

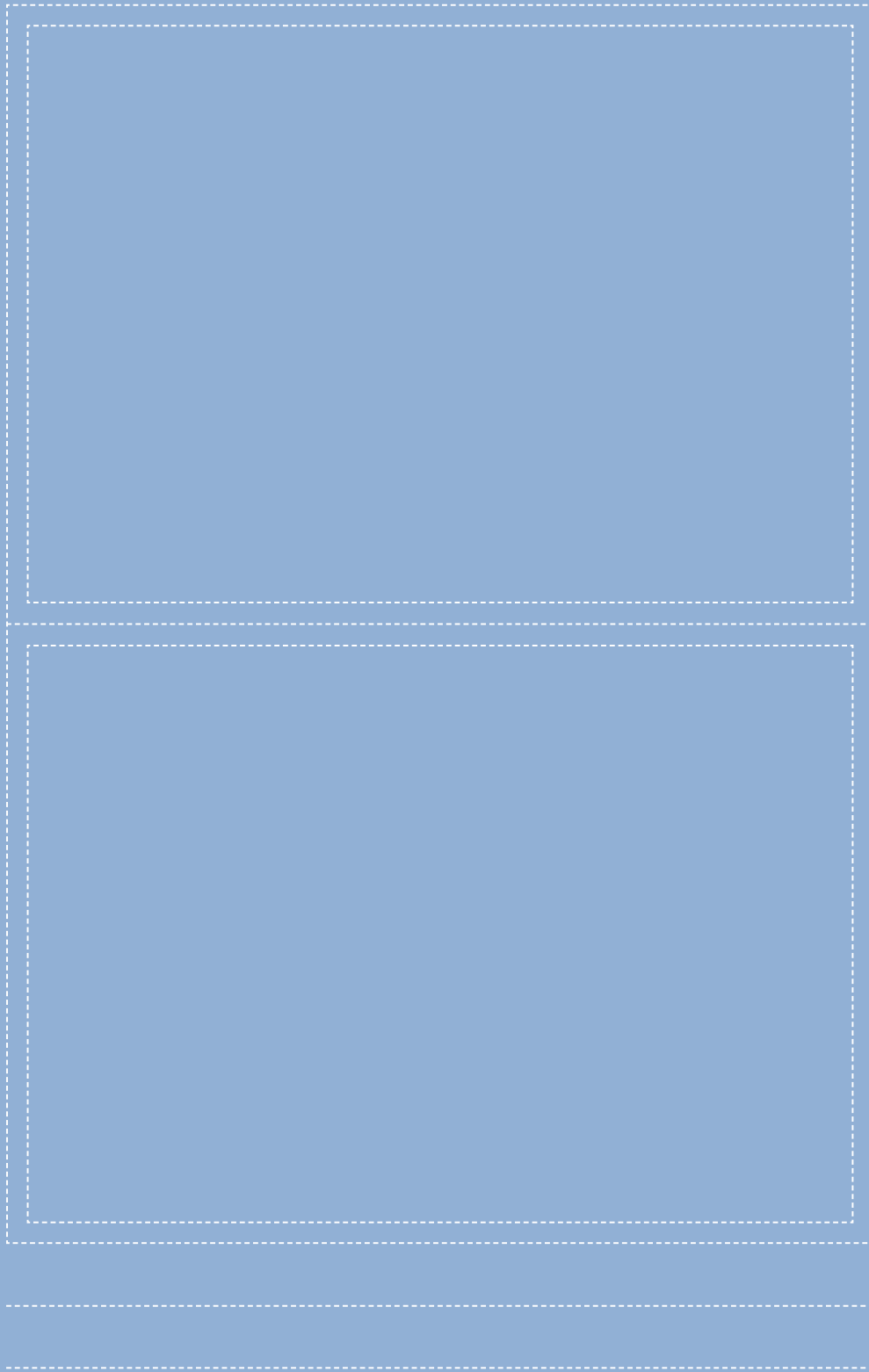


**TO BE RATHER THAN TO SEEM**

**REFLECTIONS ON RACE IN NORTH CAROLINA**

Z. SMITH REYNOLDS FOUNDATION

**2001**  
*Annual Report*



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The Z. Smith Reynolds Foundation was established more than 65 years ago for the benefit of the people of North Carolina. In its charter, the founders – Dick, Mary, and Nancy Reynolds – set forth the Foundation’s purpose in clear and simple language: “The object for which this corporation is formed is the accomplishment of charitable works in the state of North Carolina.”

No other general purpose foundation in the country as large as the Z. Smith Reynolds Foundation – its two trusts have approximately \$411 million in assets – has a legal mandate to make grants within a single state.

While the geographic boundary is firm, the Foundation’s grantsmaking strives to be far-reaching. It often seeks to initiate rather than to react, to question rather than to accept, to challenge rather than to affirm.

In working to enhance the quality of life in North Carolina, the Foundation

places a higher value on developing new programs than on sustaining well-established ones, regardless of how worthy they may be. To accomplish its purpose, the Foundation currently gives special attention to certain focus areas – community building and economic development; the environment; governance, public policy and civic engagement; pre-collegiate education; and social justice and equity. Endowment and brick-and-mortar projects receive low priority from the Foundation.

Headquartered in Winston-Salem, where it was founded in 1936, the Z. Smith Reynolds Foundation accepts proposals for grants twice a year, by February 1 for consideration in May and by August 1 for consideration in November.



Zachary Smith Reynolds  
1911-1932

The object for which this corporation is formed is the accomplishment of charitable works in the state of North Carolina.

## President's Letter



In our 1999 annual report, the Foundation asked outstanding North Carolinians, including the Rev. W. W. Finlator of Raleigh, who has spent decades working to improve race relations in our state, to share their ideas of what it means to be a North Carolinian.

I was struck by Dr. Finlator's concluding statement. "I want it known," he said, "that the people of North Carolina - regardless of how much and strongly they may have dissented - have listened to me..." I wondered why this man, who often was rebuffed and reviled, thought it was important that people had listened.

He ended by saying, "Here it is my state - where I wish that all people might work out their own salvation, the weak growing strong and the strong growing great."

I recalled this statement recently when a friend asked me who had the greatest influence on my attitude about race relations. I replied, "My mother," and then I paused to ask myself why I had given this spontaneous response. "My mother," I continued, "because of her own open-mindedness and her insistence that we listen and respect other people's points of view. She never said we had to agree, but she did say we had to listen."

My mother, Anne Reynolds Forsyth, daughter of Z. Smith Reynolds and long a stalwart of this Foundation, knows something. She knows that listening is the first step toward understanding, and that understanding is an essential part of building positive human relationships and achieving social and economic progress. She knows what Dr. Finlator knows - that if people of different races and ethnic and cultural backgrounds really listen to each other, they can solve the problems that plague generation after generation. I realize now why Dr. Finlator attached such importance to the fact that North Carolinians at least had listened to him during the "turbulent 1960s" and since.

During those "turbulent 1960s," the Z. Smith Reynolds Foundation stepped forward and created The North Carolina Fund, which helped empower people in low-resource communities - African American, White, Native American - and helped them find their voices.

Perhaps for the first time in the state's history, the establishment - from top to bottom - was forced to listen and respond, and we got serious about problems such as poverty and equal opportunity. We moved forward, and the challenge since - and the challenge to this Foundation today - is to help keep the state moving forward.

As I have begun to write, it has occurred to me that it is no longer enough to talk about race relations. Our state has become so diverse that we must think more broadly. Race and skin color no longer are all that divide us. We must think, also, about improving cultural relations.

In the 1960s, the Foundation was a catalyst that helped leaders emerge and become champions of equal rights and opportunity. In this first decade of the new century, I hope we can do the same for the various cultural groups that are helping build the North Carolina of the future.

The simple truth is that there are differences - major differences - between us, and we have to acknowledge that diversity, talk about it, and capitalize on it. But we have been distracted. We have wrestled with a changing economy; catastrophic floods in the East that sapped state resources and energy; a recession that has kept us scrambling just to maintain the economic status quo; September 11; and now a monumental state budget crisis.

There has been little talk about racial and cultural relations, and when people have talked, few people have taken time to listen. And underlying everything has been the belief - perhaps hope - that all is well. How can it be? Improving race relations is not a sometime thing. We can't skip a decade or a generation and expect to keep making progress.

The Foundation has made race relations one of its main concerns - encouraging groups at the local level to keep talking to each other, listening to each other and crafting innovative programs to bring us all closer together. I give credit to our Advisory Panel - one of the Foundation's greatest resources - for helping keep race relations in the forefront.

This diverse group of North Carolinians keeps us

# The simple truth is that there are differences – major differences – between us, and we have to acknowledge that diversity, talk about it, and capitalize on it.

attuned, presents the Trustees with various perspectives, and often prompts us to action.

On the recommendation of the Advisory Panel two years ago, we allocated \$1 million for a special race relations initiative, “Race Will Not Divide Us.” We funded projects across the state that not only furthered race relations in the communities where they were implemented but also could be replicated in other communities. One of those projects, CommonVisions, sponsored by the Randolph Arts Guild, used pictures taken by participants to prompt discussions on diversity. Photographs used in that initiative are featured in this report.

Earlier I said that we cannot skip a decade or a generation in race relations efforts and expect to keep moving forward. I want to elaborate.

I think we should view with concern the phenomenon that is occurring in our public school systems that often is described as resegregation. Especially in our urban systems, schools increasingly are becoming predominantly White or Black or Black/Latino. Some argue this is the natural result of the desire to attend neighborhood schools. In my mind, it is much more complicated.

Regardless, the fact that children of different races and cultures during their formative years are having significantly fewer contacts with each other on a daily basis bodes ill for the future of race relations in North Carolina. While school systems wrestle with the resegregation problem, we may produce a generation with less than full appreciation and respect for racial and cultural diversity.

It is all the more imperative, therefore, that the Foundation look for ways it can help communities build bridges, and ensure that people are talking about racial and cultural relations and listening to each other.

We speak of the importance of listening but should remember that North Carolinians now speak in many languages – but primarily English and Spanish – making understanding others’ viewpoints, problems and aspirations an even greater challenge.

We must identify and develop leadership within minority communities – especially the rapidly growing Latino community. It is important that we bring together leaders from the various racial, ethnic and cultural groups and foster dialogue between them. If there are festering concerns, let’s lay them on the table and deal with them. We must not make the mistake of assuming that because things are relatively quiet, all is well. And certainly the political leadership at the local and state levels should bring the leadership from the various minorities into the decision-making process.

It is mutually beneficial to have everyone participate fully in our society, earn a living wage, and have access to resources, especially educational institutions and healthcare, that can better them and their children. If we allow an underclass to develop – either by design or neglect – we will pay for it dearly. I, for one, am committed to helping prevent the development of an underclass and ensuring fair and honest treatment and full participation for all in our society. It is right; it is moral; and, furthermore, it is in our own self-interest.

The Foundation is looking at the issue of racial and cultural relations in the broadest context. It is a priority under the category of “Community Building and Economic Development,” and nothing would please Trustees more than a flood of thoughtful, innovative grant proposals to strengthen the fabric of our society and make this state a national model for inclusiveness and social and economic progress.

In this state, we have a strong tradition of listening to each other and then working together to solve problems. I am optimistic that in the area of racial and cultural relations and, in a broader context, community building, we will recognize the value and strength of diversity and see it as a limitless opportunity. The Foundation will be an enthusiastic partner with groups all across this state as we work out our own salvation here in North Carolina.

**Jock Tate**  
PRESIDENT

## Changes in the Board of Trustees

04

The heart and soul of the Z. Smith Reynolds Foundation is its 13-member Board of Trustees. Throughout its entire 66-year history, the Board continuously has provided the kind of leadership that has left no doubt as to the mission of the Foundation or the processes by which the Foundation would carry out its work.

From time to time, Trustees rotate off the Board, and those are occasions of sadness and gratitude. Our working relationship is close. There is mutual respect, and at any given time one can look around the Board table and cite the unique contributions of each individual member, realizing that the Board in some way would be diminished by the departure of any one person.

On the other hand, we are joyous when new Board members are selected and they begin the process of assimilating themselves into the day-to-day workings of the Foundation and preparing for the difficult decisions which face them throughout the year – especially at the semi-annual meetings when grants are made.

In 2001, Shirley Frye, Greensboro broadcast executive, left the Board after six years of distinguished service. We bade her a fond farewell, remembering the many meetings in which she shared valuable insights and, in her gracious manner, provided direction and inspiration. She was tireless, always responding when called upon and going the extra mile, such as chairing new initiatives and narrating the annual Nancy Susan Reynolds Awards television broadcast.

At the same time, we gained two new Trustees, Nancy Reynolds Bagley of Washington, DC, and Anita R. Brown Graham of Durham. The addition of Nancy and Anita raised the number of trustees to 13.

Nancy is the daughter of longtime Foundation Trustee Smith Bagley and is the granddaughter of Nancy Susan Reynolds, one of the founders of the Foundation and the

person for whom our annual awards for unsung heroes are named. She hit the ground running, having served previously on the Foundation's State Advisory Panel.

She is Editor-in-Chief of *Washington Life Magazine*. Nancy has been active in political and media organizations and nonprofit affairs for the past decade.

She is a graduate of Simmons College and did post-graduate study in publishing at Stanford University. She also serves as a Trustee of The Arca Foundation, which is based in Washington, DC.

Anita is the Gladys Hall and Albert Coates Associate Professor of Public Law and Government at the School of Government of the University of North Carolina at Chapel Hill, where she has been since 1994. Her specialty is community economic development and public liability. She also has served as Special Advisor to the Governor and to the Secretary of the Department of Commerce. Prior to returning to North Carolina, she practiced law in Sacramento, CA, and clerked for a U.S. District Court Judge.

Anita received the BA degree in criminal justice from Louisiana State University and the JD degree from the University of North Carolina at Chapel Hill. She is active in law, education, and religious organizations in the Triangle and statewide.

We welcome these two new Trustees to the Board and thank them for the contributions they already have made to the Foundation's workings, knowing that in the years to come their contributions will be as significant as those who have come before them and served so unselfishly.

**Jock Tate**  
PRESIDENT

# People

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05

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## Executive Director's Letter



I am privileged and honored to give this report on the activities of the Z. Smith Reynolds Foundation during my first year as Executive Director. The year 2001 was certainly one of dramatic change for the Foundation. Before last year, the staff and Board of Z. Smith Reynolds had worked together for many years as the Foundation grew dramatically, both in numbers of grants made and in relationships built. Then, in 2001, a nearly complete transition of program staff occurred.

The new staff entered a mature and fast-paced organization with much to learn about substantive issues, the nonprofit sector and the many organizations with which the Foundation works. Yet, having worked on a daily basis with our staff, I can say without hesitation that all of them have absorbed and digested an amazing amount of information and knowledge in a short period of time, and each has the necessary abilities, values, judgment, intellect, and passion to continue the many wonderful successes of this Foundation.

Perhaps the most significant accomplishment of the Foundation during 2001 was the adoption of newly stated and clarified goals and areas of focus for our future work. For most of the year, the Board of Trustees and the staff engaged in a meaningful and thoughtful strategic planning process. The process, which included a "listening tour" and two retreats, began in January and concluded in November. The new goals and focus areas, which become effective with the Fall 2002 grant cycle, are included in this annual report. We believe these materials will assist potential grant applicants by setting out both the areas of work within which the Foundation wishes to focus and also the types of issues and kinds of grants that will not be given high priority by the Foundation. The staff and Trustees of Z. Smith Reynolds are excited about our new direction and believe we are now poised to serve the people of North Carolina in new and creative ways.

Grantsmaking at the Z. Smith Reynolds Foundation in 2001 was somewhat unusual. The Foundation considered a much smaller number of proposals than normal in its Spring cycle because of restrictions placed upon what proposals would be considered. These restrictions – only certain current and previous grantees could apply – were put in effect because of the limited staff available during

the transition in leadership. The Fall cycle, on the other hand, saw the largest number of applications in the history of the Foundation.

The year 2001 brought a conclusion to the Foundation's "Race Will Not Divide Us" initiative. This initiative arose out of a proposal developed by and brought to the Foundation Board by its Advisory Panel. The project began in the spring of 2000 with the goal of educating the Foundation about different programs and techniques designed to address diversity and issues of race in North Carolina.

As part of this \$1 million initiative, the Foundation made grants to 23 organizations throughout North Carolina to assist them in their efforts to improve understanding of different cultures, conduct race relations training, eliminate racism, and/or address issues of power and privilege.

In addition, the Foundation contracted with the Center for the Study of Social Issues at the University of North Carolina at Greensboro to conduct an evaluation of the initiative. The evaluation was designed to assist the Foundation in understanding the lessons learned from this special initiative and in better addressing issues of race in North Carolina. We also wanted the help of the Center to identify changes we could make in our grants-making that would assist those working for racial justice and harmony.

We learned a great deal. We learned that the work of improving race relations is difficult and evermore important. We learned that issues of race must be addressed in a variety of ways in a variety of environments. We learned that racism will not be eliminated in a short period of time, but that we cannot wait for time to eliminate it.

We learned that we can no longer allow the history of racial discrimination to be an obstacle to our future. We learned that we need to continue to explore ways to address issues of race internally and to assist our grantees in confronting these issues.

Finally, we learned, in the words Dr. Martin Luther King, Jr. preached on March 31, 1968, just four days before his death, "It is an unhappy truth that racism is a way of life for the vast majority of White Americans, spoken and

# “The hour has come for everybody, for all institutions of the public sector and the private sector to work to get rid of racism.”

unspoken, acknowledged and denied, subtle and sometimes not so subtle; the disease of racism permeates and poisons a whole body politic. And I can see nothing more urgent than for America to work passionately and unrelentingly to get rid of the disease of racism.”

Truly, in North Carolina today, the words of Dr. King still ring true when he said, “The hour has come for everybody, for all institutions of the public sector and the private sector to work to get rid of racism.”

The commitment of the Z. Smith Reynolds Foundation to the urgent work about which Dr. King spoke remains as strong as ever. Because of this commitment and our desire to stimulate discussion about these difficult and often uncomfortable issues, we have asked people in this annual report we respect and with whom we have worked to share their perspectives and thoughts on how race affects different aspects of life in our state.

The opinions they have expressed are not necessarily shared by the staff and Trustees of the Foundation, but they are, in every instance, thoughtful and thought-provoking and, we hope, will assist North Carolinians in continuing to better understand, confront, and overcome racism and to learn to live together.

The Foundation recognizes that the terms “race” and “ethnicity” do not necessarily hold the same meaning. In the United States, ethnicity typically refers to one’s national origin and/or cultural traditions, whereas “race” typically refers to the color of one’s skin. The Foundation chose to focus this report on race because, although ethnic discrimination certainly exists in our state, skin color has traditionally been and continues to be the primary line of division between the people of our country, region, and state.

It is particularly appropriate that all of us remember our state motto - To Be Rather Than To Seem. Living by that motto may well provide us with the key to a strong future for our state. We must see our fellow North Carolinians for who they are and as they are, not how they seem to be. Too often we all allow stereotypes that we have developed over our lifetimes to influence how we treat people who are different from ourselves.

North Carolina is changing quickly and dramatically, and there are more and more people with whom we live and work who speak, dress, and look different from each other. Many of these individuals have come to North Carolina from various Central and South American countries, from Asia, from Eastern Europe, from Africa, and from other parts of the United States. Our new Hispanic and Latino immigrants have come to us not only from Mexico but also from more than 20 Central and South American countries. Our Asian residents are as diverse as those persons whose heritage is European.

We are all different, but in many ways we are all the same. We must eat and breathe to stay alive. We need companionship and community to survive emotionally. We care about our loved ones and are committed to our individual faiths. We want the North Carolina we leave to our children and grandchildren to be a safe, healthy, joyous place to live. For this dream to become a reality, we must take a fresh look at the role of race and ethnicity and deal not only with our new immigrant population but with historical issues of race that exist among African Americans, Native Americans and Whites. We hope you will join us in this endeavor for the sake of our future together.

I challenge us, the people of North Carolina, to confront our own biases, face the uncomfortable, and remember again the words of Dr. King, who said, “Somewhere we must come to see that human progress never rolls in on the wheels of inevitability. It comes through the tireless efforts and the persistent work of dedicated individuals who are willing to be co-workers with God. And without this hard work, time itself becomes an ally of the primitive forces of social stagnation. So we must help time and realize that the time is always ripe to do right.”

