (inaudible) or does that come in the — (inaudible)

MR. : Nationwide, the racial harassment cases are rising.

MS. GODDARD: Are they nationwide? I don't know; I don't know the nationwide statistics, but that would be ours.

The sexual harassment is up as well, but the racial harassment surprised me. And I didn't catch your question.

MS. : I was just trying to verify if that was part of the retaliation —

MS. GODDARD: No. That would be a separate issue. This would be somebody coming and complaining that they were treated with a — it's often verbal insults or pictures or stones thrown at them.

MS. : In the workplace.

MS. GODDARD: In the workplace, usually.

MR. : (inaudible) actually, the thing to me that is related in part to the rise of urban gangs (inaudible)

MS. GODDARD: Yeah. I don't know. I don't know where that's coming from.

MR. : You know, I just wonder if it's all the legislation, the antiminority legislation machine and the English-only stuff, you know, and all that, you know, finally beginning to hit from Idaho full force. And I'm hearing a lot of that stuff. I did wonder if that attitude is really starting to catch on now.

MS. GODDARD: Well, I know a lot of employers respond to us that they've developed what they call a zero-tolerance policy for any kind of harassment in the workplace. But when you see that kind of figure, it says to me that maybe those policies have been put in place, but the employees aren't buying it yet. And it's coming out in one form or another.

Anything else — in terms of the sort of nonquantifiable things, I guess I would say I have some concerns about things that I can't really measure.

And I guess one of my biggest ones comes from an effort that has been published in the papers, so I guess it's okay for me to talk about it. And that was a few months ago when a small group of people went to the Canyon County Commissioners to try to get some signs in the courthouse put up in Spanish.

And one of them was a sign just about security issues, and then the other one was for safety issues — the emergency evacuation procedures. It seemed as if it should be a fairly simple thing to do, and it turned out not to be a simple thing to be. But the commissioners eventually did it and, I think, did the right thing.

But what concerned me about it was the letters to the editor that started showing up in the paper afterwards. I mean, there was clearly a lot of hostility over this being done. And it seemed to me that what — I guess what that was telling me is that there is a lot of hostility out there that's probably just under the surface. And it comes out; it can bubble up when anybody is doing anything that looks — that can be put as a special privilege, I guess, or some kind of special thing that other people don't get.

So, I think that hostility is there. And Daniel mentioned about the harsh words against illegal aliens that he heard. And I think that may be symptomatic of that same sort of thing. Maybe we've got some stops in place, but I think that those harsh feelings are there. And the *Idaho Press Tribune* said that it didn't publish the worst of the letters. And I thought some of the things they did put in were pretty ugly, so I think that tells us there's some pretty strong feelings out there.

MS. : We had a case of (inaudible) of a young man who was employed at Cashion (phonetic) County Detention Center. And the supervisor used the word "wetback" to identify inmates (inaudible) but the

newspaper reporter who talked to me about and said he had gone on the street because he thought (inaudible) how much negativeness. And (inaudible) he said he talked to ten local Caucasians and said, "Do you think the word "wetback" is derogatory?

He was totally shocked that not one of them thought it was. He said, "I could write a story." They all thought it's okay to call them one. He said, "I could not believe that."

MS. : (inaudible)

MR. : Well, there's nothing else to become (inaudible) away white. You know, you shouldn't feed (inaudible) If you're in a community like Burley (phonetic) you're naive enough and you're a newspaper reporter, you got a hostility there, we don't discuss hostility to our newspaper people. (inaudible) sick and should be.

But in a place like Burley, you're a newspaper reporter, and you go out and ask ten Main Street people that question, they're giving you the answer that they will want to give you and not the one you want. And they would give a very different answer to another person. We're getting subsets of political correctness that are beyond management. And that always irritates the public's skin.

I mean, you have to read *Vogue* and *Vanity Fair* and *New Yorker Magazine*, *New York Book Review*, *The Nation*, *New Republic*, to know this month what you may call somebody.

MS. : To be politically correct.

MR. : Yeah. That's true.

MS. GODDARD: Well, I just wanted to say, I think there are some good things going on, too. I think that overall the State's response to the Aryan Nations' march was very good. I think the lemonade campaign which came out with over $1,100 a minute total is wonderful. And I think that people really rallied around doing the right thing on that.

And we're pretty irritated with the media for the coverage that went to the Aryan Nations as opposed to the real positive things that were going on at the same time. But I think overall the State did really well on that one.

MR. : You got coverage in L.A. *Los Angeles Times*, actually.

MS. GODDARD: I think it was somewhere from London.

MR. : It's got to be fun when the put their (inaudible) and thank Butler (phonetic) for the money that he raised.

MR. : For the community (inaudible)

MR. : All the people who paid so much and (inaudible)

MS. GODDARD: I think, also, largely to the ground work that Marilyn did when she was in my position, there are lots of community relations groups that are cropping up and developing.

And this weekend, the Idaho Network Against Bigotry is meeting

for the first time, and as I understand it, it's people from these various task forces around the state that are coming together for the first time to kind of strategize about what they should be doing in their communities and to meet one another and communicate on what they are doing and what the issues are. So, I think that's a really positive thing that's happening.

And also, I had a story about — this isn't one of the task forces, but of the group that came in Homedale — did you — I don't know if you sent this one to me, Marilyn, or not — but it's called The Bridge Builders Group, and it was a woman in Homedale who put together a community picnic and managed to get Hispanics and Basques and Native Americans and Blacks and whites together for a community picnic in Homedale. And everybody committed that they would, over the next year, have dinner with two other people that they didn't know before they had the dinner.

So, I thought that this is really good. So, I wrote her a letter to try and find out more about what she's doing, but I think that's good — to get those kinds of homegrown things going to break down some of those barriers.

MR. : (inaudible) I want to tell you the reason I'm sensitive to this categorization problem is that I came late to this meeting because I was attending a meeting at the Elks' Rehabilitation Center where there were arthritics and postpolio syndrome people and postoperative trauma people and whatever I am. I'm some of those things put together.

And as they tried to address one another's problems, they didn't

know what to call one another, because they didn't know the code words. And when one of the old-time physical therapists referred to me because of my pain as a cripple instead of disabled, you could have heard a pin drop. You don't say "crippled" —

MR. : No.

MR. : — in the Elks' rehab center, and you don't (inaudible) almost got evicted. It's a sensitization that has come out of the civil rights movement. (inaudible) things started far back in the 50's — not where Martin Luther King started clear back in the 50's. (inaudible) But the sensitization has grown exponentially and we don't know that there's any end to that road. There probably isn't.

MS. GODDARD: I appreciate what you're saying, and I understand it. But I also have to say that when we take complaints of harassment, we're not talking about that kind of language. We're talking about language that I think the person who said it very clearly knew that it was offensive and meant for it to be.

MR. : Listen. If I call somebody a son of a bitch, I'm serious about it (inaudible) that's not covered by the statute.

MS. GODDARD: Right.

MR. : (inaudible) when you think about it. It's an ugly phrase.

MR. : You wonder sometimes why you're there. Did I

get invited to be one of those, or did I get invited because they like me. (inaudible) like on boards (inaudible) I'm on X number of these boards and you know damn well on some of these boards, you're there just because of your color.

And you're not supposed to speak up, and all these things kind of go on. But I guess it's a good thing in another way that it forces people to come together. When it forces you to talk to each other and there are other people out there. It used to be the older people, but we can't find those guys.

MR. : No. And I could look in the phone book and find (inaudible) on the end.

MR. : Yeah. They got (inaudible)

MS. : Excuse me. I have a question. I wonder if you could give me a little bit more background on the commission like (inaudible) task force now. Are they directly linked to you? Are these other task forces in counties throughout the state also linked to —

MS. GODDARD: They're not directly linked, no. The Human Rights Commission is a state agency, and it's responsible for enforcing the state antidiscrimination statute. So, it's set up by state law to do that, and so we do that by taking in administrative complaints and investigating them. And if looks like that discrimination has occurred, then we have the authority to file an action in district court on behalf of the injured party with the plaintiff and take that case into district court. Or people can do that themselves.

But it's an official state agency. The task forces are voluntary groups that have been set up. We try to know that they're there and we have a directory that tracks where they are and whose in charge of them. But they're set up more to be community relation responsive to what's happening in that particular community. So, if there's a hate crime, for example, they're there to provide support for the victim of that or to try to address whatever the concerns are that are happening to stop that kind of —

MS. : So, there is somewhat of a connection?

MS. GODDARD: There's a connection but not a legal tie.

MR. : Okay. How many people are on that commission?

MS. GODDARD: There's nine commissioners. They're appointed by the governor.

MR. : I understand Mary in Indo resigned.

MS. GODDARD: She was a commissioner for a number of years.

MS. : She chose — she decided that she'd served for so many years and had been working so hard — she was one of the hardest working commissions we had.

MR. : Who took her place?

MS. GODDARD: I don't know exactly who filled that particular spot.

MS. : (inaudible) was that seat.

MS. GODDARD: Did he take her spot?

MR. : Who?

MS. : Hyun Pak (phonetic) He's a Korean-American.

MR. : From where?

MS. : Twin Falls. He's an attorney in Twin Falls.

MS. : Do you have cases where you have retaliation to as a result of being referred to you? For example, somebody's having problems with their (inaudible) and they ask your office to look into it from a (inaudible)

MS. GODDARD: Uh-huh.

MS. : What do you see in terms of retaliation there?

MS. GODDARD: We get charges of that nature. They come in fairly regularly. And sometimes that appears to be the case, and sometimes it doesn't.

MS. : For example, if I felt that I was being discriminated on because of my age, I guess, and you went in to investigate this, would the employer retaliate against me as a person?

MS. GODDARD: It could happen. And if you —

MS. : You don't have any stats on that?

MS. GODDARD: Well, that would be the retaliation figures at 20 percent of the (inaudible) for that kind of retaliation. And —

MS. : So they're almost the same as the race or color. That's why I wondered, you know. (inaudible) employment. They're almost

the same thing.

MS. GODDARD: Yeah. Sometimes it's easier to prove the retaliation charge than it is to prove the underlying charge. You've usually got a direct comparison on what was happening to you before the day the employer got that charge, and then the way that you were treated afterwards.

MR. : But that wouldn't be sustained, because you're too young looking.

MR. : Leslie, I see that during the last legislative session, that you had — was trying — you got what you asked for in funding from the State. And then you got an additional funding limit. Am I correct?

MS. GODDARD: There was a supplemental appropriation.

MR. : Supplemental funding, right. Now what I'm coming to is this: Is it seen that the mentality of the legislators are not giving you a hard time when you come before the committee? I know that in the past some years back, there was some gray, gray areas. You may not get in or you may, you know. They would try and put you out of business, but does it look like it's changing — the atmosphere.

MS. GODDARD: You know, that's really hard to tell. I haven't been before the legislature.

MR. : Oh, you haven't been?

MS. GODDARD: Yeah. Marilyn was the one who was carrying it last time. They gave Marilyn everything she asked for before she left.

MR. : (inaudible)

MS. : I can say what it was. Well, Leslie, I think, was with me when we went to the last pitch I made, and I had always felt so bad, because we were so poorly funded. I mean, we just — you know, we didn't have money to travel. We didn't have money for anything. You know, it was just like — and I always blamed myself and thought, "How do these other agencies, you know, get better funding?"