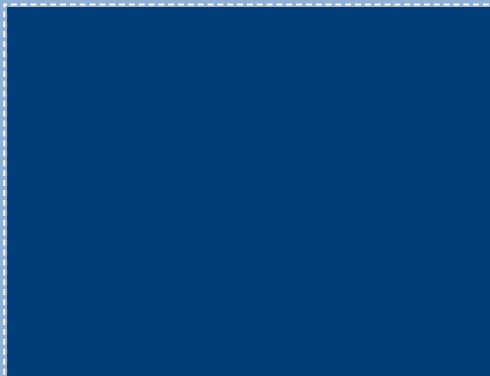
**Thomas W. Ross**  
EXECUTIVE DIRECTOR

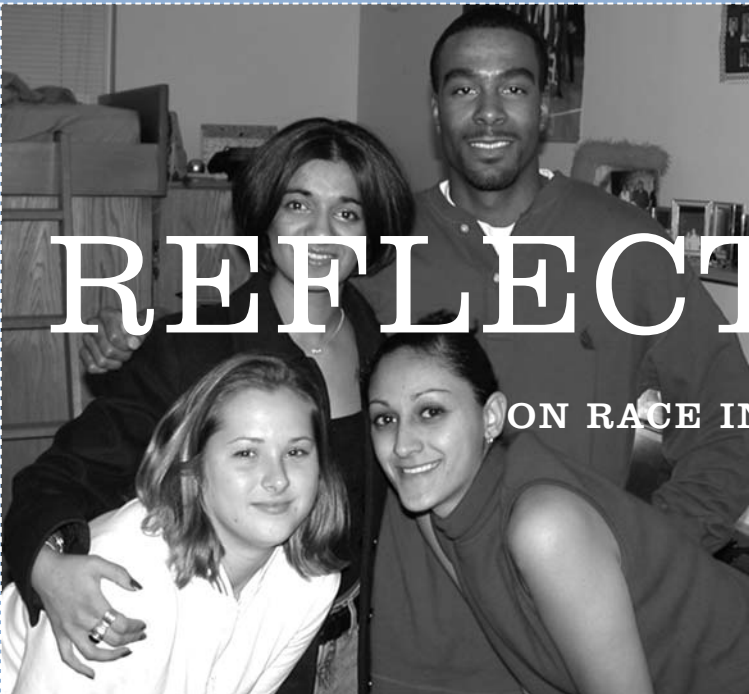


*To be rather than to seem*

# REFLECTIONS

ON RACE IN NORTH CAROLINA

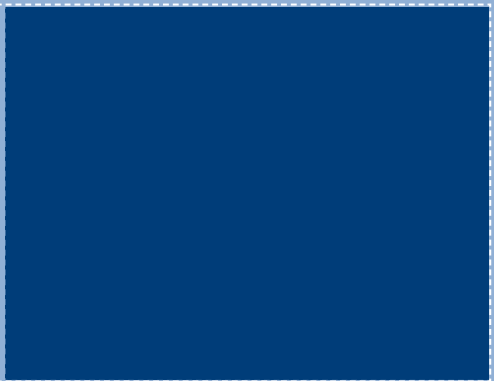




*To be rather than to seem*

# REFLECTIONS

ON RACE IN NORTH CAROLINA



# Race the Paradox

## HOLDING THE PARADOX: RACE AND PROGRESS IN NORTH CAROLINA

Leslie Takahashi Morris

**Paradox** Mid-16th century. Via Latin *paradoxum*, from, ultimately, Greek *paradoxos*, literally “contrary to opinion,” from *doxa*, “opinion,” from *dokein*, “to think.”

A paradox defies human knowing, lacking the internal consistency upon which Western thought has come to depend. Only a certain form of creative genius has the ability to hold two contradictory notions at the same time. In this frenetically changing world, the genius of paradox – that ability to grasp disparate notions of truth as they struggle in tension with one another – is essential to understanding the state of race relations. As an observer and devotee of North Carolina, I carry a passionate conviction that the creativity to imagine a more just state depends upon our ability to maintain our hold on the elusive chimera of that which is “both/and” rather than “either/or.”

Are these word games? Hardly. It is not semantics to point to the difference between diversity and multiculturalism. Diversity puts many different faces in a setting where one culture still dominates; multiculturalism, as VISIONS, a national diversity firm with North Carolina roots, defines it, is “the process of recognizing, understanding, and appreciating one’s own culture as well as the cultures of others.”<sup>i</sup>

Many North Carolina communities now know diversity. Yet key defining institutions – from schools to local governments to places of employment to civic organizations – still are predominantly monocultural. North Carolinians still struggle for ways to hold true dialogue and to be accountable to one another across lines of difference.

Leadership educator Ronald Heifetz posits that the leader’s task is to create the “holding environment”<sup>ii</sup> – a place in which the tension between what is and what can be is modulated at a level that allows challenges to be addressed. Racism is one of those critical challenges. As The Tides Foundation noted: “Racism is the number one challenge of our times, requiring a level of awareness, will and commitment that is much larger than most people anticipate. As in other complex areas, this work is often frustrating and elusive, raising as many questions as providing answers.”<sup>iii</sup>

North Carolinians dedicated to improving race relations must learn to hold the slippery, troublesome paradoxes that try reason and patience on the odyssey towards improved race relations. A few I have wrestled with follow.



### **The more things change, the more they stay the same.**

Many times I have been in conversations with North Carolinians when the following question is asked: “But don’t you think things are better today than they used to be?” This question summons a paradoxical answer. Underlying it is the legitimate need to celebrate the victories that have been won; but a hasty answer can deny the truth that dominates life for far too many North Carolinians.

A 2000 report to North Carolina’s Department of Crime Control and Public Safety found that “mid-aged NC African American males were issued citations 23 percent more often than mid-aged Whites... African American males are 64 percent more likely to be searched than White males, although few drivers of either race are searched. African Americans are also detained longer for searches and searched more often based on probable cause. The search of African American vehicles is less likely to produce contraband.”<sup>iv</sup>

Injustice has certainly worn more pernicious guises than unwarranted traffic stops. And yet the “better now”

i www.visions@bigstep.com

ii Ronald Heifetz. *Leadership Without Easy Answers* Boston: Harvard University Press, 1994

iii Tides Foundation. *Lessons Learned II: Project Change in Action*, 1999

iv Matthew T. Zingraff, H. Marcinda Mason, William R. Smith, Donald Tomaskovic-Devey, Patricia Warren, Harvey L. McMurray, and C. Robert Fenlon. *Evaluating North Carolina State Highway Patrol Data: Citations, Warnings, and Searches in 1998*. Nov. 1, 2000 Report Submitted to the North Carolina Department of Crime Control & Public Safety and North Carolina State Highway Patrol.

## North Carolinians dedicated to improving race relations must learn to hold the slippery, troublesome paradoxes that try reason and patience on the odyssey towards improved race relations.

choice does not consider the distorting mask of disillusionment worn by those whose quest for justice is delayed beyond the limits of patience and understanding. The Civil Rights era was a time of righteous anger and also a time of optimism that said change is possible. In the current era – when the issue is not changing laws so much as changing hearts – hope in the promise of human goodness may be harder to sustain.

Multicultural theorist Valerie Batts, who was in that grim, brave generation who integrated North Carolina's schools, writes of the mixed results of school desegregation:

*I see my father and mother's faces now. I remember a July 4th celebration in our back yard with them and several Black teachers. It was 1975, six years after the "separate but equal doctrine" had given way to "integrated" schools. There was heated debate going on regarding whether or not the schools were falling apart. Some felt that this desegregation process was actually turning into a demise of one of the Black communities' strongest institutions. Others saw the process as crucial to the creation of an equitable society... Things did not get better for that generation of African American educators. My mother and several others retired early. I remember my mother saying that it wasn't worth the fight anymore. Rocky Mount's schools are still struggling with racial distress, as are many across the South. Most White kids who can afford to go to private schools, and the city schools are largely composed of working class Black children and a growing number of immigrants of color. Many in the middle class Black communities are working to establish charter schools. Most of the teachers in the public schools are now White.'*

Finding the courage to hold both the celebrated progress and the unintended consequences, both the hard-won individual and institutional battles and the new forms of embedded privilege, is essential.

**Newcomers will expand the complexity of racial challenges AND efforts to address past injustices cannot be abandoned.** The 2000 Census quantified what a visit to North Carolina's rural and urban places reveals: that the face of North Carolina has changed. In addition to the Native American/Indian, White and African American populations, a dramatic surge in those who identify themselves as Latino/Hispanic has been accompanied by growth in other populations. North Carolina at the millennium's beginning was 72.1 percent White, 21.6 percent Black, 1.4 percent Asian and 1.2 percent Native American/Indian with 2.3 per-

cent choosing the "other" category and 1.3 percent claiming two or more races. In addition, 4.7 percent identified themselves as Hispanic.<sup>vi</sup> The statewide totals belie the more dramatic changes within particular counties, foretelling the future. As Dr. James Johnson of the Kenan Institute of Private Enterprise writes:

"During the 1990s the state's Hispanic population grew most rapidly, increasing by 302,237 or 394 percent. By comparison, the state's total population increased only 21.4 percent during the 1990s. In 2000, according to the most recent census count, 378,963 Hispanics lived in North Carolina... Data suggest that, in contrast to temporary migration flows typically associated with seasonal farm work, this migration is composed of mainly Hispanic families who appear to be permanently settling in and transforming the social, economic, and political fabric of North Carolina communities."<sup>vii</sup>

With new groups and new needs come the possibility of new tensions. One need only look at the past decades in major metropolitan areas on the East and West Coasts to understand what we must pledge to keep from happening in North Carolina's streets.

Diversity is here. Multiculturalism is merely an ideal. The 1990s saw the state's first Latino cabinet member and first Hispanic ombudsperson, Raleigh public officials grappling to provide post-hurricane relief to city residents speaking scores of different languages, and non-English-speaking farmworkers often without basic services. And still the particular legacies of colonialism and slavery linger and North Carolinians must continue to seek new and more effective ways to acknowledge the family-damaging, cyclical destruction of these oppressive practices.

**Skin color is an absurd social construction AND the color of one's skin still matters day-to-day in North Carolina.** As a green reporter working my first job at one of North Carolina's endangered, family-owned weekly newspapers in the mid-1980s, I would tut-tut with the rest of the

v Valerie Batts Reflections on Leadership and Anti-Racist Education: Part II. Reflections on Leadership And Anti-Racist Education: Part II' [www.cambridgefriendschool.org/nws/ReflectionsPart2.html](http://www.cambridgefriendschool.org/nws/ReflectionsPart2.html)

vi U. S. Census, State and County Quick Facts - North Carolina. [www.quickfacts.census.gov/qfd/states/37000.html](http://www.quickfacts.census.gov/qfd/states/37000.html)  
vii Dr. James H. Johnson, Jr., Immigration-Driven Demographic Change in NC: Issues and Challenges. North Carolina Political Review, March-April 2002

staff because our competition still published births by race. Still, in general, I preferred talking about race issues in North Carolina rather than in New York or Ohio. People were more upfront with their racial views – good, bad and indifferent. Later, as a public policy analyst looking at educational equity, I would worry over lower levels of educational attainment by African Americans and Native Americans.

Yet I also knew that the state had been willing to support many potential vehicles for change, including nonprofits and community colleges, the North Carolina Fund and community development corporations and on and on. And in my most recent work with the Wildacres Leadership Initiative, I felt the disorienting lack of gravity of a space traveler as I sped from meetings in White corporate boardrooms to meetings in minority-led organizations. The gulf created across a few blocks in a city such as Charlotte or Greensboro or Fayetteville never ceased to astound me. At the same time, I was awed by the commitment to improve human relations that traversed lines of race and class.

Increasingly, and particularly in progressive circles, North Carolinians recognize race as the artificial construct that it is. The hope is for a future where skin hue will not be tied to opportunity. The danger in this is the desire among well-intentioned people to try to leapfrog the realities of people who cannot embrace the idea of a “colorblind” society when that merely translates into assimilation into White norms and denial of the differences that people of color face in their daily lives.

The race relations that are the end goal cannot come as long as the lives of people of color are markedly different “247” than those of their White counterparts, as long as differential treatment is experienced in the classroom, the mall and the workplace and in contact with the government. To deny that differences in today’s experience exist because an ideal world would be colorblind is to insist that the possibility of real relationship among people of different races now becomes a pipedream as well.

As the North Carolina Coalition Against Racial and Religious Violence observed during a 10-year assessment



of its work: “Despite progress in calling attention to systematic practices of bigotry and violence, there is less frank discussion now of on-going racial inequities and people’s anxieties about race than 10 years ago.”<sup>viii</sup>

**North Carolina must address issues around race and around class AND other oppressions.** North Carolinians continue to struggle with differences around race. And class. And with homophobia and the continued glass ceiling for women. The point is not to develop an endless, tiresome and tedious list of oppressions, but rather to recognize the intersections between the groups who still fail to receive full rights in the North Carolina of the new millennium. This has been the guiding vision of Kannapolis’ Piedmont Peace Project, which defines oppression as “the systematic exploitation of one social group by another for its own benefit; it involves institutional control, ideological domination, and the imposition of the dominant group’s culture on the oppressed group.” Oppression is different from discrimination, bias, prejudice, or bigotry because:

- *It is pervasive – woven throughout social institutions as well as embedded within individual consciousness*
- *It is restricting – structural limits significantly shape the person’s life chances and sense of possibility in ways beyond the individual’s control*
- *It is hierarchical – the dominant or privileged groups benefit, often in unconscious ways, from the disempowerment of subordinated or targeted groups*
- *The dominant group has the power to define and name reality and determine what is ‘normal,’ ‘real,’ or ‘correct.’*<sup>ix</sup>

viii North Carolinians Against Racial and Religious Violence. [www.drum.ncat.edu/~drwww/ncarrv.html](http://www.drum.ncat.edu/~drwww/ncarrv.html)

ix Piedmont Peace Project. *Sexism and Other Forms of Social Violence* TAPESTRY, Inc. [www.tapestry.org/EDUCAT\\_1/Sexism\\_and\\_Other\\_Violence/sexism\\_and\\_other\\_violen](http://www.tapestry.org/EDUCAT_1/Sexism_and_Other_Violence/sexism_and_other_violen)



This language is direct, perhaps uncomfortably so for some. Yet ending oppression means more than dinner conversations with a diverse guest list or friendly relations with a subservient employee. Combating the oppression of racism means active anti-racism work to identify the ways that the kudzu of White privilege has crept inside the inner workings of our most cherished institutions. This active process requires analysis and action, reanalysis and further action – a cycle of commitment and candor.

**The history of our elders is as vital as the wisdom of our youth.** On the Internet today is a picture of a piece of a lunch counter from the F. W. Woolworth Company store on Elm Street in Greensboro, now on display in the National Museum of American History, representing North Carolina's heralded association with the early Civil Rights movement. "In 1960, if you were an African American, you were not allowed to sit here – the lunch counter of the F. W. Woolworth store in Greensboro, North Carolina.... On February 1, 1960, four African American students sat down at this counter and tried to order lunch.

"When asked to leave, they remained in their seats. Ezell A. Blair, Jr. (now Jibreel Khazan), Franklin E. McCain, Joseph A. McNeil, and David L. Richmond were all enrolled at North Carolina Agricultural and Technical College. Their 'passive sit-down demand' began one of the first sustained sit-ins and ignited a youth-led movement to challenge injustice and racial inequality throughout the South."<sup>x</sup>

**North Carolina's history is its legacy, AND new solutions lie in the uncharted future.** Here is an example. The protests against the dumping of PCBs in Warren County gave birth to the environmental justice movement. North Carolina paid \$25 million to detoxify the PCB landfill<sup>xi</sup> and yet, as community activist Cathy Alston-Kearney pointed out to me, that price is not redress for the children whose childhood school bus rides will forever be associated with the sight of space-suited workers, the other-worldly garb suggestive of something hideous and untouchable lurking in their neighborhood.

"Problems cannot be solved at the same level of consciousness that created them," Albert Einstein said.<sup>xii</sup> Talk to young activists about race relations in the state and they will tell you how true this is. We have a generational abyss between those who have never known segregation and those whose lives were shaped by it. The young carry their own scars – of those thrown into a diverse society without a multicultural understanding or the tools for antiracist dismantling.

When the Z. Smith Reynolds Foundation went looking for promising practices during the Race Will Not Divide Us initiative, a sobering finding was how many of our youth are not being given the "holding environment" they need to be leaders in the area of human relations in the future. Diversity without a multicultural understanding merely perpetuates prejudice. We have made our public schools diverse and have failed in most cases to provide any tools for true dialogue across difference.

Genius is a rare quality, noted for its relative rarity. As one who was proud to call myself a Tar Heel for more than two decades, I believe that North Carolina's people possess a collective form of that genius and that her future leaders will wrestle with the paradox of race and come up the winner. Only then can the true legacy of the state give birth to the most promising of futures.

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x [www.americanhistory.si.edu/timeline/07satin.html](http://www.americanhistory.si.edu/timeline/07satin.html)

xi Robert D. Bullard *Environmental Justice in the 21st Century* Environmental Justice Resource Center. [www.ejrc.cau.edu/ejinthe21century.html](http://www.ejrc.cau.edu/ejinthe21century.html)

xii [www.visionarylead.org/spolitic.htm](http://www.visionarylead.org/spolitic.htm)



## ALONG THE LUMBEE

*Donna Chavis*

“ON THE LUMBEE RIVER  
WHERE THE EDDIES RIPPLE COOL,  
YOUR BOAT, I KNOW, GLIDES STEALTHILY,  
ABOUT SOME SHADY POOL...”

*John Charles McNeill 1874-1907*

John Charles McNeill, in his day the unofficial poet laureate of Robeson County, evokes a serene picture of southern days gliding along the black waters of the Lumbee River. If the Lumbee River could talk, it would tell tales of a place that has been the home of diverse peoples who have lived and worked along its banks. Those lives have been marked with the highs and lows that come from the complicated interactions of human relations over time.

Not unlike the Lumbee River, Robeson County’s history is fraught with hidden currents that test the capacity for survival. Even prior to European contact, the territory now known as Robeson County was home to diverse cultures. Archaeological records show that diverse cultural influences date back thousands of years. This suggests that within the land of the Lumbee there was interaction with other indigenous peoples from around the boundaries of North Carolina and other regions such as Florida, Tennessee, and Virginia. The spirit of the county was tested early on by the need for the capacity to learn how to accommodate differences.

**Based on the 1990 census data, Robeson County was declared the most ethnically diverse rural county in the United States.**

In modern times, Robeson County has been known for having almost equal populations of Native peoples, African Americans and European Americans. This distinction was not always heralded in positive terms. Prior to the civil rights movement, segregation was institutionalized by three in Robeson County. There were three school systems, three bathrooms, and three ways

to separate the population in most public functions. The patterns of separation were apparent in all walks of life. If one did not venture far from home and school, it was possible to live most of one’s life without seeing a person of another race.

Over the years specific occasions marked the break with the separatist lifeways. One such historical marking was in 1958 when the Lumbee routed the Ku Klux Klan from Hayes Pond in Maxton. A rally had been advertised for weeks, and the Grand Dragon of the Klan was to be present. Leading up to the rally, Lumbee leaders met and planned a response. Although the Lumbee led the break-up of the rally, African American citizens quietly supported it as well. After the failed rally, there has been no overt effort by the Ku Klux Klan to organize in the county. Some see this event as a turning point in race relations in the county.

Recently, efforts have been made to get representation of all peoples in Robeson County on public policy boards

## ROBESON COUNTY, NORTH CAROLINA

Total Population	123,339
White persons	32.8%
Black or African American persons	25.1%
American Indian and Alaska Native persons	38.0%
Asian persons	0.3%
Native Hawaiian and Other Pacific Islander	0.1%
Persons reporting some other race	2.3%
Persons reporting two or more races	1.4%
Persons of Hispanic or Latino origin	4.9%
White persons { Not of Hispanic/Latino origin }	30.8%



and commissions. Strategies that included policy advocacy, litigation, redistricting, and citizen education have helped achieve that representation.

Based on the 1990 census data, Robeson County was declared the most ethnically diverse rural county in the United States. Today, that diversity goes beyond the historic make up of Native, African and European American peoples. The chart on the previous page shows the 2000 data from the U.S. Census Bureau. It documents the growth in the Hispanic/Latino and Asian populations in the county.

Robeson County's history of forging better race relations is challenged in new ways as its people adjust to the new demographics. As the county faces Depression-era economic conditions, citizens are called upon to expand their cultural and historic understandings of relationships. The challenge is not to invent new forms of separation as the patterns of relationship are reinvented.

Robeson County is a rural county struggling with how to shift from an agricultural and textile economic base to an economy that is viable in the 21st century. A part of the new definition for the county will be the new rela-

tionships born out of the diversity of race and culture present within its boundaries. These new relationships will play a major role in how the county's future is shaped. Efforts must be made to maintain dialog across differences and to include diverse perspectives in decision-making.

The original name of the river that runs through Robeson was Lumbee, which means "black water." In 1809 the name was officially changed to "Lumber." It is believed that the name was changed because of its importance to the lumber industry of the county. Remains of the old railroad track that was used to carry logs to the river can still be found. Just as those tracks remain after two centuries, so do some of the scars of past troubled times of racial division and intolerance. However, improved relations are always a work in progress. It is not one that has a set date for completion, then you move on to other things. It is the work of a lifetime.

*Donna Chavis was born and educated in Robeson County, North Carolina, and is a widely respected professional in the nation's nonprofit community. She served as Executive Director of Native Americans in Philanthropy and is now associated with the North Carolina Indian Cultural Center in Pembroke.*

## EQUALITY, COMMUNITY AND ACADEMIC EXCELLENCE

Leslie Winner



During the 1960s and 70s, various federal judges and agencies found the public schools of North Carolina to be racially segregated and also unequal in the resources available to them. This finding was built on the ruling of the United States Supreme Court, in *Brown v. Board of Education*, that racially segregated schools are inherently unequal. Now, 30 years later, we are still enmeshed in questions about the degree of racial segregation and the distribution of resources in North Carolina's public schools.

My observation is that public schools in North Carolina are still unequal, and that non-White students are more likely to attend schools with fewer resources than are White students. Our public schools are becoming more segregated. But now it seems clear that the federal courts will not require us to integrate our schools. The North Carolina Supreme Court will require a yet-to-be defined measure of adequacy, but it will not require public schools to have equal resources.

Because parents have many more choices about where to educate their children, it seems unlikely that school boards can force unwanted integration on students. So we, as a community, must decide if the values of having a true community amid ethnic diversity and providing equal opportunities for all students are important enough for us to have integrated and equitable schools, not because we must, but because we believe they are best for our children.

**Unequal Resources** I have not examined the distribution of resources among schools around the state, but I took a close look within the Charlotte-Mecklenburg Schools in 1998. I doubt that these data are qualitatively different from what they would be in other school systems. The data are stark. For example, 27 new schools were built in Mecklenburg County between 1980 and 1998. Twenty-five were in predominantly White neighborhoods, one was in an industrial area, and one was in a predominantly African American neighborhood. Not surprisingly, the schools in African American neighborhoods had a substantially higher need for renovation and repair.

The data also showed that predominantly African American elementary schools had a substantially higher

need for basic instructional supplies (\$88 of supplies needed per student) than did racially balanced schools (\$66 per student) or predominantly White schools (\$44 per student). Predominantly African American schools also had, on the average, teachers with less experience and fewer credentials.

The Charlotte-Mecklenburg Board of Education, with the support of the Board of County Commissioners and the community, has made substantial efforts since 1998 to correct these imbalances. But we must ask ourselves how these inequities were allowed to persist in the first place. Especially in tight financial times, when more affluent PTAs are able to provide needed resources, it is tempting to let schools with lower income families fall behind.

In 1999, the district court, in *Grant and Capacchione v. The Charlotte Mecklenburg Board of Education*, acknowledged that there were disparities in resources between schools, but found that it was up to the community, not the courts, to address them. Will we have the commitment to provide equity for the long term?

Finally, we must ask, if schools remain racially and economically unbalanced, will we have sufficient commitment to assure that the inequities will not increase? In the history of the United States, there have never been schools that are both separate and equal. If no one has ever achieved this, can we be sure that we can sustain separate but equal now?

**Unequal Outcomes** African American students not only have access to inferior resources, but also they are likely to have worse academic results. For example, according to the State Department of Public Instruction, in 2000-01, 82 percent of White students in grades 3 through 8, compared to 52 percent of African American students, scored at or above grade level on the State's end-of-grade math and reading tests. Similarly, 75.7 percent of White students scored at or above grade level on the high school end-of-course tests, compared to 43.7 percent of African American students.

Many people attribute this differential to economic status, but I have seen data that persuades me otherwise. In preparation for its school desegregation court case in



1999, the Charlotte-Mecklenburg schools broke up its end-of-grade test scores into four groups by race and free lunch status.

Not surprisingly, the White students who paid for their lunches did the best on the tests, and the non-White free-lunch-eligible students did the worst. What was striking was, for every cohort group examined, the non-White paid-lunch students did not do any better than the White free-lunch eligible students. That is, the poor White children did as well as the middle-class African American children. While income made a difference, race had a clear effect.

We see the same sort of results with SAT scores. Students who take the SATs are those who are the most academically motivated. Yet, the racial differential is wide. Between 1994 and 2001, the mean White student SAT score in North Carolina improved by 33 points, from 1008 to 1041. During the same period, the mean African American student SAT score improved only nine points, from 826 to 835. The gap is wide and growing.

We must ask ourselves what causes these clear racial outcomes. Why, 30 years after our schools were ordered to desegregate, is it still true that Black students perform worse on elementary and middle schools tests, are less likely to take advanced coursework in middle and high school, and are more likely to drop out before graduating? I know too many teachers to believe that it is because teachers do not want Black students to learn. But I also know too many African American middle-class parents who passionately support their children's education. We cannot blame this gap on inadequate parenting. I believe we have a moral obligation to understand the causes of these race-based outcomes and eliminate them.

**Increasing Segregation** Although integration in North Carolina's public schools increased in the 1970s and '80s, our schools are now becoming increasingly segregated. In 2001-02, 612, or 37 percent, of North Carolina's public schools were racially segregated, meaning that either more than 75 percent of their students were White or more than 75 percent of their students were non-White. This number is an increase of 30 percent from just five years earlier. Furthermore, while the number of pre-

dominantly White schools increased just marginally over the five-year period, from 235 to 276, the number of predominantly non-White schools increased by 79 percent, from 188 to 336.

At the same time, our schools, like our communities, are becoming more ethnically diverse. In 1996-97 there were almost 35,000 Asian and Hispanic students in North Carolina's public schools. Just five years later that number had increased to almost 92,000. Our public schools are now 8.6 percent non-Black, non-White.

For many of our children, school is the only place where they can learn about people of different races and national origins. Our neighborhoods are largely segregated, as are most of our after-school activities (sports, scouting, arts classes) and our places of worship. For parents, school is frequently the only place that they talk with people of other ethnicities about matters that are personal, not commercial. Do we really believe that it is good for our children to grow up without learning how to understand, be friends with, and solve problems with people who come from very different backgrounds from their own?

A legislator once asked me whether it isn't more important for our children to get a solid academic grounding than it is for them to learn about people of different ethnicities. There is no reason parents should have to make this choice. Black, White, Asian and Hispanic children all must learn how to read, write, do math, and think critically, but there is no reason that they cannot learn these skills in the same school. Indeed, no parent can be expected to choose integration instead of a good education. But parents should not be required to make that choice.

For the most part, I believe that the perception that children can learn well in homogeneous settings is just that: perception. To the extent that it is reality, teachers must learn how to teach in diverse settings, and how to use diversity to enhance our children's education. Certainly, schools must teach our children academics, but also they must teach them how to be constructive members and good citizens of their communities.

In addition, if we are preparing our children for the workplace of tomorrow, then there is no question that exposure to a diverse peer group is necessary. A prominent Charlotte CEO once told me that if an employee could not work on a team with, lead, be led by, and serve customers of different ethnicities than his or her own, that employee was likely to fail in his corporation.

For this reason, 20 Fortune 500 companies have filed a court brief in favor of the University of Michigan in its legal quest to be allowed to promote diversity in its undergraduate and professional school admissions. The brief argues that diversity in higher education plays a critical role in preparing students to be leaders in business and other pursuits that affect the public interest.

Finally, the world is awash with ethnic strife. We have learned the hard way that ethnic animosity does not stop at the United States border. For some time we North Carolinians have prided ourselves on the progress we have made in race relations. Do we want that progress to dissipate? Now more than ever, our children need to learn understanding and problem-solving skills that will allow them to live in peace together, in communities that are united in spirit, not just in name.

These choices are now ours. We must decide the extent to which we value having our children grow up in schools with equitable resources and in schools in which they can gain the academic and civic benefits of diversity. Only through commitment and leadership will our schools provide equality and community along with academic excellence.

For purposes of this analysis, I have omitted those school systems that have a system-wide population that is more than 75 percent White, leaving 1,658 public schools in 2001-02.

*Leslie Winner served in the North Carolina Senate from 1993 to 1998, where she was co-chair of the Senate Education and Higher Education Committee. From 1998 to 2000 she was General Counsel to the Charlotte-Mecklenburg Board of Education. She now serves as Vice President and General Counsel of the University of North Carolina.*

## GEOGRAPHY DETERMINES EDUCATIONAL DESTINY

*Greg Malhoit*

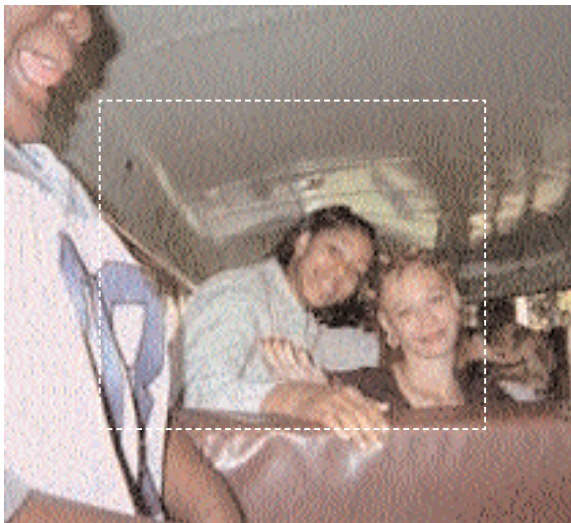
Every school day, the educational destiny of thousands of North Carolina students, particularly minority students, is determined by geography. North Carolina is a rural state. Nearly half of the state's adults and children – 49 percent – live and attend school in rural communities that have fewer than 2,500 people. In rural areas children suffer from higher rates of poor health, malnutrition and inadequate housing.

Many poor rural communities also have high concentrations of minority students. For example, the minority student enrollment in the state's 10 poorest rural counties, all in Eastern North Carolina, is nearly 60 percent, compared to 35 percent for all other areas of the state.

In rural communities, low education levels for adults, a high illiteracy rate, and persistent poverty combine to create a labor force that is less prepared to compete for high-wage jobs. Rural communities also are losing population and their local tax base because they have a rising aging population and an out-migration of younger people during their prime wage-earning years. These powerful forces have converged to weaken many of our state's rural communities. The best hope and salvation for these communities and their children lies in improving the quality of education.

Yet, rural schools face enormous challenges in improving their schools. Like most schools, rural schools are faced with a wide and persistent racial achievement gap. In most, fewer than half of all minority students are performing at grade level as measured by the state's testing program. By way of comparison, nearly 80 percent of majority students perform at grade level on the tests. In addition to having low achievement levels, rural minority students are more prone to drop out of school.

Despite the achievement gap, life experiences associated with poverty and race can be overcome. Indeed, educational evidence abounds that, with adequate resources, poor and minority students in rural schools can achieve at the same high levels as other students. But rural schools cannot close the achievement gap without the resources to invest in special programs targeted at minority and at-risk students – programs like reducing class size, offering after-school, summer and remedial



programs, creating pre-school programs for low-income four-year-olds, and hiring tutors to help low-performing students catch up.

These programs are not available to many rural minority and at-risk students because of the way North Carolina has chosen to fund its public schools. Although the State of North Carolina pays for much of the cost of education, local communities pay a share of the cost of education through funds that counties collect through local property taxes.

Because low-wealth rural areas of North Carolina have low property values, they are not able to provide their students with funding that keeps pace with North Carolina's urban schools even when they tax themselves at higher levels than cities. The result of this system is a dramatic and widening education "spending gap" between the state's "property-rich" urban areas and its "property-poor" rural communities.

This education "spending gap" has real consequences for the education of children. For example, in 2001 the state's top-spending urban counties spent an average of \$3,177 per student while the state's lowest-spending rural schools were able to contribute only \$692 per student, a difference of \$2,485 per student.

The difference is \$64,610 a classroom and over \$1.5 million for the average school. It is not hard to imagine what those kinds of funds could let rural schools provide in the way of teachers, computers, new schools,

lower class size, pre-school programs, and special programs for minority and at-risk students.

North Carolina's school funding system lacks fairness and deprives the schools with the greatest educational needs the resources they need to address those needs. In short, North Carolina has created and perpetuates a dual education system – one for the "haves" and one for the "have nots." In the end, the system denies thousands of the state's poorest and rural minority students the opportunity to receive a high-quality education that will prepare them for a decent paying job or to participate in our democratic society.

Rural parents care just as deeply as other parents do about the education of their children. But low rural property values, coupled with sparseness of population and persistent poverty, mean fewer educational resources for rural children. Stable and well-funded rural schools that offer high-quality educational programs for all children are the key to greater economic prosperity and community economic development.

As rural communities struggle to survive, supporting their schools with adequate educational resources may be the best strategy we have to break the cycle of poverty and to revitalize the rural areas of North Carolina.

**Greg Malhoit** is Director of the Rural Education Finance Center, which provides services to groups working to increase funding and educational opportunities for children in rural schools. Previously, he served as Executive Director of the North Carolina Justice and Community Development Center. He is a graduate of the University of Nebraska School of Law and has taught at the North Carolina Central University School of Law.



## URGE YOUNG AFRICAN AMERICANS TO BECOME TEACHERS

*Gladys Graves*

On many occasions I have heard folks say, “Why is it that when African American teachers retire they are not replaced by African American teachers?” If we are going to have minority teachers in the classroom, we must make a conscious decision to do something about it. We must prepare minority students (especially African American males) to apply for the funds that are available to them to prepare to be teachers.

Too often, I hear, “My counselor didn’t tell me” or “I didn’t get it because I’m Black” (when actually the reason is, they didn’t apply, and I refuse to let them use race as an excuse for not doing what they should do).

Because access to information is so important, I want to ensure that African Americans learn more about programs that are designed to get more males and minorities in the classroom. Do we want to see more African American administrators in our schools? Do we want to see more African Americans in supervisory positions? Do we want to see more African American school superintendents? If yes, then, from where will they come? They most likely have to have been teachers.

Folks, African American students are not in the pipeline. They are not on track to be teachers. They are in college, but they are not training to be teachers. Once they graduate and then decide to teach, there are practically no scholarships available at the time.

I truly believe that if we want more African American teachers in the classrooms, we must send our children and grandchildren, our nieces and nephews to school to prepare to be teachers. It’s as simple as that. We must plant the seed that tells our youth, “You can be a teacher.” As a former classroom teacher, I know that I was guided to be a teacher by some powerful role models in my community. Mrs. Lucy Ruffin, my first-grade teacher, who lives in Rocky Mount, comes to mind. She told my parents, my great-grandmother, and me, that I was “going to be a teacher.” The teachers in my church told me that I was “going to be a teacher.”

You’ve read the headlines. You’ve seen the statistics about the critical need we have for teachers in our state. I believe that the answer to the teacher shortage in North Carolina is sitting in our classrooms and, as well, sitting on your college campuses in your graduate and undergraduate chapters; they are in your faith congregations, in your classrooms; they are in your family. We know who they are. They are just waiting for the invitation.

*Gladys Graves is Director of the North Carolina Teaching Fellows Program of the Public School Forum of North Carolina. She is a former classroom teacher and has served as president of the North Carolina Association of Classroom Teachers and the North Carolina Association of Educators. Extremely active in professional and civic affairs, she has earned degrees in education from Shaw University and North Carolina Central University.*





## YANCEY COUNTY: LATINOS IN THE CLASSROOM

Yancey County is nestled in the heart of the Blue Ridge Mountains. It is a quaint area with an economy built squarely on the shoulders of textile mills, mining companies, and farming. Over the years, however, the demographic face of Yancey County has changed. What once was a White, rural population has moved, not gradually but dramatically, to include a large percentage of Latino citizens.

There is no better place to see this transition than in the Yancey County Schools. The Hispanic population within the school system increased 215 percent from the 1997-1998 school year to the beginning of the 2001-2002 year. The families out of which they come are generally characterized as “low-income and [having] restricted access to social and economic opportunit[ies].” Language is the major barrier to economic and social ascension within the community. Immigrant families that came to North Carolina to provide a better life for their children often see them falling through the cracks and landing back into a vicious cycle of poverty and social neglect.



Will Hoffman, an ESL (English as a Second Language) teacher at Burnsville Elementary School, recognized that the school system needed to do more. According to the research, in order for the children to attain cognitive academic language proficiency in a second language the child needs to be studying and communicating for five to seven years – and in optimal learning conditions. However, immigrant children are placed into mainstream classrooms by age, not language proficiency. So, as Hoffman pointed out, a 10-year-old Hispanic child would be placed in a fifth-grade classroom despite his/her English speaking abilities. Often, when they go home the overall educational background of their parents may be at the fourth- to sixth-grade level, and English-speaking abilities are virtually nonexistent.

“My dream is to see  
our first Hispanic  
student go to college.”



Will Hoffman



To improve the situation, Hoffman has been working on a plan. Burnsville Elementary School has been working with other existing programs, but Hoffman envisions a program that is more expansive and long-term. The program would provide educational continuity over the summer months and after school – continuity that is vital for Latino students to learn and use English proficiently. It would provide tutoring, homework help, and social support to the students. Issues such as self-esteem and individual and cultural identity are often worsened by the inability of a child to communicate effectively. These programs would help alleviate these problems – problems that can lead to dropping out.

The program has even bigger aims. “Let’s get them into



Head Start, get them into kindergarten. Let’s be proactive and find them. If a child walks in for the first or second grade, they’re that much at a disadvantage because they are two years behind,” Hoffman said. The program would be a stepping-stone for Latino families to get their younger children into the education mainstream faster.

Hoffman calls the program Living and Learning. “These programs will build on and foster strong parental support and involvement in the schools. They will build leadership skills, self-esteem, motivation, and academic discipline,” says Hoffman. “These are ideals that are paramount to all students’ success,” he said.

“My dream is to see our first Hispanic student go to college,” Hoffman said. As the program grows and evolves, that dream will no doubt become a reality.

## CLOSING THE WEALTH GAP

*Martin Eakes*

In my 20 years as a community development lender trying to increase access to credit for minority families, I have learned that it is impossible to understand race in America without understanding wealth in America.

In my opinion, the single most unacceptable statistic about wealth in America is that African American families now own only one-tenth of the wealth of the average American White family. Based on 1990 census data, the latest census information available on this subject, the average White household had about \$45,000 in net assets, and the average African American family about \$4,400. We've come about a tenth of the way to economic parity in the 135 years since slavery.

Significant Black family wealth once resided in farm ownership. In 1910, African Americans owned 15 million acres of farmland, much of it in the Carolinas. This has shrunk to about one million acres today - eroded by trumped-up foreclosures, discriminatory lending practices, and outright acts of terror that drove Black farmers from their land. Several generations of transferable wealth were lost forever.

While there is clearly a wealth gap in our society, the major source of family wealth today is similar for both White and Black families. Approximately 60 percent of family wealth is in home equity, regardless of race.

Self-Help, the nonprofit community development lender I founded in 1980, believes that ownership is the best way for low-income families to build and transfer wealth to future generations. With our partners we have provided about \$1.6 billion in financing for 23,000 low-income families to own homes. Still, only 46 percent of households headed by African Americans are owned, compared to 72 percent of White households. Closing the wealth gap requires innovative public programs to expand minority homeownership, and laws that protect homeowners from losing the progress made to date.

**Expanding Minority Homeownership** Public policy does little to address the wealth gap. Low-income families who can't afford to buy a home do not benefit from tax deductibility of mortgage interest and real estate taxes; 90 percent of the benefits of that policy accrue to families with more than \$40,000 in household income.



We can do better.

Self-Help has proposed a federal homeownership tax credit for private companies that provide no-interest second mortgages to help low-income families buy a home. This proposal provides low-cost capital to allow low-wealth families to purchase a home, and the tax credit provides an incentive to the lender to provide these mortgages.

An annual \$1 billion commitment to this program would create an additional 500,000 low-income homeowners over a 10-year period, and leverage another \$23 billion of lending in our nation's most distressed communities.

This is not a pipedream: A similar program is at work right here, in Durham. The Walltown neighborhood, historically African American and with a median income of less than \$25,000 per year, has scores of new homeowners thanks to no-interest second mortgages.

On a larger scale, the New York City Housing Partnership used no-interest second mortgages to help 15,000 families in 50 low-income communities citywide to become homeowners. It spawned more than \$1.5 billion in community investment.

# African American families now own only one-tenth of the wealth of the average American White family.

Programs like these help lower-income families to develop transferable family wealth, but the past decade has spawned an even greater challenge to protecting it: predatory lending, a civil rights threat equally as pernicious as land loss.

**Protecting Family Wealth** For a long time, advocates necessarily focused on obtaining access to credit for minority and low-income families. While gaps remain, the situation has improved. However, a new threat emerged in the '90s, changing the critical issue from access to credit to the terms of credit. A small but significant number of abusive lenders have targeted tens of thousands of cash-poor but equity-rich homeowners for crippling, high-cost loans.

Predatory lenders want home equity, the source of family wealth. They use sophisticated data analysis to target minority and elderly households for marketing campaigns. Unscrupulous brokers promise people who own their homes outright that their equity can finance home improvements or put cash in their pockets. Abusive lenders and brokers steer qualified borrowers into more expensive loans than they qualify for, pack them with hidden fees, and attach complicated balloon payments and prepayment penalties that lock the borrower into a loan they can't afford.

Once the unsophisticated borrower is hooked, the debt cycle accelerates. Homeowners are subjected to a frenzy of predatory refinance lenders that pocket fees at each transaction, and add "services" of no benefit to the borrower. With each refinancing, homeowner cash value is reduced until it eventually disappears. And so, tragically, do homeowners, as homes and entire neighborhoods are lost to foreclosure.

High-cost home lending has expanded dramatically in the last 10 years. Not coincidentally, foreclosures have risen an unprecedented 42 percent in the same period.

Victims primarily fall into two major groups – elderly people of all races who have more equity than cash, and African Americans whose credit scores reflect their low family wealth. The AARP has made predatory lending one of its highest legislative priorities. Its model legislation has been introduced in dozens of states that are frustrated by the lack of federal protections.

Latinos, American Indians and other minorities also are being targeted, but the data suggests that, like land loss over the last half-century, this is primarily a plague for the African American community.

Evidence of ethnic profiling in mortgage lending is clear: A 1999 HUD study showed that upper-income African Americans were twice as likely to have high-cost mortgage loans than lower-income White Americans. It found that almost half of refinance mortgage loans in African American areas were made by finance companies and high-cost lenders, compared to only 9 percent of refinancings in White neighborhoods.

Expanded access to credit does not create opportunities to close the wealth gap if the rates and terms of mortgage loans to minority families are still discriminatory.

**The North Carolina Example** North Carolina has the best banks, credit unions and community development organizations in the country. They joined together with enlightened citizens groups to support passage of landmark anti-predatory lending legislation in 1999 and 2001 protecting vulnerable homeowners in North Carolina.

These legislative protections have actually strengthened the mortgage industry in our state. Access to credit is stronger than ever. Homeowners can choose from a diverse set of lenders. And North Carolinians do not pay a premium for this credit. Our laws aren't perfect, but they are helping to drive the bad actors out of our state.

By the time Black land loss had gained national attention, the vast majority of Black farm owners had already lost the net worth, if not the outright title, to their farms. We must not allow the same to happen to minority homeowners, who have spent a lifetime building wealth and now see it threatened by deceptive lending practices.

*Martin Eakes, founder and Chief Executive Officer of Community Self-Help in Durham, has devoted his professional career to economic development and creating ownership opportunities for low-wealth families through home and small business lending. He graduated from Davidson College, earned a law degree at Yale, and received the Masters in Public Administration degree from Princeton. In 1996, he received a coveted MacArthur Award, which is often called the "genius grant."*

## COMMUNITY DEVELOPMENT CORPORATIONS CREATE ASSETS IN LOW-RESOURCE COMMUNITIES

A home is the single greatest asset of a majority of Americans. In turn, the equity they build in a home is parlayed into loans to start small businesses, send children to college, and deal with medical and other emergencies. Few people pause to think about this situation conversely. When you do not have equity in a home, you cannot get a loan to start a small business, send children to college, and cope with life's unexpected financial setbacks. In short, the upward mobility of non-homeowners – in America, primarily minorities – is severely compromised and limited.