And I just felt very depressed that I somehow didn't have the skill that others do and I guess I felt a little bit better when one legislator announced to the group and nobody — I'm not saying it was the feeling of the whole Jayback (phonetic) committee, but nobody said, "No, you're not right," when he said, "This agency is not poorly funded by accident but by design."

And I felt better in the sense that (inaudible)

MS. GODDARD: (inaudible) because you know how badly she was feeling.

MR. : That's when you retired?

MS. : Right. So I think there's no question but what they — they keep us — I mean, in my opinion, we were kept very — we had enough money to be alive, but not enough money to do —

MR. : Kind of like the National Endowment for the Arts actually.

MS. : Pacifier.

MR. : Or Public Broadcasting System. You just kept enough vitamin B to prevent you from falling over; enough C to prevent scurvy.

MR. : There'd be no respiratory system.

MR. : These are horrible times in the quality of our legislators. I don't think we should be blighted by these (inaudible) we've had quite a bit (inaudible) and our chief executive like (inaudible) or Bill Clinton, no problem. But in the quality of members of Congress and the state legislature, not pretty to see — a whole different agenda — most of it economical; most of it quite Prussian; most of it quite hard on the minorities, and we shouldn't pretend that it's any other way.

MR. : Are you attending that rally in Idaho Falls with Gingrich?

MR. : They having a rally for that son of a bitch? I knew I'd be using that term.

MR. : He's supporting Simpson.

MR. : Well, that's, you know, that's better than any other nominee that the Republicans (inaudible)

MS. : (inaudible)

MR. : Any other questions?

MR. : I think that's it. The rest of the group don't know what transpired. You don't want to talk about it. All right. Let's go

on. Any other questions to Leslie?

MS. : I have a question. The Idaho Network Against Bigotry is meeting in Boise?

MS. GODDARD: Uh-huh.

MS. : I'd be really interested in attending, and I didn't know about it. And this is something that I could drop in on?

MS. GODDARD: Absolutely. I even have their agenda with me, right here.

MS. : After the meeting is fine, but I think it would be something very worthwhile.

MR. : (inaudible) Ossfense group?

MS. GODDARD: It's being spearheaded by him, yes.

MS. : There was a meeting in Cordelane (phonetic) on campus there, and I see When He Comes Knocking (inaudible) Did you know anything about that?

MS. GODDARD: I don't know about that. I didn't (inaudible)

MS. : We provided a speaker. In fact, we had a speaker from the FBI, and then Wendy Olsen from our office who attended that. It was spearheaded by — I can't remember Terry's last name, but she works at NIC over in Spokane campus. I have the information in my office, if —

MS. : Yeah. I was just wondering if those were similar groups that were sponsoring this one coming up and —

MR. : Who's sponsoring this one?

MS. : I don't know about this one.

MS. GODDARD: This is being organized by the Northwest Coalition Against (inaudible)

MR. : (inaudible) In other words, Mary Daly is working on that?

MS. : No. I think the (inaudible) is.

MR. : Oh, I see.

MR. : Any other questions for Leslie before we move on? If not, thank you, Leslie, and we hope that you are going to put us on your calendar and attend our meetings. We will let you know.

MS. GODDARD: Okay. That'd be good.

MR. : It's not that many.

MS. GODDARD: I understand that — once a year.

MR. : It's hard to underestimate the effect of something stupid, but what Boatman did will cause the more sanctimonious legislators, the ones who blow in the wind, to go out of their way next winter to speak up and say a good word for you — here before the joint Finance Committee. That's the nature of the legislative beast.

MS. GODDARD: All right. Well, I'll watch for that.

MR. : Well, Ms. Richardson (inaudible)

MS. RICHARDSON: Okay. Thank you so much. I really appreciate

being invited to be here. And I'm eager to share with you what we're doing at the United States Attorney's Office and in federal law enforcement. But first, I'd like to introduce the two people with me and tell you a little bit more about them.

Terry Durden, my first assistant, I recruited out of Little Rock Arkansas. Now, some of you know another famous Arkansasan, Arkansanian — how do you say that?

MR. : Arkansan.

MS. RICHARDSON: Arkansan. Thank you. I have learned more Arkansas jokes than I could share with you. But I was very lucky to recruit Terry, because he grew up in the south. And he's very in tune with and very sensitive to issues of diversity and issues of involving the whole community.

He had been with the U.S. Attorney's Office there for 15 years, and his wife is also an attorney. And they and their four children came across the pass, and it was almost like the Donner Party when you listen to them tell how they came over to Idaho. But he, in the five years he's been with me, has just done an awesome job and is one of two contacts in my office on civil rights issues.

Linda Hoffenbeck has been with the U.S. Attorney's Office for almost twenty years now; is that right?

MS. HOFFENBECK: Over twenty.

MS. RICHARDSON: Over twenty. And Linda is my law enforcement

coordinating person who works with city, county, state, and tribal law enforcement; and also does victim witness work, and just does an excellent job. So she, too, is a wonderful resource.

And I would just like to say that I'm really thrilled that one of the things we're going to be doing in the very near future is in cooperation with the Idaho Human Rights Commission. On October 1st and 2nd, we're going to be sponsoring the first ever Hate Crimes Conference, jointly sponsoring it. It will be at the Nampa Civic Center. And we are going to be having some national speakers present.

I don't think since Bobby Kennedy there has been a United States Attorney General as committed to civil rights as Janet Reno. And she has had tremendous support from the White House. And I can tell you that she has made it very clear to all of the United States Attorneys that equal access to justice is paramount in our priorities. I think a lot of people do not know the extent to which federal law enforcement and law enforcement generally has discretion in the kinds of cases that we bring and don't bring.

But I can tell you that we, in this administration, exercise our discretion very — I think, appropriately — to address environmental crime, hate crime, kinds of crime that affects real people in their day-to-day lives, and I'm very proud of this administration — working for them.

One area that nobody has touched on that I'd just like to touch on very briefly is the importance of providing equal access to justice in Indian

country. We have six tribes, five Indian reservations in the District of Idaho, and our office is the county prosecutor in Indian country. We have the jurisdiction to prosecute major crimes, and if we don't do it, it doesn't get done quite simply.

We have, in the last five years made a priority of child sexual abuse, murder, assault, violent crime in Indian country on all five of the reservations. And it's not just enough, Attorney General Reno tells us; it's not just enough to be good prosecutors. She has called upon the United States Attorneys and the people in our offices to do more, to reach out to the communities and to be involved in the communities.

Now, one of the ways we've done that in the past — and some people have reservations about the program; but I think, by and large, it's a good program — the Enough Is Enough Campaign. We have a prosecutor who is extremely experienced in international drug smuggling, money laundering, drug trafficking. He goes out into the schools and gives an absolutely wonderful talk. He's got one slide show for the kindergartners and another one for the junior high kids and another one for the high school students. And then he's got one for the parents.

And what we're hoping to do with our hate crimes conference in a way is the same kind of education. Listening to President Clinton and Attorney General Reno at the Hate Crimes Conference that they sponsored in D.C. last year, they talked about the importance of educating the educated;

because, like with drugs, we're always talking about educating the children.

But how many times do we put children in a Dare Program, and then they go home. And their parents are using. And guess which message is going to resonate? Guess which message is going to be the stronger?

Similarly, I think with hate crimes, I don't believe people are born with hate; I believe it's learned. And often, they learn it from the people who are educated — their parents or their grandparents.

And so I think it's incredibly important that we, in addition to our prosecutive efforts that we focus on prevention efforts and that we focus on education. And one of the goals that Leslie and I are working on in terms of the conference is going to be to work with school teachers. And we have specifically planned this conference for October 1st and 2nd, which are in-school training days, so that the teachers can be present.

And Linda has already touched base with Tony Dennis from the Boise School District, who is very eager to see people attend. So anyway, from a prevention standpoint, from an education standpoint, I see that as very encouraging.

To tell you a little bit about the case that Dan Ramirez referenced that our office prosecuted, this was a very significant civil rights prosecution. In fact, Bill Lamley, the acting Deputy Attorney General at the national level for civil rights, participated in this, and it was a high-profile case.

Essentially, there were six skinheads, 18-, 19-year-old men, who

were harassing Hispanic youth in their homes and their communities, literally yelling racial slurs, chasing them up the steps of their homes with beer bottles — terrible racist-motivated acts.

I'm very fortunate. The other person, in addition to Terry in my office, who's our civil rights contact is Wendy Olsen. Wendy is — I cannot say enough about Wendy Olsen. She grew up in Pocatello. She went to Stanford Law School, graduated near the top of her class, and then went to the Department of Justice where she was in the Civil Rights Division.

I was fortunate enough to recruit her back to Idaho to work in my office. She prosecuted that case and, with some absolutely tremendous cooperation from both the county law enforcement and the FBI, built such a strong case that every one of the skinheads pled straight up to the charges, which is tremendous. So, we felt very proud of the prosecution. We're very committed to doing everything we can in that regard.

One of my frustrations was that the media didn't cover what happened. And I, you know, it's the old story of the tree falling, but nobody hears it. And if we're going to discourage that kind of conduct, we need to make sure that the wider community knows that people will be held accountable. So —

MR. : What did happen and where was the trial?

MS. RICHARDSON: There wasn't a trial. Terry — they pled. We got them to plead.

MR. : Oh, they pled guilty.

MS. RICHARDSON: They pled guilty, so there was no trial.

MR. : Where?

MS. RICHARDSON: Here. Federal District Court — in Federal District Court in Boise.

MR. : Where was the crime?

MS. RICHARDSON: In Nampa in Canyon County.

MR. : Thank you.

MS. RICHARDSON: And we put out a press release. And in addition to that, we called the media, and we told them: This is significant; you ought to cover it. And here's why it's significant. And they said, "Thank you."

And we — you know, when you get that little blip in the left—hand column that sort of has the news, that's very frustrating. So one of the things that I'm hoping to accomplish — and I know Leslie is, too, with the conference — is to help the media understand these issues better and understand what an important role they can play in helping.

For some reason, the media loves to know about a drug bust, and they love to know about the indictment. But there always seems to be a gap between the initial news and then what happened. And it's sort of as Paul Harvey says: "You got know the rest of the story." And I'm not a Paul Harvey fan, but I agree with that particular philosophy.

In any event, I wanted to share that with all of you.

Another aspect of federal law enforcement that I'd just like to mention to you is the Federal Community Relations Service. Now, I don't know how many of you had heard about it, but I must have been in office for a year before I even knew that such a thing existed. And then one day, I got a telephone call from a fellow who said, "Hi. I'm from the Community Relations Service, and I'd like to come talk to you."

And I said, "Fine. But what the heck is it, and who the heck are you?"

And we did end up having a wonderful talk. And I came to understand that the Community Relations Service is a component of the Department of Justice that serves a wonderful role — can be called upon to serve a wonderful role — when there are tensions in the community.

MR. : May I interrupt just a minute.

MS. RICHARDSON: Yes, sir.

MR. : The executive director is a niece of — her name is Rose Olchey (phonetic). The niece is — she's the niece of Yoshi Olchey (phonetic) who served on this Idaho Commission.

MS. : I didn't know that.

MR. : He's a very good friend of mine, and she asked me to — it was about a year ago, she called me from Washington and asked me to kind of serve as a liaison for the State of Idaho for that Community Relations Service.

MS. RICHARDSON: Wonderful.

MR. : Justice Department.

MR. : Well, now we know it. Rose (inaudible) You waited a year to tell us that didn't you?

MR. : Rose? (inaudible)

MR. : Rose.

MR. : From Los Angeles.

MR. : Fred Stein.

MR. : Was she a daughter of (inaudible)

MR. : She's married to —

MR. : Married to (inaudible)

MR. : Fred Olchey's (phonetic) brother's son.

MR. : The nephew of Fred.

MS. RICHARDSON: Well, that's very, very interesting, and I'm glad to know that you're the — Terry, get his card before we leave. That'd be good. One other —

MR. : Hosegawa (phonetic) write it down. He doesn't have a card.

MS. RICHARDSON: I meant that. Do you want to write it down for me, Terry.

MR. : H-O-S-E-G-A- (inaudible)

MS. RICHARDSON: One of the other things that I think is very

important with this conference we're looking to build is that, as much as I wish it were otherwise, law enforcement needs greater education.

And Billy Johnson, who — as some of you may have heard — who is this hardened wizened old cock out of Boston, gave one of the most eloquent presentations at the Hate Crimes Conference in which he talked about how long he had worked in law enforcement before the seeds of understanding had taken root in his mind. And he's an absolutely awesome speaker.

We had hoped to be able to get him for our conference. This isn't going to be a one-shot deal, because it's not a 50-yard sprint; it's a marathon, getting the education and understanding to come in. So hopefully, we can get him next year.

But that is an additional primary goal of the conference — is to get law enforcement to better understand from county to county, from district to district. It is as amazing in Idaho as elsewhere how little training, if any, individual law enforcement officers have —

MR. : (inaudible) has a well-trained force. They have a better kill ratio than anybody in the state.

MS. RICHARDSON: Somebody had made a comment about the fact that the urban gangs and the influence that the urban gangs — you know, I think, we're really kind of in this day and age past the point of urban and rural, because with television and with the Internet and with the media

saturation, what's happening in Los Angeles might as well be happening in Kuna (phonetic). Because in some respects, the community and our global understanding is the same. So, I think it's really important that we not make it a rural/urban issue, but a global issue.

One other area I'd just like to touch on very briefly is that I know that sometimes, there's a real sense and a legitimate sense that government is the problem. But I also think it's really important that we differentiate government from the individuals. And that we step back for a moment, because right now, a lot of the racist groups are underground or they have quieted down.

I agree very much with Leslie that the statistics don't tell the whole story. And maybe they are funnelling their energies through militias, or maybe they're funnelling their energies through common courts. Or maybe they're funnelling their efforts into a more quasi-mainstream-sounding outfit, but I think they're still there.

And so, I guess I would just say that I know that they're times when the government overreaches. And one of the things that always troubled me when I was a clerk at the Idaho Supreme Court was when the prosecutors would stand up and say, "Well, we know the police made a mistake, but it's just harmless error."

And I would think, "Well, every error can't be harmless." Having said that, I also know that the decisions that very dedicated law

enforcement officers make in the heat of a moment are ones that most of us wouldn't want to be called upon to make. So, I've seen things from a different perspective, and I think it's so important that people develop better ways of talking about these kinds of issues and talking about them together.

I really — talking about the INS for a moment. If I were head of the INS, I might have a different perspective. But I'm not. From my office's perspective, all I can look at is: When do we bring criminal charges?

I can't deal with the administrative, because, unfortunately, that's not in the Department of Justice domain. I can tell you that Terry and I have tried very, very hard to make sure that, before an INS case is prosecuted in the federal system, that we are confident that this person isn't "simply an undocumented worker" or an illegal alien, but that this person is a criminal in the sense that they are doing something that is harmful to the community and it is against the law.

So, to that extent, I just — I don't want to take on the full responsibility for the INS here. I want it to be real clear with everybody what our role is vis—à—vis the INS.

And having said that, I think I've probably come pretty much to the end of my thoughts.

One thing I would say just real briefly, I really do feel passionately about this issue, and one reason I do is because of who I am. My father was an immigrant from Denmark, and my mother's parents came over

from Czechoslovakia. She was born on the boat. And when I grew up in Lewiston, Idaho — a fair blond child — you'd think I wouldn't be the subject of any discrimination.

But those were the days when they had those crazy fallout shelters and, remember, there were those pictures of Khrushchev banging his shoe on the table and saying, "We will bury you."

And they had pictures of kids going under the desks for fallout shelters. And I can remember our neighbors decided to get together and build a fallout shelter. And they said, "These people can come; and these people can't."

And you know what, I was invited; but my father wasn't, because he was foreign-born. Now, to a six year old that was very difficult to understand and that was my very first experience. And I think that every person, if they go back far enough can see how this issue can affect them personally.

And sometimes it's just like drunk drivers; it's not until somebody you know that's been hurt that the issue suddenly takes on a new meaning. And so that was a very early impression and a very early image. But it's one that has stayed with me over the years. And I just want to really convey to all of you the commitment of my office.

I hope that the Attorney General stays in office for quite sometime, too, because I think she's providing real leadership. So, I'd be

happy to answer any questions anyone has on this.

MR. : I was in Portland, Oregon, last month; and you're counterpart was there.

MS. RICHARDSON: Oh, Chris.

MR. : Yes. Wonderful individual.

MS. RICHARDSON: Yes.

MR. : And she said one of our major problems is: Nobody calls.

MS. RICHARDSON: Yes.

MR. : The phone doesn't ring. And there was an FBI special agent there who was originally from Los Angeles but was now in Portland setting up a civil rights office up there for them.

MS. RICHARDSON: Yes.

MR. : And she said the same thing. People just don't call. They both know there's people out there with complaints, with problems, and so forth, but they just don't get the phone calls they should be getting. As if —

MR. : Isn't that because they don't know who to call or where to call?

MR. : When they call our office, we tell them who to call. I'll tell you, somebody calls our office, and I say that what you want to do is call the FBI, they think I'm stark raving mad. Because you just don't call

the FBI, they think. And I keep telling them, "No. Call the FBI. They can help."

Or, "Call the U.S. Attorney's Office." We still get a lot of problems with public accommodations, and when I do, I just tell them, "Call the U.S. Attorney's office."

MS. RICHARDSON: Yeah. I think that's true, and one of the most difficult parts of our job is when somebody has had something happen, and for one reason or another . . .

**TAPE TWO, SIDE A ENDS AND SIDE B BEGINS:**

MS. RICHARDSON: . . . and we don't have enough information here, but another calls it in and we have enough information there, and pretty soon, you can put pieces together. And maybe you do end up having enough information. It's always important to call.

And that's one of the other objectives hopefully that we can accomplish with this conference. I think when people think of the FBI, I think when they think of law enforcement or the federal government or even the Human Rights Commission, we're sort of — government agencies that don't have a face.

And hopefully, we can help put a face and a human identity to the work we do so that people will feel more comfortable having access. Certainly in a state like Idaho, a district like Idaho, there is no reason we shouldn't be able to do that.

MR. : Many people without status — the guy who was here earlier from the Hispanic (inaudible) He described his problems with trying to get driver's licenses for undocumented aliens. I assume that a guy I tried to help last year — who was Slavik, an immigrant — who had not dotted the I's and crossed the T's. I think he's probably dead now, but there was nothing I could do to help him.

And I went to U.S. Senator office and stuff, I didn't even — because we're dealing with the INS, I didn't even approach the Justice Department. I know how that woman up in Montana reacts to even the mention of the Attorney General's name.

MS. RICHARDSON: Oh, really?

MR. : You bet your ass. Pardon my French, but —

MS. RICHARDSON: That's all right.

MR. : — if that person is an undocumented person or has no rights as a U.S. citizen, it's very tough to be of any assistance when you're dealing, for instance, with the Immigration and Naturalization Service. I mean the use of hobnail boots on people's faces (inaudible) I oversimplify — being unfair (inaudible)

I'm saying that sometimes the reason the people don't go to the government for help is that they're dealing with somebody they feel has no rights — somebody who is on probation or somebody who doesn't have his (inaudible) papers. I wouldn't think of approaching you with that problem just

because of that attitude of the INS. I don't know how to help anybody who has a problem with the INS. I don't know.

MR. : First of all, you get on the phone, Barry. And you dial the number, and you get a recorder. And it tells you if you're calling with this, push this button. And then you go through this tense list of buttons.

MR. : I did some of that.

MR. : And by the time you get through, you get nobody and you get so frustrated that you say, "Oh, the hell with it." See.

MS. : You don't have to talk to people either.

MR. : There is that problem, too, that — the invention of E-mail for people who are — I don't mean to be an ageist — along with my other prejudices — but for somebody under 30, E-mail is the greatest invention of the 20th century. It means you never again will have to talk to anyone. A new person in public employment with a desk and an E-mail recorder may never again talk to (inaudible)

MS. RICHARDSON: Well, I can't be an apologist for the entire federal government. All I can tell you is that our office returns phone calls usually very quickly, and that often, people get to speak to either me or Terry or Linda.

MR. : It isn't just the federal government. Ted Ellis retired CEO of Key Bank, has been out of the job six months. And his daughter was being — was having her account withdrawn for the bills she paid

off. She had it on automatic, you know, deduction. And they were still deducting, even though the contract was paid.

So she's trying to get it stopped; she couldn't get it stopped. She asked her father who had been the CEO of the goddamn bank to get it stopped. Ted told me that he got out his little black book and called all of his phone numbers that he wouldn't call when he was in his office and got 100 percent E-mail — never talked to a human being.

The water closed in behind him, and — I'm not saying it at all. I'm not going to (inaudible) the federal government. I'm telling you it's a new — it's a new problem. The unavailability of the inner core of the American corporation is going to be a whole new, brand new problem.

MR. : I guess, Betty, really the understanding of your role in the community — I'm glad this conference is coming up — and a lot of federal roles, you know, don't understand (inaudible) if you can take care of my immigration problem, if you can get me a decent — if you can get papers, I'll call you. That's number one priority.

But if I have a problem and even though (inaudible) attention to me, (inaudible) don't mention my name. Don't bring me into court. I'm seeing that in housing; I'm seeing it all over, because you see them in housing for example. (inaudible) if it's federally subsidized housing, and I'm in this housing. And I'm undocumented, but I've signed papers that I am documented, that's all I have to do.

But if it's federal subsidized housing, if I report a problem that I've seen and draw attention to me, I'm out of it. And right now, we got several school districts that have gone from, in the last two years, they have gone a little under 20 percent to about 15 percent population in the school district of Mexican descent up to 30-some percent.

And it's, you know, I anticipate that this coming year again, you're going to get another ten percent. And if we have that kind of population in the school districts, can you imagine what all those little rural towns are. And they're open, and they're very vulnerable to all kinds of things — not only in housing, law enforcement, the whole bit. But they're not going to call. Silence to them protects them.

MS. RICHARDSON: And Lydia, I understand what you're saying in terms of undocumented workers. Our difficulty, however, if we're going to do our job, is that we need to have a complainant. We need to be able to say, "This was the victim; this is the witness; this is the person who can provide the testimony who can give the evidence that can enable us to enforce the laws."

It's sort of a catch-22. I do hear what you're saying, and I think that that's going to have to be addressed, I think, in some legislative fashion probably — through some policy decisions. Unfortunately, in order to address the wrong, we need to have the person who is the victim of the wrong participate in the process.