North Carolina's community development corporations (CDCs) recognized this fact long before many others, and making home ownership a reality is a major part of their missions. When the North Carolina Community Development Initiative was launched in 1994 with a substantial grant from the Z. Smith Reynolds Foundation, CDCs gained a continuing source for operating funds, allowing them to do more of what they had begun to do best – provide affordable houses for low-resource families, mostly minorities.

During the last decade, CDCs such as Project Homestead in Greensboro, Wilson Community Improvement Association in Wilson, Nash/Edgecombe CDC in Rocky Mount, and Metropolitan Housing and CDC in Washington made homeowners of thousands of low-resource families and started the important process of building assets and wealth in the communities in which they live.

The Initiative has shown substantial leadership in helping banks and other financial organizations recognize that investments in low resource communities can be sound investments. It has taken an annual appropriation from the General Assembly and used it to leverage millions of dollars of investments from the private sector. It has channeled more than \$39 million to CDCs resulting in more than \$252 million of completed residential and commercial development including 1,802 new single-family

homes and \$75.4 million of new single-family mortgages.

What is equally significant is the thoughtful way in which all this has been accomplished. CDCs recognized the tremendous responsibility related to home ownership and created a process to prepare new, minority homeowners for it. The process often had to start with helping potential buyers develop new credit habits and clean up bad credit records that haunted them. In many cases CDCs developed relationships with financial institutions committed to investing in low-resource communities and walked buyers through the loan application process. The CDCs have been remarkably successful, and foreclosure rates in their projects generally are well below those in the industry at large.

CDCs and the Initiative, which has evolved into their principal support organization and advocate, are now looked to as experts in deal making and creating affordable housing. This fact became evident after the Hurricane Floyd floods, when state and local officials turned to the CDCs for help in replacing destroyed housing.

Consequently, CDCs that had been considered local and confined, often to a single county, have been building affordable housing far from their traditional bases. The Initiative, in turn, has honed its skills and has been able to provide technical and some loan assistance to non-profits all across the state. Increasingly, government officials and representatives of financial institutions see the Initiative as a partner in channeling low-interest mortgage funds and other financial assistance to first-time, low-resource home buyers.

It is certain that home ownership in CDC developments around the state – and the consequent creation of assets – means greater economic stability for thousands of minority families, more access to educational resources, more entrepreneurship, and increased ability to weather financial set-backs and the opportunity for minorities to climb the economic ladder.

## PREDATORY LENDING TARGETS MINORITIES

Roy Cooper



The Attorney General of North Carolina is charged with protecting the interests of the consuming public, and combating predatory lending has become one of the office's top priorities. Predatory lending includes high-cost loans loaded with up-front fees and oppressive terms like balloon payments and steep prepayment penalties. Often there is little concern about a person's ability to repay, and recent studies demonstrate that predatory lending hits the elderly and low-income families in the greatest numbers.

Predatory lending also includes practices such as "flipping," or refinancing for the purpose of collecting more fees, and "packing," or adding high-cost extras like credit insurance. It's not legitimate sub-prime lending - risk-based lending to people with impaired credit - but instead it is deliberate and sometimes deceitful methods that force borrowers to pay more than legally allowed.

These practices strip away the equity from borrowers' homes - often the lender's only asset - and lead to foreclosure, turning the dream of home ownership into heartbreak. In addition, the borrower then lacks equity required for such things as college loans for children and medical emergencies. The cycle of poverty continues.

When North Carolina passed its landmark predatory lending law in 1999 to prohibit predatory lending, North Carolina became the first state to comprehensively address the problem, and the law remains the strongest in the country. Since 2000, more than 30 states, cities, and counties, as well as the United States Congress, have taken up predatory lending legislation, and North Carolina's law is often used as a model. California and Georgia recently became the second and third states to pass new laws, and New York's banking commissioner has set similar rules to combat predatory lending.

To build on North Carolina's success, the Legislature enacted mortgage lending legislation last year. Mortgage brokers originate as many as 70 percent of mortgages in

North Carolina, and the new law requires the brokers to be licensed and gives the Attorney General's office new tools to weed out unscrupulous mortgage brokers. It is a significant step forward in the fight to protect consumers against predatory lending.

For these policies to help people, however, they must be backed up by vigorous enforcement. The Attorney General's office has taken aggressive action. In September 2001, the state won refunds from The Associates, one of the largest sub-prime lenders in the country, and CitiFinancial Corp., which purchased The Associates in late 2000, to settle allegations about The Associates' lending practices. Those allegations included "packing" single-premium credit insurance into mortgage loans without the knowledge, understanding, or request of many homeowners.

The result was the largest settlement for consumers in North Carolina history, and the largest by a single state in the nation last year. Thanks to the agreement that all parties signed, refunds are being paid to North Carolina consumers who were misled about the purchase of credit insurance during a specific period of time. Refunds probably will exceed \$20 million.

Pay-day lending is a particularly insidious form of lending. It preys on wage earners - often members of minorities making near minimum wage - and skirts laws limiting the amount of interest the borrower can pay. It tends to create a cycle of borrowing, and through worthless-check laws uses the criminal courts to intimidate borrowers and collect payments.

Through strong laws and diligent enforcement, the state of North Carolina is making this state a harder place for unscrupulous lenders to do business while ensuring that a healthy market exists for legitimate lenders.

*Roy Cooper is Attorney General of the State of North Carolina. A graduate of the University of North Carolina School of Law, he practiced law in his hometown of Rocky Mount and served in both the House of Representatives and the Senate of the North Carolina General Assembly.*

## DISCRIMINATION DOWN ON THE FARM

Melinda Wiggins

Farmworkers face systematic racism, oppression, and personal discrimination. And as it has been for the course of this nation's history, it is White individuals who stand to reap the most from agriculture's racist institutions. Increasing interaction, communication, and understanding of people of different racial, ethnic, and national origin backgrounds could lead to improved working and living conditions for farmworkers.

Prior to the early 1980s, the majority of the agricultural work force was African American. Many African Americans left farm work because of job opportunities in other industries, the influx of foreign labor, low farm wages, and the constraints of migrating. Whether African Americans were displaced or replaced by Latinos in agriculture is debatable. It is true that many native-born Americans who left farm work voluntarily did so because of the harsh conditions and low pay.

A common assumption of farmers, farmworkers, and consumers is that U.S. citizens, Black and White alike, will not do the hard work involved in harvesting our fruit and vegetable supply. This myth serves as justification for the importation of foreign agricultural labor. Farm work is arguably the most dangerous and lowest paid occupation nationally. Further, farmworkers are the least protected under the country's labor legislation. While many factors contribute to the demographic shift in the farmworker population, it is the interests of farmers and agribusiness that have been paramount.

Immigrant farmworkers labor under difficult conditions in the fields and live isolated lives in U.S. society. Because of immigration status, language barriers, stereotypes, and their acceptance of lower wages with no benefits, Latino farmworkers bear the brunt of much discrimination.

*I would rather live in my land and not in the United States, because the United States for us, I mean us immigrants, we are blamed for everything. They blame us for many things that we don't have anything to do with, because we come here to work. We do not come here to harm this country.*

Interview with Miguel by Luis Mendoza, SAF Intern

North Carolina's farmworker population ranks fifth in the U.S. According to a National Agricultural Worker Survey. Nearly 90 percent of all farmworkers are Spanish-speaking Latinos, mostly from Mexico. Though Latinization of the rural South began several decades ago, there are still some pockets that have been slow to change. For instance, some African Americans harvest sweet potatoes in Eastern North Carolina after the Latino migrant crews have moved on.

Many older African American men drive tractors on farms where Latino migrant crews harvest the crops. And crab processing employers are bringing in Mexican guestworkers to work alongside elderly African American women in Beaufort County. While young African Americans are not entering farm work to replace the aging African American farmworker population, over three-fourths of Latino farmworkers are under 35 years of age.

*Robert, a 65-year-old African American farmworker, bears the physical memories of a life of labor – a slouched, contorted spine from years of bending low in green-yellow leaves, cavernous grooves around the eyes, gifts of squinting and sun, one lost pinkie finger, and a toothless smile that reveals graceful strength. He still lives on the same plot of land on which he has worked since he was 12 years old. Now, too old to do the work he once did, Robert drives a tractor during harvest month, hauling flatbed loads of cut tobacco leaves picked by [Latino] migrant workers who live with him at the camp.*

Interview by Rachel LaCour, SAF Intern

Tensions among racial and ethnic farm labor groups exist because of job competition and language and cultural differences. In addition, many employers perpetuate the tensions among groups by segregating farmworkers by housing, work tasks, and field crews. For instance, though the African American women and Mexican guestworkers enter through the same door at crab houses, their employer separates the two groups for work tasks.

This separation makes sharing common grievances and organizing for change more difficult. Of course, this tactic is not new. Since the beginning of the 20<sup>TH</sup> century, if not before, employers have used racial and ethnic differences to maintain control over a minority workforce.

Unfortunately racial discrimination within agriculture is not limited to farmworkers. There is also a power imbalance between African American and White farmers. As agribusiness continues to consolidate small farms, the farm owner population continues to be overwhelmingly White, and the workers continue to be people of color. Further, small farmers continue to go out of business, with African American farmers going out of business at a rate as high as three times that of White farmers.

In 1920 the African American farm population reached one million; now fewer than 18,000 African American farm owners are in business, and fewer than 200 are under the age of 25. In 1999 the U.S. Supreme Court ruled that the Farmer's Home Administration had systematically discriminated against African Americans seeking farm loans.

Organizations, advocates, and farmworkers across the state are working to address the racial and ethnic divisions among farmworkers. Student Action with

Farmworkers brings together a diverse student group to work with farmworkers. Over half of the students are Latino farmworkers who work alongside interns from diverse socioeconomic, racial, and ethnic backgrounds to improve race relations in rural areas of the Carolinas. One of our interns, Laxmi Haynes, had this to say:

*I was unaware of farmworker issues until I participated in the internship. I did not even know Hispanics were doing all the work. This is a great experience to find out how agriculture works, how social justice organizations work, and what it is like to be a minority in America. Now I feel I can be an advocate for the farmworker movement.*

**Melinda Wiggins** is Director of Student Action With Farm Workers, an advocacy group that creates opportunities for students to see first hand the plight of farm laborers, particularly migrant and seasonal workers. She is a member of the Z. Smith Reynolds Foundation Advisory Panel. Her book, *The Human Cost of Food: Farmworkers' Lives, Labor and Advocacy*, will be published this year by the University of Texas Press.

**Increasing interaction, communication, and understanding of people of different racial, ethnic, and national origin backgrounds could lead to improved working and living conditions for farmworkers.**



## JUSTICE CANNOT BE COLOR BLIND

*Shirley Fulton*

Like the blindfolded Lady Justice, every judge today is a symbol of justice. However, as a judge sitting in a courtroom in our increasingly racially, culturally, and religiously diverse society, I know that we cannot afford to be color blind. If we are to gain and maintain the public's trust and confidence, we must be color conscious.

As history has shown, race issues go to the heart of our system of justice. It is fundamental to the stability of society that everyone has confidence and trust in the institutions and agencies of justice. Those who have experienced social and economic disadvantage have a more acute sense of alienation and distrust of the justice system. This means that we who are responsible for the administration of justice must be responsive to the differences among people who come to court in any capacity. At the same time, we must remain fair, independent, and impartial.

As our population grows in numbers and diversity, especially in the urban areas of North Carolina, more and more people are turning to the courts with greater frequency to resolve issues impacting their lives. Courts are being asked to assume a parental/supervisory role to intervene in disputes between family members and their relations, churches and their religion, businesses and their employees/competitors, politicians and their constituents, neighbors and their community, and government and its people, to give but a few examples.

No longer are the issues or the people with issues simply Black or White. People from multicultural backgrounds speaking many different languages are now the court's customers. Evidence of the increasing diversity of people using the courts is the state's creation of an interpreter program. This produces a cadre of qualified interpreters who can be available at a reasonable cost to assist the court in eliminating language barriers in criminal proceedings. When people are attempting to resolve issues, justice is better served when parties are able to communicate.

In a time when North Carolina is facing one of its worst budget deficits in history and resources are becoming nonexistent, the task of ensuring that in terms of rights and remedies, courts are perceived as fair, presents a major challenge to those of us who work in the admin-



istration of justice. This is even more difficult than it sounds when, traditionally, there has been widespread lack of confidence in the justice system, particularly among the Blacks and more recently, among Hispanics.

If we look at the prison population, the numbers alone seem to indicate that while our criminal laws as written may appear to be neutral, they can be enforced in a manner that is massively and pervasively biased. The North Carolina prison system currently houses 32,577 inmates in 78 prison facilities in this state. Of that number, 29.9 percent (9,737) are White males and 59.1 percent (19,227) are Black males.

The other 10 percent of the prison population are White and Black females, and both males and females who are categorized as Asians, "other," and "unknown." Note that even though Hispanics constitute the fastest-growing population in this state and in our prisons over the last five years, there is no specific category for that group.

It is hard to tell, without further study, if race played a part in Black males being disproportionately represented in prison. Despite the disproportionate number of Black males in prison, and some public perceptions to

the contrary, there is no evidence that Black people commit more crimes than White people. However, considering the numbers alone, one could draw that conclusion.

What we do know, based on numerous studies, is that Blacks are more likely than Whites to be stopped and searched by the police; Blacks are more likely to be arrested than Whites or people from other ethnic groups; cautioning is used less often for Black than Whites or other ethnic groups; of the 7 percent of people on probation orders, only 10 percent of those on community service orders are from minority groups.

It is impossible to address all aspects of race and the justice system in this short paper. The system of justice is indeed just that – a system. It encompasses many agencies – law enforcement, clerks, trial court administrator, magistrates, district attorneys, public defenders, private lawyers and judges. It is incumbent upon those involved in the process to ensure that each participant in the system is treated fairly at each stage of the process. They should not only be treated fairly, but they also should perceive that they are treated fairly.

Mecklenburg County courts of the 26th judicial district, as a part of its strategic plan, have undertaken a project to determine if there is disparate treatment in the courts based on irrelevant and illegal factors such as race, gender, ethnicity, or religion. The project produced research from superior drug administrative court and district traffic court. The research included case analysis of closed cases and exit interviews of participants in the process. Both components of the research were positive in that neither the cases analyzed nor the participants interviewed showed bias or disparate treatment. However, further research involving courtroom personnel did show that they felt that Blacks and Whites were treated differently in the process.

A number of the court's partnering agencies have undertaken further efforts to examine attitudes of their employees and to educate them on issues of diversity of race and ethnicity. The district and superior court judges are currently engaged in another project, Judicial Leadership in a Diverse Community, to educate judges on race issues related to justice. The goal is that the citizens

of Mecklenburg and the state will benefit from the knowledge and awareness gained by the participants in this project. My hope is that all the North Carolina courts will examine how they are doing with the “race” issue.

*Shirley Fulton is the Senior Resident Superior Court Judge in Mecklenburg County and a leader in the District Bar's efforts to identify and eliminate discrimination in institutions and the administration of justice. She is a graduate of North Carolina A&T State University, received the JD degree from Duke University, and the MBA degree from Queens College. She has held many Bar offices and speaks often on issues related to women and minorities in the legal profession. She has served on the Z. Smith Reynolds Foundation Advisory Panel.*

The task of ensuring that in terms of rights and remedies, courts are perceived as fair, presents a major challenge to those of us who work in the administration of justice.

## CHARLOTTE LOOKS AT ISSUES OF RACE, ETHNICITY AND EQUITY IN ITS INSTITUTIONS

The interest of Charlotte civic and political leaders in issues of race, ethnicity, and equity is not newfound. During the last five years, when these issues have been ignored in many communities, Charlotte has been different. Early on, its leadership formed a community task force, stimulated interactive dialogue, conducted focus groups, and held a conference that drew 600 participants. Involvement throughout the city was broad and deep.

Charlotte leaders could have stopped there and said, “Job well done.” But they didn’t. They had only begun their fruitful collaboration among concerned individuals, organizations and public institutions to work for a more equitable and inclusive community.

Their community building effort, involving a diverse group of more than 120 volunteers divided into six teams, initially examined the impact of race on education, economics, and public safety. This Community Building Initiative resulted in the drafting of a vision statement, and hundreds of citizens gathered in 18 Charlotte locations to discuss race and ethnicity issues.

At the same time, cities across North Carolina – often with far many more diversity challenges than Charlotte – in effect, were ignoring them. Charlotte won awards – though they were incidental to the process – from Partners for Livable Communities, National Black Caucus of Elected Officials, National League of Cities, and the National Association of Counties.

Then in 2000, when the Z. Smith Reynolds Foundation launched its “Race Will Not Divide Us” race relations and community building initiative, Charlotte, in a sense, shifted gears and submitted a strong proposal to the Foundation.

While earlier efforts had dealt primarily with interpersonal relationships, leaders of Charlotte’s Community Building Initiative wanted to look at issues of race, ethnicity and equity in its institutions. They found an enthusiastic partner in the leadership of the 26th Judicial District, who wanted to identify any evidence of racial and ethnic disparity, educate the public about them, and begin the process of institutional change to eliminate them.

Judges Shirley Fulton and Bill Jones – as well as others in every area of the judicial system – provided leadership in a project that examined and addressed questions of equity within the system. They had a solid foundation upon which to work – three years of laying questions of equity and inclusiveness on the table and giving them a hard look

Two diverse educational institutions – UNC-Charlotte, a part of the state’s university system, and Johnson C. Smith, an historically Black, private institution – conducted perception surveys and case reviews in two different courts. The 24 project leaders invested more than 1,000 hours and involved professionals from throughout the judicial system.

Though the studies produced no significant data suggesting disparity based on race or ethnicity in traffic or drug cases, they did provide valuable insights and a model for looking for disparities that will be helpful in other jurisdictions throughout the state.

### Some things research discovered:

- Opinions are divided along racial and ethnic lines as to how they perceive fairness and equity in the courts. Whites noted fewer disparities and inequities than did African Americans and Latinos.
- Almost a third of defendants indicated that they really did not understand the judicial process they had been through.
- The overwhelming number of defendants in drug court were African American males.
- Having an attorney made a significant difference in outcome, especially traffic court, where the courts are not required to provide attorneys for indigents in misdemeanor cases.
- Court participants perceived generally that judges treated them fairly.
- People of color are less likely to believe that prosecutors treated them fairly and that law enforcement officers were courteous and fair.

- African American and Latino employees of the legal systems, including courts and law enforcement, perceive that the system is not as fair to persons of color as to White defendants. Actually, African American defendants have a more favorable opinion of the system on this issue than the employees who administer it.
- Latino defendants face an additional barrier to fair treatment because of cultural and language differences.

Since findings have come in, judges, prosecutors, law enforcement officers, court administrators, public defenders, and others have examined them closely and held extended conferences to discuss their implications and any required remedial action.

Without doubt, the joint project and resulting findings by the Community Building Initiative leadership and the 26th Judicial District will have continuing impact on issues of race, ethnicity and equity in Charlotte. It already has produced a replicable model that will allow a broad range of institutions and organizations to examine the same issues effectively.

Charlotte leaders could have stopped there and said, “Job well done.” But they didn’t. They had only begun their fruitful collaboration among concerned individuals, organizations and public institutions to work for a more equitable and inclusive community.

## SOLVING CRIMES IN THE LATINO COMMUNITY IS A MAJOR PROBLEM

Murders committed in the Latino community are more apt to go unsolved than any others. Latino leaders contend that law enforcement officers give them a lower priority. Public officials say that the transient nature of many Latinos and the reluctance of Latinos to cooperate with authorities are the real culprits. Both agree they want the crimes solved.

*The Winston-Salem Journal* explored the problem in depth in a Sunday, February 2, 2002 article written by Amy Frazier and Sherry Wilson. The writers began by noting that since 1998, arrests have been made in fewer than half the murders of Latinos in Forsyth and nine northwestern North Carolina counties. This compares with 78 percent in which Blacks were murdered and 92 percent when the victims were White.

Basically everyone agrees that language, cultural differences and fear of deportation by witnesses and sources are major problems. But some Latinos believe that officers put less effort into solving the Latino murders. This infuriates officers, who say they give the crimes their best effort but get little cooperation from the Latino community.

“Investigators said that they don’t always face the same

obstacles in making arrests in cases in killings involving Black and White victims as they do in cases with Latino victims. For example, half of Surry County’s eight murder cases since 1998 involving White victims were the result of domestic disputes. The suspects in those cases were obvious. In contrast, crimes committed outside the tight circle of family and relationships are more of a challenge, which has been the case in many of the county’s Hispanic murders,” the article said.

Names create a special problem for investigators. They note that Latino suspects often use aliases and different versions of their names. In the Latino culture, the mother’s family name is a person’s middle name and his or her family name. For example, Jose Martinez Garcia would be Mr. Martinez. But some Latinos adopt the American style, or Americans recording their names pick up the last name and record it as the family name.

Lack of documentation is also a major problem. The article quotes Jose Isasi, publisher of Winston-Salem’s leading Latino newspaper, as saying, “More than 50 percent are undocumented. There’s a 50 percent chance you’re talking to someone who is afraid of being sent home.”

It's an example of the saying that it's the whale that sticks its head above the water that gets harpooned. Staying quiet and out of sight keeps the risk of deportation lower for the undocumented.

"When they are undocumented," said a Yadkin County deputy, "you can't rely on basics."

Typically, the article notes, investigators use fingerprints, tax documents, driver's licenses, civil files, credit cards, and utility payment records to help identify, locate, and apprehend suspects. Lack of documentation means these routine investigative devices are not available to them.

Investigators told *The Winston-Salem Journal* that when they are trying to solve a murder case, they have little or no interest in a suspect or witness' immigration status. But Latinos generally are not convinced of that fact, often creating a wall of silence and discouraging even family members keenly interested in solving the crime from coming forward and being candid.

Some Latinos comment that in their home country they often mistrusted police, who had a reputation for cor-

ruption and abuse, and, consequently, tend to mistrust police here.

Then there is the language barrier, which serves as a serious impediment to solving crimes.

Most law enforcement agencies in areas with large concentrations of Latinos have access to interpreters. But having to use an interpreter in an interrogation destroys the spontaneity of it and, according to the *Journal* article, police say "a lot gets lost in it."

"When you are dealing one-on-one with someone, there comes a point in an interview where you get a feel of where the other person is coming from," a North Wilkesboro policeman told the *Journal*. "Conducting a criminal interrogation is difficult when you are spending more time looking at the translator than at the person you are trying to talk to."

What is clear is that closer cooperation and greater trust between police and members of the Latino community are necessary if police are to solve a greater percentage of violent crimes committed in the Latino community.

Basically everyone agrees that language, cultural differences and fear of deportation by witnesses and sources are major problems. But some Latinos believe that officers put less effort into solving the Latino murders.

## BUMPY RIDE, UNFINISHED JOURNEY

Ferrel Guillory

V.O. Key Jr., the great political scientist, famously described North Carolina as a “progressive plutocracy” in his landmark work, *Southern Politics in State and Nation*, published in 1949. He credited North Carolina with a government free of scandal, with a relatively balanced economy and with a state university noted for academic freedom and tolerance. And, Key wrote, “Its racial relations have been a two-sided picture, but nowhere has cooperation between White and Negro leadership been more effective.”

No sooner had Key’s book come out than North Carolina tumbled into a campaign of purposeful, overt racially polarizing politics.

In 1950, Frank Porter Graham, the former president of the University of North Carolina, lost his U.S. Senate seat to Willis Smith, a former president of the American Bar Association, in a Democratic primary runoff during which the Smith forces assailed Graham as an agent of integration. “White People WAKE UP,” declared a flyer of a Know the Truth Committee acting to advance Smith’s candidacy. In their account of the Smith-Graham clash, historians Julian M. Pleasants and Augustus M. Burns, III conclude, “The impact of the campaign’s bitter racial invective on North Carolina was deep and long-lasting.”

Fifteen years later, another landmark event in the saga of race and politics would leave its own lasting imprint on North Carolina and other Southern states. The Voting Rights Act of 1965 dramatically expanded political participation by African Americans and, as President Johnson himself predicted, set in motion a rearrangement of the partisan landscape of the South.

As North Carolina entered the 21<sup>ST</sup> century, the state had experienced a bumpy political ride over the past 50 years, a journey of successes and setbacks – and race remained a central factor in the dynamics of the state’s democracy.

In our state, politics is ultimately the story of people, of personalities and coalitions, of the relationship of citizens to their elected officials. But data also tell dramatic stories:

- The April 2002 report of the State Board of Elections shows that North Carolina has 4.96 million registered



voters – 3.88 million Whites, 955,560 Blacks, 42,562 Native Americans and 67,323 “others.” Blacks, thus, constitute 19 percent of the total electorate. And, while North Carolina became an increasingly multi-ethnic society through a rapid influx of Latinos and Asians during the 1990s, voter statistics suggest that these new arrivals have yet to reach critical political mass statewide.

- The Joint Center for Political and Economic Studies, which recently issued its 25<sup>TH</sup> anniversary edition of its nationwide count of Black elected officials, ranks North Carolina eighth among the states in Blacks holding elective office. In 1970, only five years after passage of the voting rights law, North Carolina had 62 Black elected officials; by 2000, the number had risen to 498. At one point or another during that 30-year span, Raleigh and Charlotte, the state’s two largest cities, both with White majorities, elected Black mayors. Wake County has elected, and re-elected several times, a Black sheriff. North Carolina has had a Black chief justice and a Black speaker of the House. Currently, Black North Carolinians hold two seats in the U.S. House. Among the state’s Black officeholders are the state auditor, 24 legislators, a

## In our state, politics is ultimately the story of people, of personalities and coalitions, of the relationship of citizens to their elected officials.

state Supreme Court Justice and 23 other judges, 30 mayors and hundreds of municipal and county office-holders.

- And yet, exit polls taken at recent elections depict North Carolina as having a racially polarized electorate. The two major political parties have undergone a sweeping repositioning since the 1950s. As it has grown in strength, the Republican Party has become an overwhelmingly “White” political party, unable to win much allegiance among Blacks. While the Democratic Party no longer dominates as it did in the one-party era, it now relies on a biracial coalition. In the 2000 gubernatorial election, for example, fewer than 10 percent of Black voters cast ballots for Republican President George W. Bush and gubernatorial candidate Richard Vinroot. Nine out of 10 Black voters cast ballots for Democratic presidential candidate Al Gore, Jr. and Democratic Gov. Mike Easley.

Political change came in response to legislative action and court rulings, as well as to Black leaders’ concern that Blacks remain under-represented in the halls of power and that certain segment of Whites resist voting for Black candidates. Throughout the 1980s and 1990s, North Carolina served as a focal point in the struggles – with race at the center – over redistricting.

Now, the state has legislative and congressional districts designed to facilitate the election of some Black lawmakers – and, as a consequence, certain other districts have such heavy White majorities that their lawmakers end up with few Black constituents.

The rearrangement of the partisan landscape also stemmed from a strong resistance of many White voters to social and racial change. Before running for the U.S. Senate in 1972, Jesse Helms, a life-long opponent of racial integration, switched his party affiliation from Democratic to Republican, as did many other White North Carolinians in the years following the Voting Rights Act. Helms’ 1990 campaign, in which he defeated Harvey Gantt, the Black former mayor of Charlotte, illustrated the persistent potency of racial cues in campaigns.

The rise of the Republican Party resulted from more than party-switching by Whites, of course. The state’s

suburbanization, the in-migration of affluent professionals, the political awakening of conservative Christians, and the party’s cultural and economic positioning all contributed to the GOP’s electoral strength.

From time to time, Republicans have sought to reach out to Black voters. The state’s two Republican governors, Jim Holshouser and Jim Martin, appointed Blacks to high positions in their administrations. Still, to win statewide office in North Carolina, Republican candidates must obtain a wide majority among White voters.

In Terry Sanford, who won the 1960 Democratic gubernatorial runoff in a campaign with strong racial overtones, North Carolina had one of the earliest “New South” governors. Sanford invested in education, advanced racial reconciliation and initiated an effort to reduce poverty.

Democratic Governors Bob Scott, Jim Hunt, and Mike Easley have governed in the same political tradition. In the highly competitive two-party state that is the modern North Carolina, these and other successful Democratic statewide candidates face the challenge of holding onto the party’s loyal base of Black supporters while reaching out to at least 40 percent of the state’s White voters.

Were a V.O. Key-like political scientist to write anew today about North Carolina, he would again observe that the state is governed relatively free of scandal, that it has made an amazing transition into the new post-industrial economy and that its university system ranks among the leaders in the South and the nation.

He could observe, correctly, that substantial “cooperation” exists between Blacks and Whites in politics, government and civil society. But today’s political scientist would surely have to write with a measure of caution – gains in forging a genuine biracial politics and government have been hard-won and remain fragile, to be handled with care.

*Ferrel Guillory distinguished himself as newspaper reporter and editorialist before turning to research and academics. A keen student of North Carolina politics and culture, Guillory now is Director of the Program on Southern Politics, Media and Public Life at the University of North Carolina at Chapel Hill and teaches in the School of Journalism and Mass Communication.*



## BLACK COUNTY OFFICIALS MOBILIZE

As Hurricane Floyd's flood waters slowly began to recede in the fall of 1999, a group of North Carolina's county commissioners realized that more was at stake for the people of Eastern North Carolina – many of them minorities – than cleaning up the mess and rebuilding houses.

The commissioners wanted North Carolina's minorities to have a continuing voice – a voice that would speak for them long after the ravages of Hurricane Floyd had subsided and their issues placed on the back burner.

The North Carolina Organization of Black County Officials was formed in 2000 to address the needs of some of the state's most distressed areas, primarily those in the Eastern part of the state where the percentage of minorities is largest.

"We knew that much had to be done and decided to focus on two areas first: increasing minority elected leadership and addressing healthcare needs," said Moses Carey, Jr., an Orange County Commissioner and chair of the North Carolina Organization of Black County Officials.

The organization began working mostly through traditional channels to increase minority representation among elected officials. Carey said the group is pleased with its progress toward greater political voice. However,

as expected, that sort of change comes slowly – election by election.

The more immediate challenge facing the organization was to increase and improve healthcare for North Carolina's minorities.

In September 2000, several African American organizations in North Carolina came together to sponsor an African American Health Summit. One of the results of the conference was the clear understanding that minority leaders needed to enhance the capacity of their communities to provide affordable healthcare.

Through an initiative called the Community Health Leadership Development Project, the Organization is tackling healthcare concerns. "We are working to identify the gaps in healthcare and channel support through existing organizations, such as local health departments, to close the gap where the need is greatest," Carey said. Although the Organization's initial focus has been primarily on healthcare concerns, its broader goal remains developing the capacity of minority leadership across the state. The organization also is working to make its mission broader to include other minorities and already is enhancing healthcare accessibility for Latinos and other minorities.

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## DIVERSE TEAM LEADS GUILFORD COLLEGE STUDENT BODY

Four student Senate officers at Guilford College in Greensboro want to prove that people from different race and ethnic groups can work together. Nazish Urooj, the Senate president, is from Pakistan, and Tamara Asad, the vice president, is from Ramallah. They ran for office as a team effort with treasurer Bryant Garnes, an African American from Charlotte, and secretary Elizabeth Appenzeller, a White student from Wingate.

“I want people to get to know each other beyond race, beyond our gender,” Urooj said. “My goal is to find a way that students can come together. I wanted to challenge Guilford (students).”

Urooj got the idea for the four students to run together for study body office after the September 11, 2001 terrorist attacks, incidents that could have unified the Guilford College campus but instead were causing some division among students.

“I don’t think people on campus knew that we (Urooj and Asad) were Muslim until September 11,” Urooj said. “After September 11, we would occasionally get strange stares.” She decided to do something to increase unity on campus.

By October, Urooj had decided to run for campus office

and by December had selected running mates. The four defeated their all-White opposing ticket 213-151 in the February 2002 election.

“As president, I might not be able to satisfy everyone’s needs, but I’m ready to listen,” Urooj said. “I might not be able to change much of the system, but I’m willing to make a difference.”



*Student body leaders at Guilford College are a diverse group: the president is from Pakistan, the vice president is from Ramallah, the treasurer is African American and the secretary is White.*

## SALISBURY: MULTICULTURAL TRAINING GIVES CITY EMPLOYEES BETTER UNDERSTANDING

People change. Cities, states and nations change – one person at a time.

Salisbury, a Southern city steeped in tradition and history, now leads the nation with a plan to end racism. And it plans to do it one person at a time, beginning with all city employees.

The city recognizes that it is painful and difficult for its residents to address racial and cultural diversity issues. In that way, it is no different from cities all across the South and all across America. But painful or not, its leadership has taken a big first step.

In May 1999, under the leadership of Mayor Susan Kluttz and several other passionate citizens, the City of Salisbury introduced the Community Multiculturalism Training Program and began requiring all its more than 400 city employees to attend the two-day seminar. Employees learn how to recognize, understand and appreciate similarities and differences of cultural groups and how to find a common language for discussing and resolving issues to improve race relations.

With 28 different cultures represented, more than 40 languages spoken in the public school system, and almost half of the city's population being non-White, the city council saw the need for racial and cultural education in Salisbury if they were to create a hospitable environment.

In less than four years, all city employees have attended the training, and the city has seen many positive changes as a result of the program.

“(The program) made me not only a better employee, but a better individual,” said Liz Tennet, parks and recreation marketing and community relations manager. “I didn’t know how much I needed it.”

Since the program began, the mayor’s office has not received a single racial complaint, and City Manager David Treme, who has lived in Salisbury for 16 years,

said “the last four to six years have been the most productive that we have had in our city.” He believes the training program is tearing down racial barriers and creating the ability to communicate.

“For a city to be successful, it needs to establish partnerships in the community,” Treme said. “Those partnerships have a foundation in trust, communication and understanding.” The Multiculturalism Training is providing that for Salisbury.

Although the city has seen many positive changes, Mayor Kluttz realizes that “you don’t change a city or a community just by changing a staff.”

With the help of the Human Relations Council, she is working to spread the multiculturalism training program to all the city’s 27,000 residents and Rowan County’s more than 120,000 citizens.

Those efforts are already being felt. After a push from Mayor Kluttz and the Human Relations Council, several county officials attended the multiculturalism training. Subsequently, those individuals gained a new understanding of cultural diversity, and for the first time, Rowan County recognized the Martin Luther King, Jr. holiday.

The program’s next goal is to take the training to the schools. As one community leader pointed out, “It’s much easier to educate than to un-educate and re-educate.”

But even with all the successes, Treme said, “we have barely touched the surface. We’re learning and growing. We’re not where we want to be, but we aren’t where we were.”

Mayor Kluttz hopes the program continues and spreads to other communities around the state and the nation. “I wanted racism ended,” she said. “We don’t live in a perfect world, and we never will, but you don’t stop trying.”

## CHANGE OF HEART

*Through the North Carolina Center for International Understanding*

When Richard “Rick” Givens was an airline pilot, he flew all over the world, including Mexico. But that didn’t make him an internationalist. When his feet were on home turf in Chatham County, where he served as chair of the county commissioners, Givens began to see the dramatic increase in the area’s Latino population in the 1990s.

And he didn’t like all that he saw. Mexicans in Mexico were one thing. Mexicans in Chatham County were quite another.

Givens poured out his frustration with the Latino community in a letter he wrote to the U.S. Immigration and Naturalization Service (INS). In his letter, Givens insisted on a crackdown on illegal immigrants and asked for help from INS “in getting these folks (undocumented immigrants) properly documented or routed back to their homes.”

The letter ran in the local newspaper, and it polarized Chatham County. When the letter was translated into Spanish and circulated among the Latino community, matters went from bad to worse. The Latino community was furious, and county commissioners’ meetings became shouting matches.

At about the same time, the North Carolina Center for International Understanding (NCCIU) was coming of age. Established in 1979 and known as NCCIU since 1988,

its mission is to help North Carolinians live and work together with people from other cultures. By the mid-1990s, North Carolina’s workforce and its schools were rapidly becoming diverse. In the Siler City (Chatham County) school system alone, more than 50 percent of students were Latino.

NCCIU recognized that most North Carolina teachers had little international experience and initiated a program to take groups of teachers to Canada, Mexico, and other countries to help them better understand diversity issues. A group of teachers from Chatham County participated in the program, and word of its success soon spread throughout the community.

With the teachers program under its belt, NCCIU launched another program called the Latino Initiative in 1998 to help community leaders better understand the state’s emerging Latino culture. NCCIU began formulating its first delegation for a week-long visit to Mexico in early 2000, a delegation that included officials from state government and several foundation leaders. Recognizing the deep divisions and heated tempers in Chatham County, a community leader suggested that Chatham County send a group as part of the NCCIU’s first Latino Initiative delegation.

The plane left North Carolina headed for Mexico City in February, 2000 with the Chatham County representatives



on board, including African Americans, Whites, Latinos – and Rick Givens. Millie Ravenel, director of the Center for International Understanding, said, “We were worried about this group, because we had seen several of them clash during meetings back in North Carolina.”

The delegation spent a week in Mexico, making sure to visit “communities of origin” – communities in Mexico where the Latino population in North Carolina had originated. The delegation first visited a Mexican school and quickly came to appreciate how teachers there were making tremendous achievements using little resources. The group also visited a “micro-financing institution,” an informal, neighborhood bank where people from the community make small investments and receive loans to foster business development.

Next, the group visited families in Mexico that have spouses (usually husbands) or children working in North Carolina. The family member typically spends two to four years in North Carolina, carefully saving money to return home to Mexico – where average daily wages are only a few dollars – to start a business or build a home. Last on the delegation’s visit was a “home stay,” where they were paired with similar middle/upper class Mexican families. The home stay, said Ravenel, is the heart of the program because the host family helps the delegation members digest all that they have seen and heard during the visit.

By week’s end, there had been a near-miraculous turn-

around in relationships and marked changes of attitudes among members of the delegation, especially Rick Givens. Ravenel called Givens’ change of mind and heart “a process.” “Rick saw and identified with the reasons for the Latino migration to North Carolina,” said Ravenel. “As he figured out why and what happens in Mexico, his antagonism melted away.”

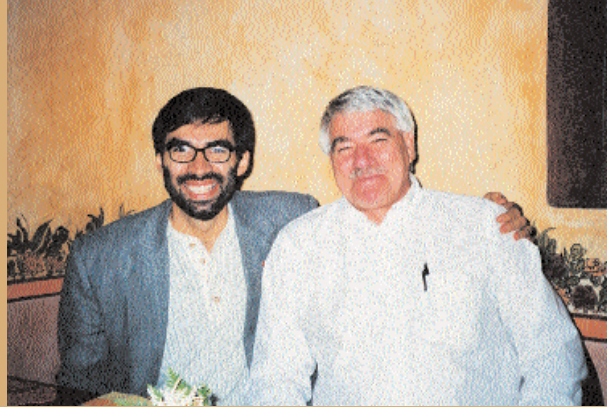
Givens courageously admitted that he had been wrong about Latinos and pledged to help the community upon his return to Chatham County. But first came the plane ride home.

Ravenel recalled Givens’ angst on the plane during the flight back to North Carolina. Givens knew that reporters would be anxious to talk to him the moment the delegation landed. Givens fretted over how to explain his newfound understanding for Latinos. Finally, he looked at Ravenel and said, “I know what I will tell reporters. I will simply tell the truth – I’ve changed.”

Givens wasn’t the only one who had changed.

John Herrera, a well-known member of North Carolina’s Latino community, also was part of NCCIU’s delegation to Mexico and was someone who had been a vocal opponent to Givens prior to the trip. “The person I had thought was my enemy,” Herrera said of Givens, “turned out to be my friend.”

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*A delegation from North Carolina -- including a number of elected officials from Chatham County -- visited Mexico in February, 2000 to foster a better understanding of Latino people and culture.*

## Race Religion and Culture

*Rev. David Moore*

While it is true that the eleven o'clock hour remains the most segregated hour in our society, the church more than any other institution holds the promise of unity through the very tenets of the Christian and other religious faiths. It is the church that challenges us to step outside of our segregation to build bridges of hope and unity.

At its very heart, the Christian belief in one faith, one hope, one Head who is all and in all articulates the theme of unity that is at the heart of every religious profession. In Hinduism, the concept of unity is celebrated in a diversity of realities that conjoin the past, present and future in transformational sequences of reunification and rebirth. In Buddhism, the believer struggles to subdue self-interested motivations by yielding to a universal good that abides in and through all living things, culminating in an eternally enlightened state. Islamic teachings celebrate the attainment of personal and community peace subdued under God.

All religions challenge believers to move from autonomy to altruism; individual "I" to collective "we"; from the exercise of personal power to the submission to a higher power; from remaining insular to pursuing that which is outside of ourselves.

The challenge for race and religion in North Carolina is vastly different in that the focus must first look to the religious segregation. Historically, the great Methodist Church split over the issue of clerical/lay ownership of slaves. The message preached was not the message practiced.

A closer examination of religion today reveals an interesting pattern whereby the Methodist Church North and the Methodist Church South can combine into the United Methodist Church. Yet the United Methodist Church has not reconciled with the C.M.E, A.M.E. and A.M.E. Zion churches. Is this because the Christian



mandate is strong enough to penetrate the walls of the White established churches, but not the African American?

The Church from day one was intended to be the agent for societal and political change. But the radical secularism of the Church compromised its ability to move to higher ground. The conservative wing of religion continues to fight change. But has the Church forgotten its intended message or has it settled for an expedient message based on denominational convenience?

We know the eleven o'clock hour is the most segregated hour in the State. But here is the real question: Is that a bad thing? Perhaps not. From my perspective, I feel very comfortable preaching to a mostly Black congregation. Perhaps it is because I already have accepted the fact that I will never get an invitation to preach at any of the local White congregations. So I minister to those that allow me to minister to them.



The only time that the Metropolitan A.M.E. Zion Church has experienced a White minister at the eleven o'clock hour was when a White Mennonite from Canada brought a busload of his parishioners to worship with us. He had no notion that his action was unusual because he came from another country. His purpose was to worship and celebrate God. He preached from the same Bible; he served the same God; and he saw no difference other than the color of our skin. I got a strange feeling during his sermon that this is perhaps what heaven would feel like.

Why do Hispanics worship with Hispanics, Blacks with Blacks, and Chinese with other Chinese? Is it culture? Is it comfort? Or is it connectivity? Perhaps the reason we feel comfortable worshipping the way we do is that we never have been challenged to worship differently.

Once we get in the comfort zone, even though we have the preamble of God, we are not willing to go somewhere

where we don't feel comfortable. The gospel that we gravitate toward must be a pretty powerful eye-opening experience to allow us a religious experience that embraces our oppressors – a religious experience that expresses itself in an act of forgiveness, that seeks closeness but requires us to remember and re-experience the humiliation of slavery, the pain of lynching, and the legacy of uprootedness.

Is it necessary for the Church to fully embrace integration, or does the segregated worship experience hold a place in the values of the North Carolina socio-historical context? I would ask whether the segregated worship experience, though rich in value and sustaining, allows for growth. Though it comforts us, does the segregated worship experience foster spiritual maturity? Though the segregated worship experience will keep us from falling, will it lift us to our highest point?