MR. : (inaudible) frustrating (inaudible)

MR. : This has to do with (inaudible)

MS. RICHARDSON: Well, but. But. Let's not forget that there's a lot of people who are in a position to have attention. And you know these individuals who came forward and who were the parents of the children who were the victims in the case we prosecuted and whose children were chased — one little boy delivering the newspaper was attacked. I mean, you know, talk about your Normal Rockwell portrait of American gone wrong — this case was it.

And they were in a position to come forward. And one has to hope that by taking those that do come forward and hopefully getting again the kind of coverage that you would that that will have some type of deterrent of that.

MR. : In those kind of cases, you know, certainly they're very obvious. And I'm not saying they're easy to prosecute, but because they're so obvious, they do come forward. But the other ones — and I'm glad you're addressing this into the teachers at the level where on one-on-one — a teacher — and they put away this kid because of his color and nothing was ever reported, nothing ever seen, whether it happened, (inaudible) over and over again.

MS. RICHARDSON: Yes.

MR. : Those are the cases I'm hoping they can really get to, because people — they're malicious in that way. And you talk about

the 60 percent drop-out rate — that's not going to get any better until we address it at that level.

MS. RICHARDSON: I think you're absolutely right. And that's our hope, and particularly the issue that we can really focus on the teachers. And that's why we're having it on the two days that the teachers are available for training.

MR. : Betty?

MS. RICHARDSON: Yes?

MR. : Back in the late 70's, I remember having some controversy in this body when we wrote into the report a comment on the problem in northern Idaho, categorically, of these people moving into the backwoods. And who were, you know, against the system and scared of (inaudible) and were paranoid.

And it's — the hate problem was there, and it was bad to even acknowledge that the time that we looked at it which was in the late 70's. Of course, the explosion has come since. Well, something similar is going on with respect to what Rudy just said, and I don't know how — what form it will take before it finds itself back in the political process.

But, you know, we're in a strange time when young people don't vote. I mean, it's not one of the things they do. They jog, and they go to fun-after-time or whatever. They've got a lot of hobbies; they don't vote; they don't even know why we vote. I'm talking about a majority of the people who

are in their 20's and early 30's. A majority of them have not voted. Maybe they've voted once or twice —

MS. : They don't even register.

MR. : — but they don't register. They don't vote. We're not part of the system. They are not part of this system. They don't take their problems to their government agency, and the government agency doesn't reach them. Certainly — the government agency certainly does reach them in terms of where their income comes from, where their, you know, protection under the law comes from — all of those good things.

But in terms of illiteracy, the illiteracy of the young American is incredible. And at the moment, I don't know where it'll come. It'll come; there'll be a horrible price to pay, but when you say, "My door's open, and we answer the phone" and all that — they're not calling anybody, Arthur. They're going elsewhere, or they're not going at all.

And they are the participants almost like they put in earrings and some people don't. They are the participants, sometimes, in these hate crimes that are phenomenal — because to them, it's an abstraction.

You know, World War II is ancient history. They don't know what that war was about. And to see that Anne Frank thing, you know, people with straight faces say those things. People sit at their terminals, 17 years old, take that crap off of the terminal and said that there was no Buchenwald.

We're at a moment of great political illiteracy, I think, and we don't know what the consequences will be.

MR. : Do you have brochure (inaudible)

MS. RICHARDSON: No, we don't. In fact, this timing was absolutely great, because we were just finally able to set on the time and the place this morning, and Leslie and I are going to be sending out a joint letter probably first thing on Monday.

MS. ALMAN: Hopefully.

MS. RICHARDSON: But, as soon as we do, I'll make sure that everybody on this committee gets a copy, or Leslie will. Do you have the mailing list for the community?

MS. ALMAN: I don't have the mailing list, but I can — do you have it Marilyn? I can give to them (inaudible)

MR. : I (inaudible) let me, let me say this. I would like to see the lists of agencies from the federal level that's in Idaho. You know, what brings this to my mind — what I'm trying to get at is this: You mentioned the federal Community Relations Service, and you said, you know, "Hey, I don't know anything about this."

Well, you know, we said in the end we'd talk, and we'd say, "Oh, people should call and — " but people don't know. We can find out, you know, it's a possibility that those that want to become active, you know, they can find out.

But the real people — they don't know, and there's a fear — but they don't know. They don't know — as long as the Human Rights Commission has been in Idaho, there are people that don't even know that Human Rights — there are people that know of the Idaho Human Rights Commission, but don't know what they can come to them for, you know. They don't know.

So, we need a (inaudible) maybe just one page that say at your office what goes on at the state level — what actions that come under the Human Rights Commission and whatever else. And not just publish this and say, "Well, you know, we'll put it in the Human Rights Commission office," and somebody come in and they can pick it up.

But we need to get this to those organizations that are working with the people, so they can have it, you know. If necessary, put it into the churches or Web, so the people can see it on bulletin boards, so people can see this, and so people can be helped. This is a big problem. We don't — you know, we sit here, and then, I'm in other organizations, and we can talk about different things. And we talk about hate. It's not really getting back reaching the people who really are in need, not just in English. We need it in Spanish.

MS. RICHARDSON: Well, I think those are very good thoughts, and I don't know any reason why we couldn't do that. I do know that the Idaho Human Rights Commission has compiled a pretty good list of —

MR. : Oh, this is big book —

MS. RICHARDSON: No, no, no.

MS. : No. It's not up to date though.

MS. RICHARDSON: It's very —

MS. : It is updated.

MS. : Well, the one I got was not —

MS. RICHARDSON: Well, but they have furnished it to the wider community. And so, there would certainly be no difficulty in folding in the federal part of that. But that's —

MR. : I'm not in those —

MS. RICHARDSON: Yeah.

MR. : We can simplify this, not just trying to put the whole everything in, you know, but just simplify it, you know. Say your office did; the State Attorney General's office —

MS. RICHARDSON: Well, you know another really good thought that's coming to mind is your speaking of them — or at least I think it's a good thought — would be to see if we couldn't maybe jointly approach the media for some public service announcements.

MR. : Sure.

MS. RICHARDSON: I mean that's where your going to get —

MS. : That's going to be education, what you're talking about.

MS. RICHARDSON: Yeah. So, perhaps in the aftermath of our conference —

MR. : (inaudible)

MR. : Yeah, you know, we got to try to reach the people to find out what's really going on, because there is, there is a lot of misery out here. And there's a lot of underlying, undercover stuff that's going on that, you know, you would never hear about — we'd never hear about — people being mistreated, and I mean they're being mistreated everyday.

It's not just waiting for some policeman to be shooting people or killing people, but beyond all that, there's people that's in real terrible misery.

MS. RICHARDSON: Yes.

MR. : And I would like to see this, you know.

MS. RICHARDSON: Okay.

MR. : I don't know.

MS. RICHARDSON: Rudolph, do you have copy of the directory that the Human Rights Commission puts (inaudible) about Community Relations?

MR. : I had one about four or five years ago.

MS. RICHARDSON: I'll get you an updated copy that — I can get that to the committee members, too; because, yeah, we just updated it last month; so it's pretty current. So I'll get you that.

MR. : Good. But see, it will come here to me, but I'm speaking of — that would cost a lot of money to get a lot — I don't know how

many pages your directory is.

MS. RICHARDSON: It's quite a few.

MR. : But I'm trying to simplify this in some of the key areas, you know — like your office — just a one liner. You know, your office, the Attorney General's office, whoever else — if the Migrant Council has some legal dealings, they have their address in there, you know, whatever. That's what I'm trying to do, you know, but not (inaudible)

MS. : The senior citizens in both of the centers put out a local community resource and that page could be attached.

MS. RICHARDSON: Uh-huh. That's a good idea.

MR. : Well, in the senior centers. But then I want to see it in the youth. I want (inaudible)

MS. : (inaudible)

MR. : Yeah, yeah, right, you know. But see if you cut this down and simplify, the cost would be less. And then we can spread it out.

Any other questions of Betty concerning anything that she has discussed or whatever else?

MS. RICHARDSON: Thank you.

MR. : Well, thank you very much and, you know, as I said to Leslie, "I think this is great." This is the — I would like to see you come to our meetings, you know, we have about one a year.

MS. RICHARDSON: You invite me; I'll come.

MR. : Well, you'll be invited.

MS. RICHARDSON: Yes.

MR. : You will be invited.

MS. RICHARDSON: When I first got this call on my voice mail from Arthur Palacios — he sounded like an opera singer or something, you know. Then I looked at him, and he looks like an opera singer, you know, he does.

MR. : Okay. (inaudible)

MR. : There's one last question.

MR. : Go ahead.

MR. : Are you familiar with that Lon Hoyuchi (phonetic) case?

MS. RICHARDSON: Yes.

MR. : Completely familiar with it or —

MS. RICHARDSON: Well, I'm obviously aware of it. The shooting at Ruby Ridge and the trial took place prior to my taking office. And therefore, our office was recused from anything handled subsequent to that. So, as the United States Attorney, this obviously pertains to federal law enforcement in the District of Idaho.

I have kept an acute interest, and I have certainly done what I can do to make sure that the government does not duplicate the mistakes; because I frankly believe that mistakes were made by not only Randy Weaver, but my office — I wasn't there, so it's easy for me to Monday-morning

quarterback, but I think it was — U.S. Marshall Service, FBI, and ATF. I think it's a situation where a lot of people, in hindsight, should have acted differently and showed some restraint.

But again, it's easy to Monday-morning quarterback; but having said that, yes, I have followed the subsequent legal actions. I haven't been responsible for them, however.

MR. : Well, the judge dismissed the case.

MS. RICHARDSON: Yes, he did.

MR. : But they're thinking about appealing — the Boundary County.

MS. RICHARDSON: Yes. It's my understanding that the Boundary County prosecutor is considering appealing the judge's dismissal.

MR. : (inaudible) of Hoyuchi —

MR. : (inaudible) He's part Japanese-American.

MS. RICHARDSON: Yes.

MR. : But we got the JACL, the Japanese-American Citizens League involved in it, and we talked to Bill Lon Lee (phonetic) about the whole thing. And we think it is kind of a — what do you call it? A selective persecution of a person that's already been not — found, you know, not guilty, by the federal government. But they're still trying to press that case.

MS. RICHARDSON: Well, that is a Boundary County decision, and —

MR. : Double jeopardy doesn't mean anything anymore. Look what — those officers down in (inaudible)

MS. RICHARDSON: I can tell you that —

MR. : (inaudible) acquitted him properly — I don't know — I never followed that, but even so, the system is that once they're tried, they're tried. But, no, we get another trial now.

MS. RICHARDSON: Well, Lon Hoyuchi wasn't previously tried —

MR. : Civil rights —

MR. : — that's the first thing to keep in mind.

MR. : (inaudible) they'll get him anyway, no matter what.

MS. RICHARDSON: Okay, the first thing to keep in mind is that Lon Hoyuchi was not previously tried, and I think I can make this statement: I think no matter who the FBI sharpshooter was who had shot and killed Vicki Weaver, that that individual probably would have been prosecuted by Boundary County.

Now, can I say that absolutely? No. But that's my strong guess, given the intensity of feelings surrounding that case. I think the Boundary County prosecutor, in a political context, would have almost been compelled to have brought that case. I'm not saying I agree with that decision; I'm just saying that I don't think it's a matter of him being Japanese. I think it's a matter of he was the person who shot her.

MR. : (inaudible) I just think that there are two views that you can take about the Randy Weaver case. There's a Jerry Spence view, and there is another view and that's —

MS. RICHARDSON: Actually, I think there's about ten views you can take.

MR. : Yeah, well, there may be ten, but you —

MS. RICHARDSON: And if you listen to the ATF, they have their view; and if you listen to the Marshal Service, they have their view; and if you listen to the FBI, they have their view. This is a case that there are at least ten versions of the truth. And truth is in the eye of the beholder.

And I can tell you, as the U.S. Attorney coming into office in the aftermath of that case, I have thought about it long and hard; because I can't go back and undo anything that was done. But my objective has to be: How can we ever keep this from happening again?

MR. : Very good. When you have people putting arms together and making declarations of war, you know, upon the United States, you know, it's sort of an uneven match I can understand. But I wonder how much obligation your marshal's and your U.S. Attorneys and your FBI agents and everybody else has to protect people who arm themselves and then go to war against sovereign nations. There is the lunacy factor.

MS. RICHARDSON: Well, I think what we do is we are very careful not to prosecute people for what they believe, but how they act. And when

it's illegal conduct, then we need to be able to address it.

I have to leave, and I'm apologizing — I have enjoyed this conversation. And I hope you'll have a good weekend. But I do apologize that I have to take my leave.

MR. : All right. We appreciate it.

MS. RICHARDSON: Harry, it's always good to see you again.

MS. : Thank you so much (inaudible)

MS. : (inaudible) a limo —

MS. RICHARDSON: Yes, I do. Thank you.

MS. : (inaudible) knows everything about this conference.

MS. : Thank you so much for —

MS. : It's so nice to meet you.

MR. : Cindy?

MS. SAMPHEO (phonetic): Okay. Would you want to take a break or anything like that? I'm more than happy to do that. I don't know how much time you have on the schedule. We've been at it for —

MR. : (inaudible) take a break?

MR. : Let's take a couple —

MS. SAMPHEO: Five minutes?

MR. : Five minutes —

MS. : I think Cindy would like to take a break.

MS. SAMPHEO: Oh, Marilyn, you're so intuitive.

MR. : I've got to go (inaudible)

MS. : (inaudible) all these empty bottles.

MS. SAMPHEO: I know. I'm, like, okay, no more water for me.

**A BRIEF RECESS WAS TAKEN**

MR. : We have our last guest speaker, Cindy Sampheo from Hewlett-Packard — so you're on.

MS. SAMPHEO: Okay. Thank you. Thank you for allowing me to take a break. I'm really — At H-P, as a trainer, if I don't let people take a break every hour and 15 minutes, they just go ballistic on me. So see? It's this conditioning that I'm in, so thank you for letting me do that.

MR. : That's good.

MS. SAMPHEO: Let me just introduce Linda and Laura one more time again. Laura and Linda — how about that? Both of them work with me in the Diversity Office and are diversity specialists out at Hewlett-Packard.

And there's two reasons I brought them: The first reason is that they are fairly new to their jobs, have not had much exposure — particularly, to this part of diversity where you are talking about civil rights and the things that go on in that arena.

And so I wanted them to have that kind of exposure to that. They're kind of drinking from a fire hose now, because of the stepped up activities out at Hewlett-Packard and also, just their learning curve. But

they're doing a wonderful job.

And for ten years, I was the only person at H-P doing diversity for long — and that was a long, long time. And so it's wonderful to have two very competent people helping me.

And the other reason I brought them — the more important reason — is to help me remember things and to — in case my memory fails or I leave out things. So, thank you, for taking your time to come here. And thank you for inviting us. We really appreciate this opportunity and hope that it can be helpful to you; it's been very helpful to us as we've sat here and listened to this. So thank you very much.

Before I get into what H-P's doing, I'll just share with you, because our employees share with us their experiences here living in Idaho. So, I will tell you that people on a regular basis share with us experiences that are not pleasant experiences living here in Idaho. They are routinely followed in stores, in terms of being suspected of being — stealing something.

Their I.D.'s — they are continually asked to provide more I.D.'s than their — particularly, for people of color — than their white peers are. And they are routinely stopped by police for no reason other than — as Marilyn said — apparently, on the basis of their ethnicity.

And so, we receive those kinds of feedback all the time from our employees, which is disheartening to a company like Hewlett-Packard. Hewlett —

MR. : What do you do when you get that kind of report. Do you —

MS. SAMPHEO: Well, it depends. For the most part, it comes in anecdotally. And there's no expectation that we do anything. However, as you'll hear in a few minutes — when I talk about why we stepped up our initiative — we are doing something that is not what I would call Hewlett-Packard's style.

Hewlett-Packard is a somewhat conservative company and also very low-key. That's been something that we have always kind of done in anything that we've done. We've always been very low-key. We go out there; we make lots of contributions to the community, but we do it in a very low-key way.

People don't know all the things Hewlett-Packard has done for the community, but — and I'll talk about this. We have stepped up the efforts, but specifically, when something has come up like last summer — we had some students who went up to Sun Valley and had some horrible experiences.

And, with the help of the Idaho Human Rights Commission, we investigated those experiences. And as a result of that, we actually ended up providing some training to the Idaho State Police Department, which I can share with you sometime. It was a very interesting experience. To the credit of —

MR. : Have you got a date with the Boise Police?

MS. SAMPHEO: No. They have not invited us in. We did — we did talk to them. And we did — through the Idaho State Police — offer the same training, but they have not chosen to take us up on that offer.

I will say the people that were the trainers out there — I was very impressed with them, very impressed with their desire to want to instill in their officers a sense of fairness, and particularly, around the issues of race.

However, I will tell you I was very scared by the reactions of the cadets that we taught. Comments like — people would come up to me — it was probably —

MS. : Is this in the post academy?

MS. SAMPHEO: Yes, it was in the post academy. So the officer would come up to me during the break and would say, "You know, you just have to understand the mentality of the people that are attracted to the police force."

And I'm like, "Oooooooow." I'm like, "Okay, well, oooooow. That's interesting."

And she was trying to defend their reaction to the training that we were giving. They had a very — actually, only one officer had a very severe reaction to our training. But what happened was the solidarity amongst those cadets caused them to all react that way. They were all very, very defensive about the material that we were trying to impart to them, including

their instructors with the exception of the two that I had been working with: Captain Joe Fisk and Wills — I don't remember his first name.

But anyway, those two were wonderful people. And it was interesting, because they would try to give examples — like, Marilyn, your example of: Do they just stop on the basis of race?

Captain Wills was working through the scenario with this one cadet, and he said to this cadet, "You're in a neighborhood. It's three o'clock in the morning. You see somebody walking through the neighborhood who is Hispanic."

And he said, "And you've never seen this person here before. Do you stop them, and why do you stop them?"

And the cadet said, "Yes, you stop them. And you stop them because they're Hispanic and they're walking through the neighborhood and you don't know who they are."

And yeah. And so the officer, Captain Wills, really tried to get him to understand, "No. You stop them, because you don't know who they are. And you don't recognize them. And it's three in the morning. You are not stopping them on the basis of their race."

But this officer — this cadet just could not separate out the two. I mean, he was having such a hard time with that. So to the degree that I felt like, "Okay. Good. They're having this conversation, you know, that was good."

But to the degree that this cadet didn't get it, I was like, "Whoa. He really doesn't get it."

You know, and I also — we also had one of the instructors who was not a cadet, but an instructor. We were talking about how people of color are so afraid when they get stopped by officers.

They tell their children — we have — our employees tell their children to put their hands out in plain sight and do not move when they are stopped — when they are stopped by an officer even when they are in the car with an adult. That's what our employees tell their children. And so, I was relaying that to them.

And this officer's response to that was — and this will scare you — he said, "Well, I'm a state police officer, and I tell my children that."

And I looked at him and I said, "You tell your children to not — or to put your hands in plain sight"?

He goes, "That's right. I know what we are instructed to do, and I tell my children, 'Do not move and keep your hands where the officers can see them.'"

And I looked at him, and I said, "Well, frankly, that's scares me. To me you're supposed to somebody who's here to help me."

And I said, "If I have to put the fear into my child, of officers, that's not exactly how I would perceive what you would want me to do as a citizen." So we had an interesting discussion.

MR. : You see what's happened quickly. Military training has moved into police training. And the civilian is the enemy.

MS. SAMPHEO: Yep.

MR. : And that's a very serious thing to happen.

MS. : Harry, Harry, I have to admit to the group that I'm not (inaudible) My son is a police officer and there's some people out there that are armed. And I think we need to appreciate — I think you need to have balanced view of things.

MS. SAMPHEO: Right.

MS. : That there are some people out there and, if one of your kids was a police officer, you'd know that they're facing — they're wearing bullet-proof vests, and they're facing people that have firearms.

MR. : I have no problem with that. I repeat: The training — the training is, Marilyn — nobody wants to kill your son. Of course, like most people, I have relatives who are in law enforcement. So, I'm not — I'm not immune to the concern over irresponsible and crazy people which, I guess, are even bigger problems, killing other people.

What I'm talking about is that military training through the — it began with the DEA back when the drug enforcement thing was put together. It is now routine to use military-type training to train officers, I mean, to train cops, the way you would train a G.I. to deal with the enemy.

And what I'm trying to say is that when I'm the employer of

somebody, I'm not his enemy. When I'm a citizen of the community, I'm not the enemy; but I'm just a citizen; I'm not the enemy.

And the problem here is not just merely a racial problem, but an attitudinal problem. That's called fascism. I mean, we've got a generational loss of memory here. World War II was fought in great part, and it succeeded and it's still going on — I mean, one after another, very slowly military governments are being replaced with civilian governments around the world.

But as a subset of that, we have lost some progress when policemen are trained that, when they encounter any person, the reaction is to be no different than if they were encountering the enemy.

MS. SAMPHEO: So let me just give you some perspective on the —

MR. : (inaudible) anybody else is thinking —

MR. : I think there's another aspect to it, too, Harry. You know, people are so insane, anymore, that when a police officer approaches a car, he has to do it in a very careful — in a very careful manner. And if he can see the person's hands out there, he knows that he's safe.

It becomes a matter of survival. It becomes a matter of: Is it going to be him or me? If his hands are out there, he can see them, and he doesn't have a problem. But if this guy should make a move, like he's going to reach for something, then the officer is going to be thinking about survival.

He's not going to be thinking about — and he can say, "Keep your hands out there where I can see them."

But if the guy doesn't do it, then he's got to be concerned; or he's going to get gunned down, maybe. Something has happened to our society to the point where we're — nobody gives a damn about the law anymore.

MR. : If there's high noon in Dodge City everywhere for the rest of our lives, then we've got a problem.

MR. : That's right; that's it; that's it right there.

MR. : If we have to train our children to keep your hands out here because, you know, that's the society we live in, we're all going to be shooting one another, we've got a problem, a serious, serious problem.

MR. : It is a serious problem.

MR. : The day before yesterday, the *Idaho Statesman* had a an article, and it stated that if you're approached by a policeman, you have your hands on the steering wheel. If it's at night, and you get stopped, you turn — before the policeman comes — you turn the light on in the — what do you call it?

MS. : Dome light.

MR. : You know, so they can see in the back. And you put your hands on the steering wheel. You don't go for your registration or nothing until he asks for it. You don't say nothing. You just answer the questions that he asks you.

MR. : That's called a police state.

MR. : And that's what you do. Those are the instructions.