*Rev. David Moore, pastor of Metropolitan A.M.E. Zion Church in Washington, North Carolina, is a noted religious leader and civic and political activist. He founded and directs one of the state's most productive community development corporations and is Chairman of the Beaufort County Board of Commissioners.*



## MAKING DIVERSITY A WAY OF WORSHIP AT GREEN STREET UNITED METHODIST CHURCH

Like a family, a religious congregation can undergo many trials and tribulations, face many changes, and still endure. Green Street United Methodist Church, a neighborhood landmark near downtown Winston-Salem, has done just that.

Founded in 1902, the congregation started out as Salem Episcopal Church, named after its location near an area that later would become Old Salem. About 1920, the congregation moved to 639 South Green Street and took on the new name. And then the church really began to grow, eventually reaching a peak membership of nearly 600 congregants from all around the community.

However, starting in the late 1960s and throughout the 1970s, membership began to decline. Members were moving out of the neighborhood, and so were their grown children. The neighborhood itself was changing from predominantly White to a more diverse population. Likewise, the congregation was due for an even greater change.

In the early 1990s Dorothy Johnson, an African American woman, visited services one Sunday. Even though she felt somewhat isolated, she continued to worship there. Before long, some members told her, “You’d be more comfortable somewhere else.” To this she replied, “This is my church. You leave.”

Then more changes. In one fell swoop, half of the already dwindling congregation disappeared, leaving only a remnant. But those who were left were committed to connecting with the neighborhood - whatever its racial makeup. Alice Stevens, a life-long member of the congregation, put the congregation’s new mission into words: “We ought to be the church for all people.”

The Rev. Mike Goode, who was minister at the time, opened the doors of the church to a large group of Narcotics Anonymous members. It was not long before those meeting on the ground floor made their way up to the sanctuary, bringing with them racial diversity.

Martin Luther King, Jr. said, “Sunday morning is the most segregated time in the United States.” According to the Rev. Kelly Carpenter, now one of the ministers at Green Street UMC, this still holds true. “We are the only



substantially racially diverse Methodist congregation in western North Carolina.

“There is some diversity in other churches, but it’s really sparse. I think one of the reasons why is that we talk about multiculturalism, talk about diversity, we value it, but we don’t sacrifice for it.” Carpenter also says that if a congregation can harness both the educational aspects of traditionally White churches and the charismatic experiences found in Black churches, then multiculturalism is possible.

But when he is asked by other church leaders how other congregations can follow in Green Street’s footsteps, Carpenter ultimately says, “How many members are you willing to lose?” “Diversity,” he warns, “has its price.”

Maintaining diversity means having diverse leadership. An African American, the Rev. Clyde Moore, is minister of outreach. Green Street’s growing Hispanic congregation is led by the Rev. Oswaldo Garcia. The church’s leadership hopes that soon both congregations will be able to meet together, with the aid of translators.

People at Green Street seek to appreciate the different traditions that are present within the congregation. “It’s a mentality that says ‘both/and’ instead of ‘either/or,’ says Carpenter. “We reflect the world we come out of. It brings a sense of realism and meaning to the congregation. It also attracts people who value diversity.” And so the congregation endures.

## GENERATIONS OF INTER-RACIAL FRIENDSHIP AT THE ASHEVILLE YWCA

Asheville used to have two branches of the YWCA, the Phyllis Wheatley branch and the Groves Street branch – the Black and the White. Like many other communities during segregation, facilities were separate, but often far from equal. Equipment and facilities housed in the White YWCA were off-limits to African American members. Finally, the members of the African American YWCA had had enough, and the Asheville YWCA Booster Club sprang into action.



The Boosters began as a group of African American YWCA members bent on changing the community for the better through the elimination of segregation and eventually grew to include women of any race. Names like Ollie Reynolds, Lucy Harrison, Thelma Caldwell, and Lew Perry are mentioned with the same passion as those of Rosa Parks and Martin Luther King, Jr. And rightfully so.

When construction of a new YWCA facility was proposed, it was Caldwell and the Boosters who demanded that it be integrated. The road toward integration was fraught with challenges because of lack of board support to overcome community outcries to uphold “separate but equal.” Caldwell and Perry worked tirelessly to integrate the YWCA – Caldwell as Executive Director of the “Black” YWCA and Perry as a board member of the “White” YWCA. Because of all their efforts the French Broad branch of the YWCA was integrated – the first public integrated facility in Asheville. “I was really honored to be the first White person invited into the Booster Club,” says Lew Perry.

Caldwell was the first African American executive director of an integrated YWCA in the South and the second in the nation. Because of her efforts in the fight against segregation, the Boosters made Caldwell an honorary member of the club in the early 1980s.

Throughout the 1960s and 1970s, Booster Club membership often grew out of YWCA membership, both African American and White. Booster Lucy Harrison is remembered by many as the “social butterfly” of the club, inviting women, regardless of race, to join the Boosters in its mission to build a better community.

The Boosters now have formed Junior Boosters (JB). At the first meeting, two generations of women – African American, White, European, and Hispanic – reminisced and talked about their hopes for the future. “We are standing on their shoulders. We are following in their footsteps...and they are big footsteps,” says JB Co-Chairperson Rita Martin.



The JB club is continuing the legacy and work of the older Booster members – the legacy that stands against racism and for understanding and unity. “These women are some of the best people I know. When I was sick it was these women that brought me fresh vegetables and visited me,” says Booster President Jean Bowman. Others talked about their friendship over the years, driving each other to appointments, dining at each other’s homes, and supporting one another through the tough times. The Boosters are more than mere acquaintances – they are sisters.

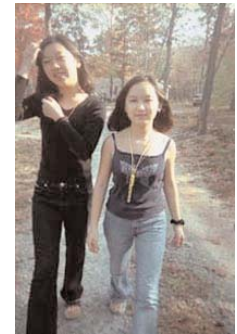
## FROM A TROUBLED HISTORY OF PERSECUTION, HMONGS PRACTICE UNDERSTANDING AND RESPECT

North Carolina's 15,000 Hmongs are the state's most concentrated and distinct Asian minority. For centuries Hmongs, who are ethnic Chinese, have had a troubled history. Their desire for independence and cultural identity led to a devastating defeat in the mid-1800s, and those not slaughtered fled into surrounding countries, including Vietnam and Cambodia.

They settled apart - in deep valleys and on mountain summits - farming and preserving their cultural values. Then came the Vietnam War. They aided the United

Like every immigrant group that has reached these shores, they see the first generation of Americans adopting the dress, speech, and customs of their non-Hmong peers. While they want their native tongue preserved, the Hmong leadership says that being Hmong also "means respecting our culture, way of life, family values, respect for parents, the elderly and each other."

The leadership is realistic, however. While they search for effective ways to preserve the old, including sponsoring traditional gatherings that attract thousands of



States, and eventually, when Vietnam fell and Laos came under communist control, they were forced to flee again.

By twisted paths and after much suffering, about 300,000 Hmong made their way to the United States. The majority of those who came to North Carolina settled in the Catawba Valley around Hickory and Morganton, but others went to Asheboro, Siler City, and other smaller towns. They continue to identify with 18 distinct, self-governing clans and to practice centuries-old customs and marriage and burial rituals.

Always in the minds of Hmongs, who time and again have been victims of ethnic persecution, is good race relations. The mission statement of the United Hmong Association states: "To live and prosper together, we must understand and respect each other. Understanding and respect lead to peace and harmony.... That is why we put race relations as one of our key objectives."

The pressures for assimilation are strong in the Hmong community and worrisome to the older generations.

Hmongs from throughout the country, they are reaching out through joint activities, seminars, and projects to other minorities and to the community at large. The Association received a grant from Z. Smith Reynolds through the special "Race Will Not Divide Us" initiative for a conference on racial diversity awareness to introduce Hmong culture and traditions to other minorities and the general public.

Hmongs want to be good neighbors; they want to be a part of their communities and to contribute. At the same time, they are developing programs to ensure equal access for Hmongs to the resources in their communities that can provide good health, economic opportunity and advancement.

Education is key. Hmongs see it as the way for their children to compete successfully in the job market and, as they put it, "achieve the economic status of our American friends and neighbors.... It will enable our children to break the poverty cycle and contribute more to the community. With education, each generation will surpass the previous in terms of income and economic status."

## SOCIAL CAPITAL HELPS PEOPLE CONNECT

Sometimes we fool ourselves.

North Carolinians generally pride themselves on being hospitable, accepting, outgoing people. However, a national “social capital” survey of more than 29,000 households, including several thousand in Winston-Salem, Greensboro, and Charlotte, showed that people are most comfortable – and spend most of their time – with folks just like themselves.

“Social capital,” sometimes called “community connectedness,” refers to social networks and the reciprocity that arises from them. Studies show that communities with high levels of social capital are likely to have higher educational achievement, better performing governmental institutions, faster economic growth, and less crime and violence. And people living in these communities are likely to be happier and healthier and to live longer.

The survey was developed by the John F. Kennedy School of Government in partnership with a consortium of community foundations and private foundations around the country. It showed, in short, that North Carolinians in these three urban areas are great at doing things for people but not so great at doing things with people. They attend religious services and give generously to their churches and other charities, and they volunteer. But when it comes to interacting informally with people unlike themselves – people of other races, ethnic backgrounds and cultures – they rank low.

They are less likely to have friends over to visit or for backyard barbecues, to socialize with co-workers outside the workplace, or just hang out with friends in parks and neighborhood gathering places.

Informal socializing is important because it develops the kind of “social trust” that allows diverse people to interact, tackle problems and challenges and resolve them early on. Research shows that it is difficult for any community to move forward together without a high level of social trust. Otherwise, when problems affecting the greater community arise, leadership first has to expend time and energy dealing with lingering hostility and lack of trust.

If diverse racial, ethnic and cultural elements of the community have had frequent, positive, informal interaction, they have social capital “in the bank” to draw upon when they need it. And they are more apt to have a vital, healthy community.

The more racially diverse a community is, the less likely its residents are to trust other people, connect with other people, participate in politics, and connect across class lines, the study concluded. There were significant differences in trust levels between White and African American respondents in the three North Carolina urban areas, with African Americans indicating a lower trust level of non-African Americans. This finding was true nationwide.

In most communities nationwide, people surveyed reported lower levels of social trust in Latinos, reflecting the lack of connectedness between the emerging Latino population and other residents of the community. Informal contacts help build social trust, and Latino participation and interaction in the broader community is still low.

## Friendship Is A Way of Life

Carroll Leggett

When Charlie Garner, 82, and Clayton Collier, 77, sit down to together, you know immediately they have been friends forever. One tells a story and turns to the other to supply crucial facts. One mentions a date – like when his folks got electricity – and the other corrects him.

“It was not 1947, it was 1946, because we got electricity the same year my daddy bought the place for grandma, and they wired our house first and then moved right on up the road and wired your place.” Charlie chuckles. “So we had electricity before you did. I think we had to pull a cord,” he adds.

“I believe you are right, but we paid a little more and got switches put in,” Clayton said, in a bit of unconscious one-upmanship.

Their two families – one African American, the other White – have lived on the same rural road in Northampton County for more than 80 years. Much of that time Warner Bridge Road was dirt and dust. It took their combined efforts to get it paved. It seems like they’ve always had to struggle to get the things most people take for granted – a paved road, electricity, telephones, clean air, and a healthy environment.

“We decided to petition the highway department to pave the road, and we had to ask folks to give the right-of-way across their land,” said Charlie. “I went to the Black folks, and Clayton called on the White folks. A lot of folks were telling us both ‘No,’ so we switched. For some reason I was able to do better with the White folks than Clayton.”

“Yes, and the Black families seemed more willing to say ‘Yes’ to me,” said Clayton, and they shook their heads at the irony in it.

They have been friends since childhood. “There were

only three or four families on this whole road then,” said Clayton, “and we all knew each other and helped each other. If somebody needed help, you just helped. That’s what friends are. No money was ever passed, but we swapped time. We barned one family’s tobacco, then we went to the other’s field and did theirs. We worked together, played together, ate together and I reckon slept together,” said Clayton. When they were younger, they hunted and fished, but now Charlie has to use a cane.

“We’d start early and work in the field until dinner (noon) and then go to the house, unhitch the mules, feed and water them, and as soon as we could swallow our little dinner, run to the swimming hole – all of us – and stayed in there until 1:45 when Daddy would ring the dinner bell,” said Clayton. “We knew we had till 2 o’clock to get the mules hitched up and back in the field.”

Race undoubtedly has made a difference.

It can be as subtle as the fact that today they both are Baptists and live only a quarter of a mile apart. But as with most Americans, Sunday at 11:00 a.m. is still a segregated hour. One attends Fountain Creek Baptist and the other Cool Spring Baptist.

When Clayton bought the 100 acres or so where he and his wife Bettie still live, he borrowed the money from the Federal Land Bank. When Charlie bought his 28 acres, he had to pay cash. And his father saved money from tending his own land and sharecropping and paid cash when he bought a place for Charlie’s grandmother. “You see, then,” said Charlie, “we couldn’t go to the places where they could and borrow money.”

Charlie was executor of his grandmother’s estate and divided the land among the heirs. His relatives still live on Warner Bridge Road, too.



*Charlie Garner and Clayton Collier*

They laugh about their campaign to get telephones. The phone company finally gave in and ran the line. "Then we ended up on a 10-party-line, if you can believe that," said Clayton.

Warner Bridge Road was a long way from the public schools, and they were anything but "separate but equal." "The worse thing," said Clayton, "was that the White children had buses 20 years before the Black children - they had to walk. The Black high schools first got buses and finally the little children got buses, too." Charlie, who Clayton describes as "one of the best heavy equipment operators you've ever seen," drove his children into town. And when school was out, they went to a relative's house and stayed until he could pick them up and drive them home after work.

Race has had many twists and turns in their county. Together they tell the story of what they call "the Portuguese," neighbors of theirs who were neither Black nor White and had their own separate school. When they reached high school, they were bused to a neighboring county to an Indian school. Charlie tells the story of an elderly "Portuguese" lady who was at death's door. The hospital closest to them assigned "Portuguese" to the Black ward. She wanted to die in a White ward and begged neighbors, including Clayton, to take her to Rocky Mount. "We got there in the middle of the night, and I declare, I think the doctors spent more time trying to decide which ward to assign her to - Black or White - than they did trying to treat her."

"The funny thing about that," Charlie reminded Clayton, "was that her husband - her man - she never married him," he corrected himself, "was a Black man."

The story of Charlie and Clayton would be incomplete without mentioning Clayton's wife, Bettie. She moves easily in and out of their conversations, has helped them

solicit petitions and been a partner in their undertakings.

She is extremely concerned about the detrimental effect of factory hog operations on the environment and health of people who live in areas near the hog farms. She believes in power at the grassroots level, and mentioned one sitting politician that she has fallen out with. "We sent him hundreds of names on a petition about the hog stuff, and he didn't even acknowledge receipt," she said in disbelief.

Charlie is alone now, and if he shows up at the Colliers' early in the morning, Bettie asks, "Charlie, have you have any breakfast?" and turns on the stove if he answers, "No." He doesn't do that as often now, Clayton teased, because he has been "sporting a lot latly - seeing the ladies."

Bettie has cooked the Christmas dinners that Charlie has shared with them. She insisted that the interview this writing was based upon be taped. Having Charlie and Clayton on record, telling their unique story, was important to her, you could tell.

A certain amount of fame came late in life to these two old friends on Warner Bridge Road.

In 1990, county officials decided that inviting a nuclear waste disposal plant into the county, which was desperate for jobs, was a good thing. They quietly began to grease the skids. But not quietly enough. Charlie sensed something was happening, and his "network" reported in regularly. It all came to head about Christmas, and Charlie learned that the plant would be sited just two miles from their homes.

Charlie called Clayton and told him they had to do something quick. They called a community meeting, created Northampton Citizens Against Pollution (N-

CAP) and Charlie, Clayton, and Bettie each put in \$20 to help fund it. The battle was joined, and it became a family affair. Jeff and Michael, Clayton and Bettie's sons, and Charlie's daughter, Audry, played key roles. "She could get information and then tell it at the meetings so everybody could understand it," said Charlie.

She is dead now. Bettie describes her as "an inspiration. We lost a great person when we lost Audry Garner, I'll tell you that," said Bettie.

The fray was protracted and heated. State officials who had a vested interest used economic pressure, including threatening Clayton's son's state job.

Clayton and Charlie gathered petitions, opened an office for N-CAP, held meetings, raised money and hired lawyers. They took on the establishment - including the Governor of North Carolina - and attracted local, state and even national media attention. Network television reporters and writers for national newspapers found their way to Warner Bridge Road. In November 1992, the lifelong friends, Charlie and Clayton - one Black, one White - jointly were presented the Nancy Susan Reynolds Award for unsung heroes and a check for \$25,000. That Christmas, Bettie's sons gave her a plaque declaring her "Mother of the Year."

The money they received, according to Clayton, "was what we needed to beat it. It allowed us to hire a lawyer who was strong enough to go up against them and beat them." And beat them they did.

They enjoy telling about it, but it takes awhile. "Now wait a minute," one will say, "you're getting ahead of yourself," and he will fill in details. They debate dates, and Clayton goes and finds a copy of the N-CAP minutes. When the interview was finished, Clayton got up, quietly pulled the framed collection of mementos from

the nuclear waste fray off the kitchen wall and walked outside. It was clear that the first picture he wanted taken was one of Charlie and him holding it. The photographer obliged.



*With mementos of a shared battle.*

*Carroll Leggett, a frequent writer on matters related to southern life and foodways, has served in North Carolina state government and as a ranking staff member of the United States Senate. For the last 20 years, he has been a public relations executive and now is associated with Ralph Simpson & Associates.*



# Defining the Focus of Our Grantsmaking

## Overview and Goals

The Z. Smith Reynolds Foundation is a general purpose foundation created to serve the people of North Carolina. The Foundation is particularly interested in projects that accomplish systemic reform and have statewide impact. In addition, the Foundation gives special attention to low-resource regions in the state and innovative, community-based projects within the Foundation's focus areas.

The Foundation's grantsmaking policies reflect the belief that organizational performance is greatly enhanced when people with different backgrounds and perspectives are engaged in an organization's activities and decision-making process. Thus, the Foundation actively seeks to promote access, equity and inclusiveness, and to discourage discrimination based on race, creed, ethnicity, gender, age, sexual orientation, socioeconomic status, and other factors that deny the essential humanity of all people.

**To accomplish its purpose, the Foundation currently gives special attention to certain focus areas:**

- **Community-Building and Economic Development**
- **Environment**
- **Governance, Public Policy and Civic Engagement**
- **Pre-Collegiate Education**
- **Social Justice and Equity**

While the listed areas are of highest priority, it is also the desire of the Foundation to serve as a catalyst for new practices and ideas and to respond to other challenges or opportunities that are unique to North Carolina. For these reasons, the Foundation reserves the right to remain flexible in its grantsmaking policies. Further, the Foundation continues to be interested in organizational development and capacity building and open to providing general operating support grants.

**The Foundation does not give priority to:**

- *The arts*
- *Capital campaigns*
- *Computer hardware or software purchases*
- *Conferences, seminars or symposiums*
- *Crisis intervention programs*
- *Fundraising events*
- *Historic preservation*
- *Local food banks*
- *Substance abuse treatment programs*

**The Foundation does not fund the following:**

- *Brick-and-mortar building projects or renovations, including construction materials and labor costs*
- *Endowment funds*
- *Equipment or furniture purchases*
- *Fraternal groups or civic clubs*
- *Health-care initiatives (physical and mental) or medical research*
- *Individuals*
- *National or regional organizations, unless their programs specifically benefit North Carolina and all funds are spent within the state*

## Community-Building and Economic Development

The Foundation seeks to be a supportive partner in efforts to help communities strengthen themselves and create bold new opportunities for the people who live in them. With the appropriate resources, community-led efforts can enhance the participation of the poor and the excluded in creating new economic opportunities, address community development in a changing economic context, enhance fair economic opportunities, improve race relations, and strengthen the web of relationships which increase social capital. The Foundation recognizes that central to building communities is the ability of people to work together. The Foundation is committed to race relations work – including a broad range of efforts to work across differences, to include a full range of voices in communities, and working toward building a shared power base and increasing the understanding of White privilege. The Foundation recognizes that communities need strong organizations and community leaders as the blueprint for the future of the state.

**Within this category, the Foundation seeks to fund organizations and projects that:**

### **Encourage Community Economic Development**

- Empower disadvantaged groups and support grassroots organizing
- Reduce financial disparities that limit opportunities
- Increase affordable housing
- Support entrepreneurship, job/business training or strategies for self-sufficiency in low-wealth communities
- Reduce rural/urban economic disparities
- Support sustainable, diversified, and economically viable agriculture
- Encourage alternative energy systems
- Promote affordable access to technology and communications networks

### **Strengthen Communities**

- Engage stakeholders in issues of growth, community development and planning
- Support leadership development of disenfranchised individuals
- Encourage full participation of diverse voices in community problem-solving

### **Improve Race Relations**

- Strive to eliminate individual and institutional racism, using strategies that include anti-racism training, diversity training, or creative methods to stimulate and continue dialogue about race and ethnicity
- Address the barriers created by discrimination
- Increase an understanding of White privilege and power inequities

### **The Foundation does not give priority to:**

- *General operating support for CDCs receiving funding through the NC Community Development Initiative, which the Foundation currently supports*
- *Homeless shelters or other programs that primarily serve the homeless*
- *Programs serving the physically or developmentally disabled*
- *Senior citizens' programs*
- *Single-site business ventures*
- *Transitional housing*

## Environment

The Z. Smith Reynolds Foundation believes that people and place are intricately connected and that the quality of life and health of North Carolinians depends on strong stewardship of the environment.

The goals of Foundation funding in this area are to preserve, protect and improve North Carolina's diverse and precious natural areas, prevent irreversible damage to the environment, and to advocate for environmental justice. Additionally, the Foundation believes that environmental education is a key component to ensuring that such goals can be accomplished.