MR. : I have a concealed weapon permit. I was stopped in Twin Falls one day on a speeding violation. And the officer goes back to his car, and he comes back. And he says, "Where's your concealed weapon?"

MR. : It's concealed.

MR. : And I looked at him and I said, "Well, I don't have it with me." I said, "I usually only carry it when I think I'm going to need it."

I said, "Do I need it today?"

That ended the conversation about the concealed weapon. But, you know, that's — we've got a new attitude in our society. Something's happening to us.

MS. SAMPHEO: Well, aside from the police state, I still maintain that for people of color, it is worse. I mean I do not instruct nor do most of my white friends instruct their children to keep their hands where the police can see them, and that — and the officer was trying to rationalize that, basically, with me.

That's what he was trying to do by saying to me, "I do it, because I'm a police officer, and I know what police officers are capable of."

He was rationalizing away a person of color's fear of the police

force, which — so I'm just trying to share that with you that we have some work to do with our institutions to help them understand that for people of color, there's an extra fear factor there that causes them to behave differently when they are stopped by the police.

MR. : You see, too — here —

MS. : Let's let her finish.

MR. : Well, I, I hear you, Marilyn. I (inaudible) this a very important discussion, and I think the dialogue is of some importance. And I'm not trying to prevent her from saying something (inaudible) tell you something don't want to hear.

This city of Boise has killed two more kids from Pocatello than Pocatello has killed in the last ten years. And it is a mindset; it doesn't have to be that way. For some 30 months in the city of Boston, which is little bit bigger than Kuna, okay, nobody has been killed by a policeman in 30 months.

So, its possible to have law enforcement without killing people, and part of that possibility rests in realizing that I an not the policeman's enemy; I'm his friend. If I'm supposed to understand that he's my friend, someday pretty soon, they have to start to training these Boise cops that I am their friend and not their enemy.

MS. SAMPHEO: Well, let me move the conversation to H-P a little bit. It kind of got segued there. Let me talk about, first, why H-P cares about diversity from a corporate standpoint.

There's two reasons: The first one is we recognize there are a number of business issues that are directly tied to diversity. The first one being we are a global company. Our customers are global. And we need to understand when we go into different markets how we market to those people and how we sell them because we have made mistakes in going into different markets and not understanding that. So that's one of the business reasons.

The other business reason is the work force is changing. Our work force, our ability to attract and retain people — it's becoming increasingly difficult. In fact, this is the most competitive I have ever seen it in terms of getting people to accept jobs at Hewlett-Packard. You used to be able to go in and say, "We're from Hewlett-Packard."

"Sign me up."

They'd want to come to work for us, and that is no longer the case. And in the case of diversity, because the work force and the labor pool is becoming more diverse, we have to be able to demonstrate to people that our company and our community is welcoming; and that this a place they want to live. And this is a company they want to work for or we're going to be out of business.

And then finally, we know, either intuitively or based on the few studies that have been done, that diversity brings the creativity of ideas and thought and innovation; and that, as a company that is based on innovation, we have to have that.

So, those are the business reasons why we believe diversity is important.

The other reason is fundamental to our core values. Hewlett-Packard has a core value called, "The H-P Way." And within The H-P Way, there are five core values. But at the very top of those core values are trust and respect for the individual.

So, diversity, when you think about what you're talking about — what diversity and building inclusivity — it is about trusting and respecting individuals for who they are — what they bring to you as a company and us as a community. And because that's at the core of our values, if we ignore diversity and we don't build in inclusion, we're ignoring our core value set. So, those are the primary drivers for us in looking at diversity.

Our history around diversity has been — we started as every company did, when affirmative action came into place and all the legislation. We did all the things that were required of us through those laws.

But back in about 1988, Hewlett-Packard started looking at it from a different perspective, and the diversity buzzword started going around. And we started creating some classes for our managers to try to broaden their understanding that it's not just about affirmative action; that, if affirmative action went away, we would still be doing the kinds of things we're doing today in terms of trying to build diversity in the workforce and also build an inclusive work environment.

But it wasn't until our CEO at the time, John Young, put out a value statement around diversity. And when he did that, things changed for Hewlett-Packard in terms of our managers understanding, "Oh. This isn't something that's just going to be here for a couple of years that I have to worry about. This is going to be around to stay."

And then to even re-emphasize that, our current CEO, Lou Platt, added diversity as a — what we call — it's called a "hoshin" (phonetic). So it's our business plan model. He added diversity as a key hoshin for the company. And it had to — when it gets into the CEO's hoshin, every manager has to include something in their business plan all the way down to the lowest level of management — every manager has to include diversity in it. And that really changed things dramatically at Hewlett-Packard.

At that point in time, you saw things like sexual orientation being added to our discrimination and — or our nondiscrimination/nonharassment policies. You saw the creation of a Technical Women's Conference; you saw the proliferation of employee networks.

Hewlett-Packard is not a union company, and this was kind of a scary thing for H-P to take on these networks of people because the lawyers told us, "It looks like a union" — because you've got these employees getting together making suggestions to management about how to improve this and how to do that.

But fortunately, because of H-P's environment, it's a very

cooperative — organization's cooperating with management. It's not a, you know, combative kind of thing. And so, there was a number of different things that occurred.

On the Boise side, we were a little bit behind the times — again, because of the conservativeness of this state and, also, of our management, too.

But things change. There was some reorganizations that occurred a couple of years ago, and as a result of that, we had some general managers at our site step up and say, "You know, I've been hearing from my employees."

And that's really what drove it. Our employees kept going back to their managers saying, "This, this, and this is happening. I don't like this; I don't like that. I'm not comfortable here."

And we also were losing, particularly, people of color at an alarming rate — more than double our normal attrition rate for our work force. And so, the general managers were frustrated, and they said, "You know, help us do something. You keep telling us about all these problems, but I'm frustrated. I don't know what to do to help."

And last October, we had a meeting that all of our general managers participated in, and we also had people there that were representative of the Boise site and kind of created a microcosm of the site.

The site is 4,000 people. We had 60 people there, but all the

major decision-makers were there. And we took three days to do a futuristic search on what our future was going be around diversity. And we went through a lot of agonizing over: what's the environment; what are the problems; how are we going to solve them? But the result of that were four action teams that came together and said, "These are the four things that we believe, if we address these issues, it will move us forward."

We'll never fully get there. I mean, I believe I have — and Laura and Linda have — job security for quite a while, unfortunately, because some of the things we're talking about are so systemic. And also the societal issues that you're dealing with — we're going to have a tough time ever getting to the place where we want to be. But we believe, at least for now, these actions will talk us forward.

And so the plan we put together is a five-year plan around these action teams. And you'll notice that three of the action teams are focused internally on Hewlett-Packard. And what I want to point out to you is that H-P has a good reputation, particularly here in Idaho.

But we are not a perfect company. If we were, we would look different, and there would be different dynamics going on the company. We are also a microcosm of society.

So, the things you talk about in terms — and the things that our people experience are not always good within the company. But we're trying to make the difference there.

So three of our plans are internal to the company. We have an accountability team that is focused on holding employees and managers accountable for their actions. And by doing this we're actually incorporating into all of our employees' evaluations accountability for diversity. It's never been — it's been on our manager's evaluations, but it's never been in an employee's evaluation that they are going to be accountable for building an inclusive workforce.

And we've provided them with a tool that tells them what that looks like. Here's a tool that tell's them what that looks like.

"Here's the expectations of you; here's, you know, the things you can do to build this inclusive workforce; and here's how we're going to measure you."

**TAPE TWO, SIDE B ENDS; TAPE THREE BEGINS:**

MS. : . . . things are pretty good.

MS. SAMPHEO: Yeah, it's bad down South, probably. It's bad in L.A.; bad in New York; Boise, Idaho — no problem, you know. And so, there's a lot of education, so some of the expectations are about — educate yourself. Understand what the issues are, and understand that they are here in Boise. And also understand what you can do to impact them.

There's expectations for the managers around performance evaluations and providing developmental opportunities. We have some very systemic barriers in our workforce today, particularly, around what we call our

ranking process. And that's how we determine how people are paid and promoted. There are some huge barriers around that.

And so, we're looking at those processes to see how we can remove those barriers for different groups of people. So there's — it's a huge — it's not a huge document, but there's just lots and lots of different things people can do to hopefully, again, build inclusivity — it can be real simple things — about just saying "hi" to somebody in the hall; about taking somebody to lunch.

It's amazing — especially for people of color. They will tell you over and over again at H-P, "I came to work — my manager took me to lunch the first day, and that was it. You know, I see groups of people going out to lunch. Nobody ever invites me, you know. I'm the one that has to make the effort. And I'm willing to make the effort to the degree that is reciprocated, but it's not reciprocated."

So, things like that — very simple things. But again —

MR. : Do you have a tick system; that is, a way to — management periodically looks at how long has it been since you've taken somebody besides your cousin to lunch?

MS. SAMPHEO: Right. So, yeah, as a part of the framework, there is an expectation that managers will review their employees' progress on this specific issue quarterly. They have to sit down every three months and review that with them. So, we'll see. To the degree that they do that, who knows?

We're still waiting to see how this works out, because we're just starting to implement it.

So that's the piece around accountability which we think is really key to rest of the work we're going to do.

Part of it is around building a safe work environment, and this is awareness building. And so, we have a team working on: What does a safe work environment look like? And their objective is to make it safe for people to bring almost all of who they are to work. None of us ever brings all of us to work. There's pieces of us that we leave, but a lot of people are leaving — like half or more of themselves — outside H-P's door.

And we want them to bring as much as they can into the workplace. And so they're doing some activities around mentoring people and around building up awareness around how you bring all of who you are to work.

And then we have a team that's focused on just increasing diversity. We continually have a problem recruiting people to Idaho. This team will be coupled — their efforts will also greatly depend on our community team, which I'm going to talk about in a minute. But they're looking at our recruiting systems in place; are the recruiting systems preventing people from getting in the door? Are our promotion systems preventing people from getting promotions? So they're really looking at how we increase the diversity within Hewlett-Packard.

Hewlett-Packard Boise has done fairly well with women. We have good representation of women at almost levels with the exception of executive-level management, although we have made some significant progress there. However, with people of color we are doing less well and continue to have a huge problem with that particular group of people. And then, of course, you can't even measure because we don't — aren't — never were required by law to track people with disabilities; gay and lesbian people, you know; people of different religions.

So, you don't track that, so you don't know what the impact is to those groups of people, but you know it exists. You know that if a person is openly gay at Hewlett-Packard, they probably have faced discrimination in the interviewing process.

So, we're hoping that even though the numbers — the only numbers we have are around women and people of color — that the impact of the programs we implement everybody, including white males. We have white males at H-P that will tell you — if you're an amiable, shy, maybe a soft-spoken, white male at H-P — you're not going to succeed. You're going to have a tough time.

And so we're hoping that, you know, we broaden that mold of what a successful H-P employee looks like, because it's pretty narrow right now.

MR. : You want an aggressive, macho —

MS. SAMPHEO: I'm going to tell you how we're going to get those products out the door, and I'm going to tell you now. Or you want somebody who's very visible — out there moving around amongst the troops and very, very action-oriented. Do you know — yet when you have a quiet, unassuming person who gets the same results, they have a tough time getting the same level of recognition. And that's just something that we hope to change.

MR. : But the network is so real in your business —

MS. SAMPHEO: Oh, yes.

MR. : — you know, I mean, who you know is so important to whether you survive. It's related to your skill; it isn't just acquaintance. But, I mean, I know somebody at Hewlett-Packard who can do this. There is so much fluidity —

MS. SAMPHEO: Yep.

MR. : — in the workforce, that that won't disappear, will it? I mean —

MS. SAMPHEO: Right.

MR. : — networking is second nature in your business.

MS. SAMPHEO: And that might mean that we have to teach people who do not know how to do that. We have to teach them how. If we recognize that that's something systemic — that we value. We value people who can network, because we know that's going to get the job done.

MR. : Yeah.

MS. SAMPHEO: But if there are people who do not learn that skill, then we have to teach them to do that.

MR. : (inaudible) somebody has to teach (inaudible)

MR. : (inaudible) change the personality of the soft—spoken (inaudible)

MS. SAMPHEO: Not changing the personality, but maybe help them adapt some behaviors that would help them be successful. We don't want to change somebody's personality. But if we tell them, "You know what? You need to be communicating."

And if it's E-mail — and that, I know. If it's E-mail, then, you know, and that helps them use that tool — it works at H-P — then we coach them. You know, this is how it has been — how it has helped people in the past; but it's not about changing how they get the job done as much as it is about just using the tools that they have and teaching them, you know, what's been successful.

MR. : We don't emphasize enough — I don't think — something you could call reverse discrimination. I happen to have a friend who was brought here by Micron. He's a friend because he was married to a daughter of a friend, okay? And he's Cajun, and he's from, you know, from the New Orleans area. And he is so good at networking that, when they had a lay-off out there he volunteered to be reduced in force because he realized he was so good at networking that his income would probably double, and it has.

That's what he does. He finds people for other electronic firms. He's so, he's so, he's so good at it — you remember (inaudible)

I had a problem at City Hall in Pocatello while I was a city councilman and also at I.S.U. And here came a big Samoan football player: a tackle, 280 pounds, good-looking guy. And a face this wide and a smile just as wide.

And we had a city building inspector who was a jerk and didn't know how to be civil with anybody, much ruder than I.

MS. : Wow.

MR. : We had the problem: How do we get people — how do we tell people that you can't build that carport? It violates, you know, it's a violation of the ordinance, you know, the variance stuff. So, we sent Malkeei (phonetic) out. And he did miracles for us, just changed the whole situation in the code department at City Hall on the building code. One person just revolutionized it.

We're so busy being careful not to discriminate that we forget some people, ethnically or sociologically or wherever they grew up, have skills that we don't use. We're afraid to say, "Well, he's a Samoan, and everybody likes him."

The truth is, everybody likes big wide Samoans with big smiles.

MS. SAMPHEO: Maybe so; maybe so. I think I have to excuse Linda right now; is that right?

MR. : Day care.

MS. SAMPHEO: Day-care issues. So thank's for coming, Linda.

MS. : But Laura's going to stick around.

MS. SAMPHEO: So, I want to talk about the community; but I just wanted you to understand all of the activity that's going on internal to H-P. We do not want the community to think that H-P is out there saying, "Do it our way; we know to get it done."

We don't. We have a lot of issues that we're dealing with internally. However, when we announced in February that we were going to be taking a more proactive stance around diversity, we also wanted to call the community to action and say, "You know what? We need your help with this. H-P — this is a survival issue for H-P, and the community needs to step up and help H-P become more inclusive so that we can all enjoy the benefits that diversity and inclusivity brings."

And so that's what we did. We had a press conference. We announced that we were going to be having an annual human rights award for distinguished citizen — citizens who had distinguished themselves in that area. And Marilyn Schuler was the obvious first recipient of that award for us, and we were very pleased to be able to give that to her.

But our intention, with that award was in honoring Marilyn, was also again to say to the community, "We need to have more people like Marilyn to help us and all of us can be a Marilyn Schuler — maybe not to that

degree, but individually, we can all make a difference."

And so we had a luncheon in her honor and, hopefully, brought that message to the community. And we continue to have that happen every year. And we also gave, as a part of that, a $2,000 scholarship to be issued to give to a student who was working in the area of human rights. So that was kind of our kick-off for our whole announcement around that.

We, also then, promoted the diversity concert series. We brought in Sara McLaughlin, B.B. King, and George Clinton and the Pete Von Gaul Stars (phonetic) — in a way just to say to the community, "Music is one way that's common to all of us; that we all enjoy; and we can, you know, center ourselves around that and enjoy the diversity that that brings."

And so, that has been successful. And then we also ran a Diversity Advertisement Campaign. You may have seen it if you were in the local area. We ran it for six weeks, starting with the first episode of Seinfeld — or, excuse me, the last episode of Seinfeld. So, it got a huge amount of visibility.

And it would, basically, just — gave the message the message that diversity is our strength; that we should welcome diversity to our community; that we will all be a better community with diversity. And we got, for the most part — well, I'll talk about overall the reaction to H-P and — that we've had in just a minute.

And then we are planning a business symposium, which we had

originally intended to have in the fall, but due to some cost problems, cost constraints out at Hewlett-Packard, we've postponed that probably until the spring of this year. But the idea behind the symposium is to bring business leaders together and help them, again, understand the issues; help them look at their organizations; and, hopefully, go back to their organizations and look at how they can also effect some change within their organization.

So, those are the kinds of things that we're doing out in the community. We have sponsored several different diversity things: the Soul-Food Extravaganza; I believe we are going to be helping the Anne Frank Memorial Exhibit; the Black History Museum. There's lots of different things that we're trying to do to help within the community.

The reaction to Hewlett-Packard — if you saw the series of articles that was done by *The Statesman* around Idaho — I mean, Hewlett-Packard played a huge role in that. We gave them lots of information.

Unfortunately, the articles were misunderstood, I think, by the majority of the people. People thought that *The Statesman* was saying Idaho is a bad place to live. But they were saying that the image of Idaho is bad, and it is.

When we go out and recruit, we have the worst time trying to convince people that Idaho is not the Aryan Nations; that Idaho is not just potatoes; that Idaho is not just white-water rafting, you know; that there is a diversity of things to do here. And that, yeah, the population isn't diverse, but

it's getting better; and that there are cultural things to do here.

And so, people missed the point of those articles, totally, I believe. And it's unfortunate, because I think those articles were well done, and I think it brought to light the fact that we do have an image problem.

The governor and Congresswoman Chinowit (phonetic) did not miss the point of the articles. Hewlett-Packard was asked to come talk to them, and actually, we had some really productive conversations with both of those individuals. I will say that they were a little defensive at first, but once we got into, "No. Hewlett-Packard was not saying Idaho's a bad place to live. We wouldn't be here if that were the case.

"But understand from a corporate perspective, we are having a difficult time recruiting because of the image we have, and we need you help to change that image."

And once we worked through that, they were actually, "Yeah, you're right. We do need to work on our image, and we do need to make sure that people understand that this is a good place, and so — "

MR. : Can you help us get the famous potatoes off the plate?

MS. SAMPHEO: Well, I don't know whether we can go that far. And I'm not sure that that's going to be something that's going to change —

MR. : That's part of the image.

MS. SAMPHEO: — change the perception outside the state. But I do

think we need to publicize more of the good things that happen, and again, more of the cultural things here. And what our message to people is, we're not here to change your values.

We did get — because we include sexual orientation in our literature, in everything that we do around diversity — we got a lot of feedback on that. And so, we try to tell people this is not about Hewlett-Packard changing your value. If your value is that homosexuality is immoral, that's your value. That's not for us to, you know, have anything to say about.

However, what we are asking you to do is treat people, regardless of their sexual orientation, with respect; because I have had letters from the Idaho Family Forum telling me that they would be happy to support our campaign as long as we didn't include homosexuals in it.

And my response to them — and they list the reasons why and it's all about the sexual behavior. And my response has been, "We are not concerned with anybody's sexual behavior. That's not Hewlett-Packard's concern. The only behavior we're concerned about is the behavior of treating people respectfully. And if you can support that, that you treat people with respect, then we'll be more than happy to work you."

So that's kind of it in a nutshell. It's been a very busy year for us. We have had lots of — actually, I would say overwhelmingly positive support from the community. We've had great response. *The Statesman* did a focus group with about a hundred people who wanted to work on the issue

and lots of good ideas and things to move forward with.

So, that's what we're doing.

MR. : How many employees do you have?

MS. SAMPHEO: We have 4,000 at the Boise site; and worldwide, I think we have around 120,000.

MS. : Of those 4,000, what percentage are minorities?

MS. SAMPHEO: Eleven percent.

MS. : Eleven percent. Do you have a breakdown on what ethnic backgrounds?

MS. SAMPHEO: Let me think about this for a minute. I've got to look at my spreadsheet in my mind and think about the numbers. So, I want to say one percent are African-American. Add them up for me. I think five percent are Asian or Pacific Islander. Less than one percent are Native American. What am I up to, about seven?

MS. : Seven.

MS. SAMPHEO: So, yeah. About five percent, four or five percent are Hispanic.

MR. : But Arthur, isn't David — wasn't David Packard just quietly, very helpful in California with respect to —

MR. PALACIOS: Well, he gave Stanford University a few dollars, and —

MR. : Two million.

MR. PALACIOS: — about $200 million the last couple of years ago.

MR. : Two hundred million?

MR. PALACIOS: Yeah, about two hundred million. That's what they gave. And they've been involved in other kinds of things, too. Oh, yeah.

MR. : But I meant in — with respect to diversity. Wasn't he quietly quite helpful on that?

MR. PALACIOS: Yes.

MS. SAMPHEO: Both Dave Packard and Bill Hewlett have been absolutely supportive of this and our CEO is one of the most supportive CEOs that we've had. Recently, he was up here; and because of our issues with expenses — i.e., they're out of control — which he let us know in no uncertain terms — somebody asked him a question, "Well, what about all this money the Boise site is spending on diversity?"

We have — the Boise site has the largest diversity budget outside of the Bay area. And somebody was upset that we have this huge budget — but, really, in the scheme of things — it's a drop in the bucket, but whatever.

And Lou said to them, "Diversity is not a program of the month. Diversity is a critical business issue, and we will not cut funding to diversity even though we have expense issues that we are dealing with.

"You will cut your travel; you will cut your parties; you will cut the trinkets that you give out every other day to people. But you will not cut your diversity budget."

I mean, those are his — he was very clear about that, so that's what it takes. In corporate America today, it is going to take that kind of commitment from the CEO to move companies forward. And there are companies out there like Hewlett-Packard doing this, fortunately. Not enough, but there are companies like H-P that are committed to it.

MR. : What — what's the Boulder, Colorado — is that a research center for H-P?

MS. SAMPHEO: No, it's manufacturing, although it is decreasing in manufacturing; but it is — I wouldn't call it just research. They do marketing, and they have a customer response center there. They have a number of different businesses there.

MR. : My son-in-law's sister is a research engineer there in Boulder (inaudible)

MS. SAMPHEO: Uh-huh. Most of the H-P plants do have a research and development lab in almost every plant.

MR. : She was here in Boise, and then she went down to San Jose, and now she's in Boulder.

MS. SAMPHEO: That's a great thing about H-P; you can go anywhere you want, pretty much.

MR. : (inaudible) I don't know whether (inaudible) it's usually an advancement, isn't it?