**Within this category, the Foundation seeks to fund organizations and projects that:**

### **Provide Education and Outreach**

- Promote public awareness of environmental stewardship and growth management through education of the general public
- Create and implement environmental education curricula and programs for young people
- Encourage a diversity of people and interests to participate in addressing environmental concerns

### **Preserve, Protect and Improve**

- Preserve, protect and advocate for North Carolina's natural assets, including but not limited to clean air, clean water, green space, forests, coastal and wetland habitats, and farmland
- Support sustainable agriculture and business methods that are not destructive to the land, air, or water and therefore to our food and the health of our people
- Promote renewables, recycling, and the reduction of waste (including toxins)
- Develop and/or advocate for alternative energy sources and transportation methods that cause less destruction of natural resources

### **Employ Advocacy Methods and Encourage Public Policy Changes**

- Support the development and enforcement of sound public policies to preserve and protect North Carolina's environment, through established networks and grassroots efforts
- Bring diverse constituencies together to advocate for environmental justice, particularly as it affects populations whose voices are often unheard
- Assist local, regional, and statewide efforts to create, develop and advocate for growth management plans and tools

### **The Foundation does not give priority to:**

- *Academic research*
- *Land purchases*
- *Animal species preservation or rehabilitation*

## Governance, Public Policy and Civic Engagement

The Foundation believes that a high quality of life in North Carolina requires an engaged citizenry and a government that is responsive to the needs of the people. Additionally, the Foundation believes that the development of sound public policy is crucial to effective government. Therefore, it is the aim of the Foundation to strengthen representative democracy in North Carolina through efforts that educate the public about government institutions and policies, promote civic engagement and responsibility, and monitor government performance.

**Within this category, the Foundation seeks to fund organizations and projects that:**

### **Promote Civic Engagement**

- Increase the level of public discourse regarding significant public policies
- Promote civic engagement and increase the level and quality of participation by North Carolinians in their communities and government
- Develop leadership training opportunities for individuals, particularly those whose voices are underrepresented in the public sphere
- Enhance civic education through school and community activities

### **Advocate for Systemic Change**

- Generate credible, policy-relevant research that can be utilized to move a social justice agenda
- Create innovative and systemic solutions to respond to the rapidly changing demographics of North Carolina
- Promote equity in the state's justice system by advocating for appropriate systemic changes

### **Encourage Responsive, Accountable Governance**

- Promote alignment of the state's resources with the needs of residents to ensure responsible, just and effective use of resources
- Improve understanding and knowledge of policy development and government operations among elected and appointed officials
- Support media accountability and encourage responsible, credible coverage of government and politics

### **The Foundation does not give priority to:**

- *Academic research*

## Pre-Collegiate Education

Supporting pre-collegiate public education is a long-standing priority of the Z. Smith Reynolds Foundation. The Foundation recognizes that North Carolina's future depends on what happens in classrooms today and seeks to improve the quality of teaching and learning in the public schools. In addition, high quality education is a major component of an economic development strategy that will enable North Carolina to compete in a global economy.

Differences in educational achievement and opportunity in the state remain as a result of geography, local capacity, and gender, racial/ethnic, and socioeconomic inequities. The Foundation strives to improve equity in education, especially in low-resource communities. As North Carolina continues along the path of demographic change, the Foundation encourages efforts by public schools to address the challenges of diversity for students, teachers, and administrators.

The Z. Smith Reynolds Foundation believes that private philanthropy serves as a catalyst for educational progress, recognizing that the primary responsibility for funding public pre-collegiate education rests with government. The Foundation welcomes opportunities to collaborate as a partner in innovative models of educational reform and seeks to promote the alignment of the state's educational resources with the most significant needs of students.

**Within this category, the Foundation seeks to fund organizations and projects that:**

### Address Equity in Education

- Promote access to a high-quality education for all students throughout North Carolina
- Support progressive policy reforms within the public school system
- Advocate for effective accountability models and testing methods
- Create policies and programs to address the achievement gap
- Foster an exceptional statewide system of early childhood education, both in program content and teacher training
- Work continuously to promote the inclusion of immigrant groups

### Promote Professional Development

- Build the prestige of teaching as a profession
- Strengthen the capacity of university education programs to provide excellent teacher preparation experiences
- Recruit talented teachers and administrators, with particular attention to critical shortages in minority representation, math/science subject areas, and low-performing schools
- Retain talented teachers and administrators
- Empower teachers and administrators to serve as leaders and advocates

### Advocate for a Balanced and Innovative Curriculum

- Develop curricula which accurately represent the history and culture of all students
- Promote curricula which teach students their responsibilities as citizens and encourage civic participation
- Support teachers in the integration of technology into core curriculum instruction
- Advocate for a broad and holistic curriculum, which includes arts, foreign language, entrepreneurial skills, and financial management

### The Foundation does not give priority to:

- Single-site charter schools
- Single-site school projects

### The Foundation does not fund the following:

- Athletic teams or events, Parent-Teacher Associations, or other similar groups
- Initiatives promoting religious education or doctrine
- Personnel salaries and other general operating expenses in public schools
- Private K-12 schools, other than exceptional programs or initiatives with the potential for replication in public schools across the state
- Scholarship programs or general budgets for educational institutions (outside of pre-existing commitments)
- Single-site day care centers

## Social Justice and Equity

The increasing diversity of North Carolina presents the state with numerous opportunities and new challenges. At the same time, there is a continuing need to work on breaking down long-held beliefs and stereotypes that are based on race, gender, and poverty, and are barriers to mutual trust and respect. The Z. Smith Reynolds Foundation is committed to supporting advocacy and other efforts that provide meaningful opportunities for women, ethnic and racial minorities, and the economically disadvantaged to obtain political inclusion, social equity, and economic empowerment.

**Within this category, the Foundation seeks to fund organizations and projects that:**

### **Empower Women and Girls**

- Ensure that all reproductive options remain available to women
- Address, treat and seek to end emotional, physical and sexual abuse
- Work to end the disparity in economic opportunities, and empower women to advocate for economic equity
- Promote a statewide system of accessible, affordable, high quality child care
- Promote and support efforts to develop leadership and political empowerment
- Provide opportunities to build networks and develop and nurture positive self-images
- Prevent teenage pregnancy and overcome obstacles that can have a negative impact on a young woman's future success

### **Promote Racial and Ethnic Equality**

- Support efforts to develop minority leadership and promote political inclusion
- Promote cultural understanding and diversity
- Strive to improve housing conditions and end housing discrimination
- Meet the needs of disadvantaged immigrants
- Protect the civil rights of racial and ethnic minorities

### **Reduce Poverty through Economic Empowerment**

- Advocate in opposition to predatory lending and other practices that have a disparate impact on the economically disadvantaged
- Promote and provide personal financial education skill development and support home ownership efforts
- Advocate and work toward establishing a living income
- Support the transition from welfare to work
- Advocate for workers' rights and improved working conditions

### **Seek Equity in the Criminal Justice System**

- Address systemic issues of racial and economic disparity
- Promote equal access to justice

### **The Foundation does not give priority to:**

- *Community correction centers or other alternatives to incarceration*
- *Criminal justice programs designed to rehabilitate and/or punish individuals*
- *Juvenile justice programs*
- *Programs serving the physically or developmentally disabled*
- *Senior citizens' programs*

### **The Foundation does not fund the following:**

- *Foster care programs*
- *Single-site day care centers*

# Grants

Z. SMITH REYNOLDS FOUNDATION

## ADVOCACY FOR THE POOR *Winston-Salem* \$15,000

General support to represent the poor, advance their interests, and serve as a catalyst for systemic change.

## AFFORDABLE HOUSING COALITION OF ASHEVILLE *Asheville* \$15,000

Community organizing and education to promote a wide range of affordable housing options.

## AFRICAN-AMERICAN DANCE ENSEMBLE *Durham* \$40,000

Statewide partnership to enable the Dance Ensemble, six NC communities, and the NC Arts Council to implement two-week residencies in six locations.

## AGRICULTURAL RESOURCES CENTER, INC. *Carrboro* \$20,000

To reduce the use of pesticides and protect the public and the environment from toxic waste.

## ALAMANCE-BURLINGTON SCHOOL SYSTEM *Burlington* \$8,000

Civic Education Consortium, Project Inter-Views.

## ALL GOD'S CHILDREN UNITED METHODIST CHURCH *Aulander* \$20,000

Multiracial, multicultural outreach ministry to children and the impoverished in the Aulander area.

## ALLEGHANY COUNTY EDUCATION FOUNDATION, INC. *Sparta* \$5,000

Nancy Susan Reynolds Award designated by Cora Neville.

## ALLEGHANY HISTORICAL-GENEALOGICAL SOCIETY, INC. *Sparta* \$1,000

Nancy Susan Reynolds Award designated by Cora Neville.

## ALLEGHANY PARTNERSHIP FOR CHILDREN *Sparta* \$1,000

Nancy Susan Reynolds Award designated by Cora Neville.

## ALLIANCE FOR LANGUAGE LEARNING *Troy* \$50,000

Vision 2010, to promote the importance of language learning in NC and to support effective foreign language programs.

## AMIGOS INTERNACIONAL *Wilmington* \$40,000

Centro Latino, a resource and activity center for the Spanish and English-speaking community of New Hanover County and the surrounding area.

## ANIMAL HAVEN OF CUMBERLAND COUNTY *Fayetteville* \$500

Nancy Susan Reynolds Award designated by Thomas Squier.

## APPALACHIAN COMMUNITY LAW CENTER *Boone* \$15,000

General support and expansion of the Center's legal staff.

## APPALACHIAN VOICES *Boone* \$25,000

To mobilize a network of NC citizens for support of clean air and for the Clean Smokestacks Plan and a comprehensive Energy Blueprint.

## ASHEVILLE CITY SCHOOLS \$3,000

Civic Education Consortium, An Active Civics Education Plan for Asheville High School Ninth Graders.

## BERTIE COUNTY *Windsor* \$8,500

Civic Education Consortium, Bertie County Youth in Action.

## BIG BROTHERS BIG SISTERS SERVICES, INC. *Winston-Salem* \$10,000

Expansion of the Big Brothers Big Sisters program to the Yadkin Valley.

## BLUE RIDGE DISPUTE SETTLEMENT CENTER, INC. *Boone* \$15,000

Conflict resolution and mediation services for Madison and Yadkin counties.

## BLUE RIDGE RESOURCE CONSERVATION AND DEVELOPMENT COUNCIL *Sugar Grove* \$35,000

Project Branch Out and planning and construction at the Avery Landfill Gas Project and Mayland Community College Greenhouse and Regional Horticultural Center.

## BLUE RIDGE RURAL LAND TRUST *Boone* \$25,000

To monitor easements held by the Trust.

## BLUE RIDGE SCHOOL *Cashiers* \$10,000

Civic Education Consortium, NC Student Redistricting Assembly.

## BLUE SPRINGS-HOKE COUNTY COMMUNITY DEVELOPMENT CORPORATION *Raeford* \$500

Nancy Susan Reynolds Award designated by Thomas Squier.

## BLUE SPRINGS-HOKE COUNTY COMMUNITY DEVELOPMENT CORPORATION *Raeford* \$25,000

Community empowerment initiatives and ongoing internal capacity building.

## BROTHERS IN CHRIST OUTREACH MINISTRY, INC. *Shelby* \$20,000

Tutorial program to provide rural, school-age children with an opportunity to enhance their performance in school.

## CABARRUS COUNTY COMMUNITY DEVELOPMENT CORP. *Concord* \$40,000

Economic Literacy & Homeownership Institute, to help families understand finances, financial responsibility, how to live together, and to gain life skills.

## CANARY COALITION, INC. *Whittier* \$25,000

Community education on the problem of air pollution in the western region of NC and for discussing the potential long-term solutions to this nationwide problem.

## CAROLINA COMMERCE AND TECHNOLOGY CENTER, INC. *Pembroke* \$50,000

Resource development, environmental requirements, and infrastructure development for the COMtech Center, an education and training center in Robeson County.

## CAROLINA JUSTICE POLICY CENTER *Durham* \$20,000

To expand the Center's ability to meet key organizational goals through a more effective long-term partnership with NC Central University and to engage in a planning process to provide community corrections projections that are as useful and accurate as prison projections.

## CATAWBA-WATEREE RELICENSING COALITION *Charlotte* \$35,000

To facilitate an open process involving stakeholders to protect, enhance, and restore the natural, cultural, recreational, and economic resources of the operations on the river basin in conjunction with Duke Power's efforts to secure a new license for its hydropower operation.

**CATHOLIC SOCIAL SERVICES OF THE DIOCESE OF CHARLOTTE Asheville** ..... \$19,500

To expand the bilingual case management services for Spanish-speaking residents of the 17 westernmost counties in NC.

**CENTER FOR PARTICIPATORY CHANGE, INC. Asheville** ..... \$35,000

To strengthen the efforts of grassroots groups in low-wealth and marginalized communities throughout 18 counties in western NC through grassroots organizing, organizational capacity building, and building a regional network of grassroots groups.

**CENTER FOR WOMEN'S ECONOMIC ALTERNATIVES Ahoskie** ..... \$20,000

To educate workers about their workplace rights and job safety, and for leadership development.

**CENTRO LATINO OF CALDWELL COUNTY, INC. Lenoir** ..... \$40,000

To bring people and organizations together in order to promote cultural understanding and to facilitate the exchange of vital information and services.

**TOWN OF CHADBOURN Chadbourn** ..... \$6,000

Civic Education Consortium - Exploring Ourselves and Our Government.

**CHEROKEE COUNTY PUBLIC SCHOOLS Murphy** ..... \$50,000

Adult Computer Literacy Outreach Program.

**CHILDREN'S DEVELOPMENTAL CENTER Raeford** ..... \$2,000

Nancy Susan Reynolds Award designated by Thomas Squier.

**CITIZEN EDUCATION FOUNDATION, INC. Charlotte** ..... \$25,000

Community Leadership Development Program to educate, train, and equip women with the tools needed to become skillful spokespersons on the issues related to campaign finance reform.

**CITY AT PEACE-CHARLOTTE Charlotte** ..... \$25,000

To increase cross-cultural understanding, conflict resolution, and the leadership potential of youth in Charlotte.

**CLEAN WATER FOR NC Asheville** ..... \$20,000

To support programs and activities to work for clean, safe communities and for enforcement of strong environmental regulations to protect NC citizens from environmental hazards threatening drinking water and public health in the state.

**COMMON CAUSE EDUCATION FUND Washington, DC** ..... \$100,000

To educate North Carolinians on the issue of special-interest money in politics and inform citizens about how the current campaign finance system in NC affects them.

**COMMUNITY BUILDING INITIATIVE Charlotte** ..... \$15,000

Judicial Leadership in a Diverse Community, to develop knowledgeable judicial leaders who are better prepared to address the challenges of a multicultural society and who will serve as models of fairness in the courtroom and throughout the community.

**COMMUNITY LEARNING CENTERS, INC. Raleigh** ..... \$35,000

To provide educational support services to under-served, at-risk youth living in public housing in the Heritage Park, Chavis Heights, and Mayview communities.

**COMMUNITY REINVESTMENT ASSOC. OF NC Durham** ..... \$35,000

To provide greater banking services and consumer protection for traditionally under-served rural North Carolinians.

**CONSERVATION FUND Chapel Hill** ..... \$140,000

To strengthen and expand the Resourceful Communities Program, which is helping rural communities in the most significant natural areas of NC create new economies.

**CONSERVATION TRUST FOR NC Raleigh** ..... \$25,000

For support of the Northeast Tarheel Conservancy, a new land trust in the 16-county northeastern portion of NC.

**CONSERVATION TRUST FOR NC Raleigh** ..... \$75,000

Comprehensive public awareness campaign on behalf of 24 local land trusts in NC to let the public know who they are, what they do, and how land trusts help landowners and the general public protect natural resources.

**CORA'S CHARITIES, INC. Sparta** ..... \$13,000

Nancy Susan Reynolds Award designated by Cora Neville.

**CORE SOUND WATERFOWL MUSEUM Harkers Island** ..... \$25,000

For support and expansion of environmental and cultural educational programs.

**CRAFTS OF HOPE, INC. Durham** ..... \$9,500

To provide a business and life skills training program for economically disadvantaged persons to achieve financial independence through the establishment of craft-related enterprises.

**CULTURAS UNIDAS Cary** ..... \$40,000

To provide outreach to the growing Hispanic community to serve as a link to government agencies, employers and local businesses, churches, and residential communities.

**DAVIDSON HOUSING COALITION Davidson** ..... \$25,000

To increase and sustain the supply of affordable housing in the town of Davidson.

**DAVIE DOMESTIC VIOLENCE SERVICES Mocksville** ..... \$20,000

To give victims the opportunity to secure legal advice and representation for civil court in seeking protection orders to minimize the danger to themselves and their children from the abuser.

**DAVIS DRIVE MIDDLE SCHOOL Apex** ..... \$4,000

Civic Education Consortium - Cary Youth Heritage Project.

**DEMOCRACY SOUTH Carrboro** ..... \$400,000

For the next stage of the N.C. Money & Politics Project, a multi-year educational and organizing effort designed to build public support for comprehensive campaign-finance reform in NC.

**DESIGNING OUR FUTURE, INC. Flat Rock** ..... \$3,000

Civic Education Consortium - Youth Advisory Council.

**DIOCESE OF EAST CAROLINA Washington** ..... \$25,000

Housing and Rural Outreach Initiative to address issues of equity and justice for Latinos in eastern NC.

**DISPUTE SETTLEMENT CENTER OF MOORE COUNTY, INC. Carthage** ..... \$15,000

General support for mediation services.



# Grants

Z. SMITH REYNOLDS FOUNDATION

**DOGWOOD ALLIANCE, INC. Asheville** ..... \$25,000

To protect NC's forests from the proliferation of chip mills and the expansion of industrial forestry.

**DREAMS OF WILMINGTON Wilmington** ..... \$20,000

To foster the creative abilities, moral character, and emotional health in economically disadvantaged, at-risk children through involvement in the arts.

**DUCKS UNLIMITED, INC. Fayetteville** ..... \$500

Nancy Susan Reynolds Award designated by Thomas Squier.

**DUKE & ST. JOSEPH HOME CARE Raeford** ..... \$2,000

Nancy Susan Reynolds Award designated by Thomas Squier.

**DUKE UNIVERSITY Durham** ..... \$35,000

For NCYT to encourage and mobilize the resources of young nonprofit professionals and those interested in promoting the active involvement of young people in NC's nonprofit sector.

**DUPLIN COUNTY DISPUTE SETTLEMENT CENTER Wallace** ..... \$25,000

Youth Empowerment Services (YES), involving Teen Court, RAP, and conflict resolution in the schools.

**EARTH SHARE OF NC Durham** ..... \$35,000

To support workplace solicitation efforts.

**EAST CAROLINA UNIVERSITY Greenville** ..... \$30,000

East Carolina Reach Up Program, a science enrichment program designed to provide low-performance African-American students in Pitt County with the opportunity to excel in science.

**EAST MONROE ELEMENTARY SCHOOL Monroe** ..... \$25,000

Home-school intervention center to serve as a crisis prevention support center for young, single, non-English-speaking students who may drop out of school.

**EASTERN NC SUSTAINABLE COMMUNITY ECONOMIC DEVELOPMENT CENTER New Bern** ..... \$20,000

Multi-tiered housing assistance project for long-term needs of seniors residing in FEMA temporary housing as a result of Hurricane Floyd.

**EBENEZER BAPTIST CHURCH A TOTAL OUTREACH MINISTRY Rocky Mount** ..... \$25,000

Clark Street Neighborhood Revitalization Program, to build organizational capacity.

**EL CENTRO HISPANO, INC. Durham** ..... \$500,000

General support for statewide expansion for eight branches of the Latino Community Credit Union.

**EL PUEBLO, INC. Raleigh** ..... \$500

Nancy Susan Reynolds Award designated by Thomas Squier.

**ELEVENTH JUDICIAL DISTRICT REENTRY Smithfield** ..... \$20,000

HALT Program (Halting Abuse through Learning and Treatment) to intercede and break the cycle of violence between abusers and victims of domestic violence.

**ELIZABETH CITY NEIGHBORHOOD CORPORATION Elizabeth City** ..... \$40,000

For the Northeastern NC Leadership Development Institute which will offer leadership development training and enhancement for leaders in the northeastern region of the state.

**FAIR TRIAL INITIATIVE Durham** ..... \$75,000

To respond to the crisis of inadequate trial counsel provided to capital defendants.

**FAITH IN ACTION INSTITUTE Greensboro** ..... \$30,000

Community building program to foster positive communication, interaction, and respect within and among population groups.

**FAITH PARTNERSHIPS, INC. Raleigh** ..... \$50,000

To mobilize the state's faith communities in a collaborative effort to serve the needs of NC's poorest individuals, families, and communities.

**FAMILY AND COMMUNITY ENRICHMENT DEVELOPMENT CENTER Hickory** ..... \$70,000

After-school, teen empowerment/enrichment, and summer enrichment programs.

**FAMILY LIFE CENTER Smithfield** ..... \$25,000

After-school enrichment program for at-risk, latch-key youth.

**FAMILY VIOLENCE AND RAPE CRISIS SERVICES Pittsboro** ..... \$15,000

For AmeriCorps and VISTA positions.

**FISHERIES DEVELOPMENT FOUNDATION OF NC New Bern** ..... \$15,000

To conduct studies, create artificial reefs, and train fishermen.

**FOOTHILLS MEDIATION CENTER Rutherfordton** ..... \$15,000

To expand mediation services to McDowell County.

**FOREST TRUST Santa Fe, NM** ..... \$20,000

To increase the Forest Stewards Guild membership in NC and to boost the capacity of member foresters to provide NC landowners with ecologically responsible and economically viable forestry services.