MS. SAMPHEO: Usually, not always. A lot of people make lateral

transfers, depending on why they're wanting to relocate. It just depends.

MR. : You've been involved with this, for what? You said ten years, was it?

MS. SAMPHEO: Yes. Well, actually, I've been involved in affirmative action 13 years, but diversity — when it turned into diversity, about ten years.

MR. : With Hewlett-Packard?

MS. SAMPHEO: Uh-huh.

MS. : Now, Cindy's the past president of the Idaho Association for Affirmative Action, which is a state (inaudible)

MR. : Cindy, one of the things, you know, that (inaudible) Hispanic issues conference (inaudible) and the focus of that conference is to get young people to (inaudible) In other words, (inaudible) industry, (inaudible) people in the universities. I think the idea then was (inaudible) themselves. (inaudible) participate quite a bit.

And do we do something, I mean, I guess (inaudible) sometime, because what I'm seeing, you know over the last five, six years, the number of businesses that are there, really has not increased — the same banks, the same industries. But we know that the attitude that's there in other industries, you know, that's (inaudible) not coming out.

But you guys are changing internally, that still exists — the racism, bigotry. (inaudible) other business don't come out. We're having a tough time. How will we reach those businesses? I don't know, you know. I

know that an involvement with the existing ones. (inaudible) is that the same faces won't (inaudible) come to that. And establish that thing, too, we're thinking, well, this is a forum for businesses to bring different faces to people that (inaudible) internally (inaudible) to this conference. But I don't see that — is there some way that — I imagine the community or these (inaudible) issues conference that do to enhance it's image or —

MS. SAMPHEO: That's a tough question for me to answer, because I'm not sure — I guess I would say the visibility of it — and I know that there are people from H-P that have participated in that. But they have not made it visible to me in terms of bringing like — I'm assuming your talking about Caucasian people there to help them learn about the issues.

See, my understanding — you can correct me, Laura, if I'm wrong — is the people that have been going from H-P have been, primarily, just Hispanic people. And they're going for their own — because they obviously have a personal interest in it. And we have had other kinds of conferences that we have attended where we have encouraged people to take their manager, in particular, to help them as an awareness building, you know, activity for that manager.

So, I did not realize that that was your goal from that perspective. So, yes. Is there a way to do it? Yes. We would have to contact, and maybe Laura would be a good contact for you, because she's probably more in touch with the people that go to that conference than I am.

But we can do it.

MS. : And I do really have some very specific ideas on that because I attended and — so I think from a marketing standpoint and who you're trying to reach out to, I think there's some things that we could help you with.

MR. : See, because there's all — one thing that gets lost that concerns me, when you have to deal with Chicano leaders sometimes, you know, you don't get all the pieces you want. But one piece is that every year, there's 30 kids that get sent to Stanford or Harvard and that kind of thing. And they give them money to do that.

And those are resources for companies here locally, and I think there's been maybe one or two that's picked out — picked up from the — very brilliant, you know, basically, very brilliant kids that come out, Hispanic kids that come through there. But, you know, it takes every nickel that we've got to do that.

And now they've got that foundation set up, you know, that's starting to get more money into it. There are at $100,000 now, at least for that fund, that now we're starting to hope to use the interest on. But we had a tough time pulling companies into that fund to say, other than say, well, we want to manage it (inaudible) but to pour money into it, to say, "Hey, look. We want to create more because that's your resources."

Most people (inaudible) resources. And I don't know if we're

looking at it now (inaudible) see where these kids are going. I think the majority are leaving the state.

MS. SAMPHEO: Uh-huh, yep. We do have a Hispanic student outreach program that was started here. Are you familiar with that?

MR. : No.

MS. SAMPHEO: I'll let Laura talk about, because you're more involved in that.

MS. LAURA: Yeah. Actually, it was put together to address the drop-out rate. And we focused on Canyon County, because that's where we have the higher concentration of Hispanic students. And we have worked with the Nampa School District with actually a middle school.

And the only way — the only reason we picked West Middle School is because they were the most receptive and proactive. There was no other rhyme or reason to it. And I just state that because schools are always calling and wanting us to get involved, and it has to be a partnership. And that's how we made that determination.

We put in place a tutoring program. A math and science tutoring program was the intent. But right now, really the focus is math. We started off with — this was two years ago, actually — we started off with eight students, and we're up to 32 students. We have — and it's twice a week.

And we're getting ready to start up again, because school will start. They are Hispanic students, primarily, is really our focus. But where

there is — if there's slots open, then we would look at potentially other students that are non-Hispanic that are still considered at risk in that area. We also — we use tutors from NNC. So, Hewlett-Packard funds that — to hire them.

MR. : From where?

MS. LAURA: From the college which is right in the — now, Northwest Nazarene College.

MR. : Oh, okay.

MS. LAURA: So we use students. We have a 50/50 split of boys and girls and bilinguals that — we have tutors that are bilingual, so that they can help the students. We also have speakers in the classroom in which to then address all students and keep them interested in math and science. We bring — we send professionals from H-P out to speak to students in the classrooms.

And we also have another component. So there's three components to the whole program. We have the career days. Basically, what the intent in that is, is to expose them to what is available for them outside of what they might have visibility to.

Many of the students out in Canyon County have never even been to Boise. So, we know that there's a lot of issues with exposure for them, so we brought them out to Hewlett-Packard, had them talk and shadow with professionals and view the site; see what's available. This year, we took them to BSU as well — to the Discover Center and to BSU to say, "College is

really not out of your reach."

Because a lot of people think — and especially the Hispanic community — think you have to have money to go to school. If you don't have money, then college is just not even a possibility. So we brought them just to expose them, to say, "This is real. This is not unobtainable."

And it's been a very, very successful program. We've actually tracked students that have gone out of the middle school — the seventh and eighth grade that we focus on and they've been coming back saying, "I'm in ninth grade; I'm taking these classes."

They're staying in school, which is really what we want. And they're doing very well. And the school has also implemented some programs to get them into pre-algebra classes and — in the summer — because they were not even getting into those higher advanced classes. They were getting the basic and that was it.

So the principal has taken some steps to commit and say, "We will make room for these students, and we will tutor them additionally, if we have to, to get them into those higher math classes."

MS. SAMPHEO: Because what was happening, those students were taking tests or — by their own math scores in their classes — were being eliminated from the pre-algebra classes. And so — because Hewlett-Packard committed to tutor those students — the principal said, "We'll waive those test scores. If those test scores that aren't high enough, we will . . ."

And that's a systemic barrier, those test scores. Because they might not be failing because of their lack of knowledge of math. It could be their inability to understand the test itself, because of the bilingual issue.

And so the principal said, "We will waive those test scores; we're going to do what it takes to get these kids in there. And if H-P's tutoring isn't enough, we will do more to help them pass this pre-algebra; because if they don't do that, they're not going to get into college."

It's an amazing thing to me. You know, I don't know. I get just goosebumps thinking about that we're making a difference. And even if it is only 32 students, and even if out of those 32 only half of them or even a third of them or whatever go on to college, those are kids that probably may not have made it before.

And those are the kinds of systemic things, but it's hard to sell that to your manager. You look at him, and they're like, "What good is this doing?"

And it's like, "Well, let's see, 20 years from now, you know, they will be your manager."

You know, I mean it's really hard to sell that to them.

MS. LAURA: The other thing we've done with that and — it reminded me with the systemic issue, is we had one boy in the tutoring program that went to the Science Camp at BSU, who only spoke Spanish, spoke very, very little English if even any.

And he did an entry on their experiment that they were doing. And he won. He won out of everybody in that science camp.

And it was just because he had the assistance, and it wasn't that he wasn't very, very bright. It was just the systemic issues that he was up against.

And we've also brought the parents involved and met with the parents. And the parents are saying — and there's some language barriers there, too. So we're working with the networks in the community, the parents' network. And they are saying, "We will do anything."

Of course, parents will do anything to help their child and to keep them in school. They're just saying, "We don't know how."

MR. : Yeah. And that's a story that don't get back to the (inaudible) community. That's the story we need, because, you know, another thing we've talked about — the achievement scores.

You know, we've got a group of kids in this one school that we've been kind of watching. The achievement scores in English and math are well below the rest of the class. Their actual grades in math classes and English are way high, A's and B's. But yet because their achievement scores are low, they won't place them in the higher level math course.

And so that means they're going to have to take more math, you know, and more English, down the road. And they're lucky to even finish. And, you know, they're not challenged.

And so, we've got about 12 kids we're watching that have that kind of scenario, which is standard for most of the school districts that, you know, have a high number of Hispanic kids in it. But those stories are the things that we don't get back to the community, because the media (inaudible) to say (inaudible) the kids are succeeding over here in (inaudible)

MS. SAMPHEO: And the reason I brought that up just for your knowledge is because we are looking for ways to expand this program. But H-P, not from a dollar resource so much, but from a people resource — this is a very people-intensive program, and we just aren't probably — I mean, it's incredible to me.

Laura and I have the luxury of doing a job that we have so much energy and passion around — in case you couldn't tell — fulltime. But the other people that do this work all have regular fulltime jobs at H-P. So I'm talking about engineers who work 50 and 60 hours a week do this on top of their regular fulltime jobs and for — so when people give me the credit, it's like, I'm not — I'm working my normal job; these people do it on top of their normal jobs.

And H-P does try to help. You know. H-P says, "We support this. Don't overload your employees, because we want our employees to do this other work."

But the reality is that they do a lot. And so that's why, if there's anything we can do to partner, to broaden this kind of impact for the children

— and particularly, for the children who are at risk, like the Hispanic youth in Canyon County, you know. We'd be happy, you know, if you have any suggestions.

MR. : (inaudible) Hispanic conference. We're not doing a good job I think in the kinds of things that are being presented there, the kinds of results that are occurring from that. The kids who are getting scholarships (inaudible)

MS. SAMPHEO: Yeah.

MR. : (inaudible) now, well, while it was the Hispanic issues conference and that's it. We don't (inaudible)

MR. : Thank you.

MS. SAMPHEO: You're welcome.

MR. : Any other questions to Cindy?

MS. SAMPHEO: Oh, by the way — okay, I'll (inaudible) I do have little brochures, if you're interested, about what this was. This is a summary of the conference and the action teams that kind of came out of that, so —

MR. : Well, I wanted to say that, (inaudible) had the opportunity to talk to some of the people that work out there at Hewlett-Packard. And I have talked to some of the people who have participated in some of the activities that you all have been doing in the program.

And it's nothing but high marks, so I congratulate you and wish you all the success in the world; because, not only will you be helping your

company, but you'll be helping Boise and the state of Idaho.

MS. SAMPHEO: I would hope so. We're working on it, but we know we got a long ways to go.

MR. : Yeah, I think you have a lifetime job.

MS. SAMPHEO: I know. That's what I think, too — employment security.

MR. : You may want to get together with Laura.

MR. : Excuse me?

MR. : No, I'm talking to Rudy. You ought to get together with Laura.

MR. : Now, let's do this. Let's start here with — do you have anything you want to talk about?

MR. : (inaudible)

MR. : Marilyn, anything you want — you have any —

MR. : I'd like to know how many people (inaudible) are members of the LDS church. I need a show of hands.

MR. : You want to see our hands? It wouldn't —

MS. : On the table?

MR. : All right. You don't have anything? Okay. (inaudible) Got anything you want to bring up?

**END OF DIALOGUE TAPE THREE SIDE A**