**FOUNTAIN YOUTH DEVELOPMENT CENTER Fountain** ..... \$20,000

Educational Growth Program to improve student achievement.

**FREEDOM CHAPEL A.M.E. ZION CHURCH Raeford** ..... \$500

Nancy Susan Reynolds Award designated by Thomas Squier.

**GIRLS INCORPORATED OF THE ALBEMARLE Elizabeth City** ..... \$30,000

To implement a year round, ongoing program which will address the problem of girls being overweight and developing sedentary lifestyles.

**GOLER-DEPOT STREET RENAISSANCE CORPORATION Winston-Salem** ..... \$30,000

To pursue the goal of sustainable economic development for the Goler Heights community, and to achieve a measure of sustainable operations capacity in its organizational structure.

**GREENVILLE COMMUNITY COMBINED YOUTH ORGANIZATION Charlotte** ..... \$25,000

Inward Looking/Outward Reaching, a program for middle-school age children to address the crossroads needs of multicultural young people.

**GUILFORD COLLEGE Greensboro** ..... \$50,000

The Partnership Project, which works to eliminate racism through training, organizing, and technical assistance to Greensboro neighborhoods.

**HABITAT FOR HUMANITY-RAEFORD/HOKE Raeford** ..... \$500

Nancy Susan Reynolds Award designated by Thomas Squier.

**HALIFAX/EDGEcombe/WILSON ENTERPRISE ALLIANCE, INC.** Rocky Mount ..... \$25,000

Operating support to maintain staff capacity, manage a ten-year strategic plan, and maintain and expand current programs.

**HANDMADE IN AMERICA FOUNDATION** Asheville ..... \$40,000

To develop an agri-heritage trail system for visitors and a business training program for trail participants.

**HEALTHY START, INC.** Greensboro ..... \$25,000

Promise I & II, a program to expose girls to lifestyle options that would not normally be part of their lives if they were to become teenage mothers.

**HELPING EMPOWER LOCAL PEOPLE** Charlotte ..... \$40,000

To build a statewide infrastructure, citizenship schools, and organizing agenda among member organizations.

**HELPING HANDS CENTER** Siler City ..... \$10,000

To respond to issues of occupational health and safety and economic justice faced by poultry workers in Chatham County.

**HELPMATE OF MADISON COUNTY** Marshall ..... \$20,000

General support for the shelter program, which serves victims of domestic violence.

**HIGH COUNTRY CONSERVANCY** Boone ..... \$20,000

Land preservation and sensible growth in the mountains of western NC.

**HISPANIC LIAISON OF CHATHAM COUNTY** Siler City ..... \$35,000

Bilingual financial counseling program to help low-income Latinos understand and access US financial systems in order to build wealth and long-term financial security.

**HONG-LAO ASSISTANCE ASSOCIATION, INC.** Troy ..... \$35,000

To strengthen the Hmong-Lao community through leadership development, education, and promotion of cross-cultural understanding.

**HOKE COUNTY NATIVE AMERICANS** Shannon ..... \$1,000

Nancy Susan Reynolds Award designated by Thomas Squier.

**HOKE COUNTY PARTNERSHIP FOR CHILDREN & FAMILIES** Raeford ..... \$6,000

Nancy Susan Reynolds Award designated by Thomas Squier.

**HOKE COUNTY READING LITERACY COUNCIL, INC.** Raeford ..... \$500

Nancy Susan Reynolds Award designated by Thomas Squier.

**HOKE COUNTY SCHOOLS** Raeford ..... \$500

Nancy Susan Reynolds Award designated by Thomas Squier.

**HOKE EMERGENCY LIAISON PROGRAM** Raeford ..... \$1,000

Nancy Susan Reynolds Award designated by Thomas Squier.

**HOKE RAEFORD HUMANE SOCIETY** Raeford ..... \$1,000

Nancy Susan Reynolds Award designated by Thomas Squier.

**JAMES B. HUNT, JR., INSTITUTE FOR EDUCATIONAL LEADERSHIP AND POLICY** Raleigh ..... \$25,000

To help current and emerging leaders understand how to develop and implement sound education policy and programs to provide the best possible education for public school students.

**INDIAN MUSEUM OF THE CAROLINAS** Laurinburg ..... \$500

Nancy Susan Reynolds Award designated by Thomas Squier.

**INSTITUTE FOR SOUTHERN STUDIES** Durham ..... \$35,000

To support disenfranchised, community-based organizations working for change through collaborative research projects, community education, and civic journalism in NC.

**INSTITUTE FOR SOUTHERN STUDIES** Durham ..... \$45,000

Sustainable North Carolina, an innovative initiative to counter the powerful myth that environmental protection must come at the expense of jobs and economic health, and to promote a sustainable development agenda.

**INTERNATIONAL HOUSE** Charlotte ..... \$20,000

To provide direct assistance to internationals in need and to identify recurring problems in the international community that are not currently given adequate attention.

**JAMES SPRUNT COMMUNITY COLLEGE** Kenansville ..... \$40,000

To convert to and conduct in Spanish an ongoing community leadership development program.

**JUST ECONOMICS** Asheville ..... \$25,000

Living wage campaigns in western NC.

**KIDS VOTING NC, INC.** Greensboro ..... \$70,000

To involve youth in the election process today to increase voter turnout now and in the future.

**KINGDOM COMMUNITY DEVELOPMENT CORP.** Fayetteville ..... \$25,000

To provide safe and decent affordable housing services for low to moderate income residents of Fayetteville.

**L.I.F.E. OF NC, INC.** Greenville ..... \$75,000

STRIVE, a model of training and preparing the difficult to employ for unsubsidized employment.

**LANDTRUST FOR CENTRAL NC** Salisbury ..... \$50,000

Operational support and for the South Yadkin River Wildlife Refuge capital campaign.

**LATIN AMERICAN RESOURCE CENTER** Raleigh ..... \$35,000

DIALOGO School and Community Outreach Project in Raleigh and Durham.

**LATINO ADVOCACY COALITION OF HENDERSON COUNTY** Hendersonville ..... \$25,000

To advocate for the well being of the Latino community and to strengthen understanding and cooperation between Latinos and the broader community.

**LEGAL SERVICES OF NC** Hillsborough ..... \$70,000

Domestic violence initiative, including the Immigration Project, to serve immigrant women and to build the capacity to serve Spanish-speaking women.

**LEGAL SERVICES OF NC** Hillsborough ..... \$40,000

North State Legal Services' Environmental Poverty Law Project to help low-income residents in NC fight environmental hazards in their communities, on the job, and in their homes.

**LENOIR-RHYNE COLLEGE** Hickory ..... \$60,000

Building Community from Diversity, programs and dialogues about race and diversity in America.

# Grants

Z. SMITH REYNOLDS FOUNDATION

**LEXINGTON HOUSING COMMUNITY DEVELOPMENT CORP.** *Lexington* \$50,000

Home ownership counseling and construction of housing.

**LIGHTHOUSE OF WAYNE COUNTY, INC.** *Goldsboro* \$7,800

Nueva Vida, domestic violence and sexual assault services for Hispanics.

**LITTLE TENNESSEE WATERSHED ASSOC.** *Franklin* \$20,000

To protect the biodiversity of the Little Tennessee River and its tributaries.

**LOWER NEUSE INITIATIVE** *New Bern* \$15,000

Collectively Defining Smart Growth in Your Community Symposium, which will focus on equipping attendees with a broader understanding of the many facets that complete smart growth initiatives.

**LUMBER RIVER DEVELOPMENT CORPORATION** *Lumberton* \$35,000

To increase technical capabilities, strengthen local advocacy and outreach, and to offer regional water and wastewater planning to rural communities.

**MARS HILL COLLEGE** *Mars Hill* \$100,000

Growing Our Own Teachers for the Future, to prepare motivated and capable African-American and Latino paraprofessionals to be K-12 teachers.

**MEDIATION CENTER OF ASHEVILLE** *Asheville* \$20,000

To continue an initiative to build a culture of community collaboration in western NC for leadership groups, board retreats, vision processes, community dialogues, and other public disputes as they arise.

**METROPOLITAN HOUSING AND CDC, INC.** *Washington* \$70,000

Hispanic Financial Outreach through the Community Development Credit Union.

**MID-EAST CERTIFIED DEVELOPMENT CORPORATION** *Washington* \$20,000

To provide education and treatment for domestic violence abusers.

**MISSION HOUSE FOR WOMEN** *Raleigh* \$10,000

For programs serving low-income, homeless women who face the additional challenges of recent incarceration, serious alcohol and drug addiction, abuse, and a fragile mental health.

**MITCHELL COMMUNITY COLLEGE** *Statesville* \$75,000

For the South Statesville Skills Center that will provide educational programs for the residents of Statesville, which is experiencing the violence and crime that accompanies a growing problem with drugs, drug trafficking, crime, and community decline.

**MOUNTAIN DISPUTE SETTLEMENT CENTER, INC.** *Bryson City* \$25,000

Community mediation expansion to Macon County.

**MOUNTAIN MICROENTERPRISE FUND** *Asheville* \$35,000

Sustainable in 2006, to ensure long-term financial sustainability through funding diversification and to establish an operating reserve.

**NATURE CONSERVANCY** *Durham* \$300,000

To support the long-term protection of Sandhills Longleaf Pine and Roanoke River landscapes.

**NC ASSOCIATION OF COMMUNITY DEVELOPMENT CORPORATIONS** *Raleigh* \$75,000

Management training and sector-specific training for CDCs statewide and their faith-based development partners.

**NC CENTER FOR INTERNATIONAL UNDERSTANDING** *Raleigh* \$20,000

To develop a five-year business and development plan to increase its funding base, diversify funding streams, and increase organizational sustainability.

**NC CENTER FOR INTERNATIONAL UNDERSTANDING** *Raleigh* \$50,000

Latino Initiative Cross-Cultural Training Program to research immigration and workforce issues and to develop and implement a cross-cultural program to prepare North Carolinians to respond positively to Latino-Hispanic immigration.

**NC CENTER FOR NONPROFIT ORGANIZATIONS** *Raleigh* \$300,000

General support to help nonprofits strengthen their capacity for impact and respond together to the growing challenges they face.

**NC CENTER FOR PUBLIC POLICY RESEARCH** *Raleigh* \$125,000

General operating support to evaluate state government programs and raise public policy issues that affect the lives of North Carolina's citizens.

**NC CENTER FOR THE ADVANCEMENT OF TEACHING** *Cullowhee* \$100,000

Strengthening Teacher Leaders: A Plan to Help Close the Gap, to develop sustained professional development and support for beginning teachers, along with mentors, in the first year in low-wealth schools.

**NC CENTER FOR VOTER EDUCATION** *Raleigh* \$400,000

To improve the quality and responsiveness of our election system, and specifically to elevate the issue of comprehensive campaign finance reform, including public financing, in the eyes of the public, opinion leaders, and the media.

**NC CHILD ADVOCACY INSTITUTE** *Raleigh* \$200,000

To improve child/youth well-being across NC by influencing public policy and government action.

**NC COALITION AGAINST DOMESTIC VIOLENCE** *Durham* \$70,000

For the Action and Empowerment Project, which advocates on behalf of battered women across the state.

**NC COASTAL FEDERATION, INC.** *Newport* \$150,000

Collaborative effort by the Federation and NC Environmental Defense to achieve smarter growth on the NC coast.

**NC COASTAL LAND TRUST** *Wilmington* \$65,000

To protect four rapidly vanishing coastal habitats - barrier island beach, non-riverine hardwood forest, native plant savanna, and maritime forest.

**NC COMMUNITY SHARES** *Durham* \$20,000

Workplace giving programs for over 30 social justice organizations throughout NC.

**NC CONSERVATION NETWORK** *Raleigh* \$40,000

Building the capacity of the statewide conservation community to strengthen the environmental community's ability to impact local and state environmental policy.

**NC COOPERATIVE EXTENSION SERVICE-  
STOKES COUNTY** Danbury ..... \$50,000

To develop and strengthen the Stokes County Growers' Co-op.

**NC COUNCIL OF CHURCHES** Raleigh ..... \$75,000

People of Faith Against the Death Penalty, NC Moratorium Now.

**NC COUNCIL OF CHURCHES** Raleigh ..... \$50,000

Project Jubilee for Voices of Experience, an initiative to train families in the Work First program in NC.

**NC DEPARTMENT OF ADMINISTRATION** Raleigh ..... \$15,000

For the proposed consolidation of the Domestic Violence Commission and the Council for Women and for long-range planning.

**NC ENVIRONMENTAL DEFENSE** Raleigh ..... \$150,000

Collaborative effort by the NC Coastal Federation and NC Environment Defense to achieve smarter growth on the NC coast.

**NC ENVIRONMENTAL DEFENSE** Raleigh ..... \$25,000

NC Air Quality Initiative to analyze air pollution problems and potential solutions, empower the NC Clean Air Coalition to influence key decisions, develop an NC Clean Smokestack Plan, broker a dialogue with utilities, and encourage NC leadership with upwind states.

**NC FAIR HOUSING CENTER** Durham ..... \$25,000

Landlord/tenant initiative to inform community members and industry groups of their fair housing and landlord-tenant rights and responsibilities in the rental housing market.

**NC FAIR SHARE EDUCATION FUND** Raleigh ..... \$25,000

For the People's Advocacy Institute to focus on bringing together vulnerable and at-risk populations in four rural NC counties to provide low-income residents with the knowledge and leadership skills to work at the community level and to serve on community health boards, commissions, and health nonprofits.

**NC FAMILY RESOURCE COALITION** Southport ..... \$30,000

To promote system reform and build a more effective, responsive, and preventive human service system based upon principles of family support.

**NC FOUNDATION FOR SOIL & WATER  
CONSERVATION DISTRICTS** Raleigh ..... \$25,000

For implementation of the first slate of programs through soil and water conservation districts across NC.

**NC HUMANITIES COUNCIL** Greensboro ..... \$75,000

2002 Teachers' Institutes involving NC teachers in rethinking the narrative and historiography of recent NC history.

**NC INDIAN ECONOMIC DEVELOPMENT  
INITIATIVE** Raleigh ..... \$150,000

To launch a statewide economic development effort for the state's 100,000 Indians to create jobs and wealth for Indian people.

**NC INSTITUTE OF MINORITY ECONOMIC  
DEVELOPMENT** Durham ..... \$75,000

To build the knowledge base and efforts of existing statewide African American organizations to address issues of economic justice.

**NC INSTITUTE OF POLITICAL LEADERSHIP**  
Wilmington ..... \$30,000

Scholarships for the spring class of 2002 for Hispanics and applicants from the northeastern and northwestern rural counties of NC.

**NC JOHN MUIR FOUNDATION** Winston-Salem ..... \$80,000

NC Clean Water Campaign to build a lasting network of members of faith communities and residents of rural communities who are committed to environmental protection and social justice.

**NC JUSTICE AND COMMUNITY  
DEVELOPMENT CENTER** Raleigh ..... \$150,000

General operating support to promote and protect the interests of low-income North Carolinians.

**NC JUSTICE AND COMMUNITY  
DEVELOPMENT CENTER** Raleigh ..... \$75,000

NC Immigration Rights Project to develop a network of immigration advocates to address the critical issues facing immigrants in NC and to ensure meaningful access to public services.

**NC JUSTICE AND COMMUNITY  
DEVELOPMENT CENTER** Raleigh ..... \$50,000

NC Consumer Action Network to serve as a consumer policy clearinghouse and advocacy center on a broad array of policy issues that affect vulnerable consumers.

**NC LAMBDA YOUTH NETWORK** Durham ..... \$20,000

Leadership development of lesbian, gay, bisexual, transgender, and allied young people who are improving their communities.

**NC LOW INCOME HOUSING COALITION** Raleigh ..... \$75,000

For advocacy and education work to ensure access to safe, decent, and affordable housing.

**NC MUSEUM OF HISTORY** Raleigh ..... \$10,000

2002 Civil Rights Symposium to examine the role of education in NC's civil rights movement and its relationship to contemporary issues.

**NC OCCUPATIONAL SAFETY  
AND HEALTH PROJECT** Durham ..... \$20,000

To continue the Latino Community Job Information Center.

**NC ORGANIZATION OF BLACK COUNTY  
OFFICIALS, INC.** Carrboro ..... \$50,000

To implement the Community Health Leadership Development Project in low wealth communities across NC.

**NC PARTNERSHIP FOR CHILDREN** Raleigh ..... \$100,000

CONTACT Model Distance Learning Project, to establish a web-based distance learning program for childcare teachers in NC.

**NC PUBLIC INTEREST RESEARCH GROUP  
EDUCATION FUND** Chapel Hill ..... \$25,000

Get Big Money Out of Politics, to build support for voluntary public financing of elections.

**NC PUBLIC INTEREST RESEARCH GROUP  
EDUCATION FUND** Chapel Hill ..... \$25,000

Clean Air Program, to frame the debate on clean air in NC and increase public scrutiny of the link between old power plants and air pollution.

**NC SMART GROWTH ALLIANCE** Carrboro ..... \$35,000

For general operating support of the NC Smart Growth Alliance.

**NC STATE UNIVERSITY** Raleigh ..... \$25,000

For the NC Progress Board to further efforts to improve opportunities for North Carolinians in eight issue areas: education, workforce development, environment, healthy families and children, economy, infrastructure, safe and vibrant communities, and accountable government.

# Grants

Z. SMITH REYNOLDS FOUNDATION

**NC STATE UNIVERSITY** Raleigh \$30,000

A Naturalized Strategy for NC Childcare Centers, to raise the profile among parents and policymakers about the conditions of most childcare center outdoor areas statewide.

**NC WASTE AWARENESS & REDUCTION NETWORK, INC.** Durham \$30,000

For general support to work with the state and local citizens to help oversee the safe clean-up of the failing Warren County PCB Landfill.

**NEIGHBORS IN MINISTRY OF WINSTON-SALEM, INC.** Winston-Salem \$25,000

To establish the Hispanic/Latino Community Center to bring together actual and potential partners for selected projects.

**NEIGHBORS IN MINISTRY, INC.** Brevard \$50,000

After-school programs, summer day camp, mentoring program, and affordable housing and health care.

**NETCORPS** Durham \$35,000

General support for the NC office to meet the technology needs of the nonprofit sector.

**NEUSE RIVER FOUNDATION** New Bern \$20,000

Nancy Susan Reynolds Award designated by Rick Dove.

**NEUSE RIVER FOUNDATION** New Bern \$25,000

Neuse River Watershed Protection-Phase II, to work with local governments and others in the target subbasins of the Neuse River Basin to increase the number of riparian land restoration and conservation projects.

**NEW LIFE WOMEN'S LEADERSHIP PROJECT, INC.** Williamston \$20,000

Leadership and income generating skill building for low-income women in Martin County.

**NEW RIVER FOUNDATION** Jacksonville \$35,000

New Riverkeeper Project designed to improve water quality by recognizing pollutants and polluters and taking aggressive actions to remedy situations that are not healthy to the river and its wildlife.

**NEXUS INITIATIVES, INC.** Greensboro \$25,000

To combat the Digital Divide by introducing computers and the Internet to child development centers in the Triad that serve children in poverty.

**NILE ACADEMY OF MALE DEVELOPMENT & ACCOUNTABILITY** Newell \$25,000

To bring about change in the negative and destructive behavior of young men by providing discipline, self discipline, self respect, education, vocational training, spirituality, and knowledge of self.

**OBI NKA BI DEVELOPMENT COLLECTIVE, INC.** Raleigh \$15,000

Village Harvest: Sowing the Seeds, Reaping Our Fruits, to increase the economic and social well-being of Black farmers in NC.

**OLIVE HILL COMMUNITY ECONOMIC DEVELOPMENT CORPORATION** Morganton \$25,000

General support to plan and develop future projects through training and/or hiring a project developer/manager and to increase the capacity of current staff in new activities.

**ONE DOZEN WHO CARE** Andrews \$3,000

Minority Women's Development Conference of 2002 to entice a group of women who would not take training on their own without extraordinary support.

**ONSLOW COUNTY SCHOOLS** Jacksonville \$8,500

Civic Education Consortium - Quality Kids for a Quality Government.

**OPERATION SPRING PLANT, INC.** Oxford \$40,000

Rural Business Economic Cooperative Development Program for limited resource and small family farmers.

**OPTIONS TO DOMESTIC VIOLENCE** Washington \$20,000

Child advocate position to decrease the amount of physical aggression of the children in the domestic violence shelter and increase their self-esteem.

**PAMLICO-TAR RIVER FOUNDATION, INC.** Washington \$25,000

Defending a Treasure at Risk, for a multitude of strategic activities to protect, preserve, and promote the environmental quality of the Pamlico-Tar River.

**PANTEGO AREA COMMUNITY DEVELOPERS** Pantego \$15,000

Community-wide sewage treatment facility.

**PIEDMONT LAND CONSERVANCY** Greensboro \$25,000

For a full-time Development Director position.

**PIEDMONT PEACE PROJECT** Kannapolis \$25,000

Piedmont Voices of Youth, a leadership program, and for the Puentes (Bridges) Latino organizing project.

**PISGAH ASTRONOMICAL RESEARCH INSTITUTE** Rosman \$25,000

To develop a K-12 Science Teacher Learning Lab in NC for teacher workshops in astronomy, technology, natural sciences, and mathematics.

**PLANNED PARENTHOOD OF NC-WEST** Charlotte \$60,000

Responsible Choices Action Agenda to hire public affairs staff/pro-choice advocates to work in Asheville, Charlotte, Greensboro, and Winston-Salem.

**PLANNED PARENTHOOD OF ORANGE AND DURHAM COUNTIES** Chapel Hill \$200,000

Building Capacity for Responsible Choices Action Agenda.

**POCOSIN ARTS, INC.** Columbia \$35,000

To expand the relationship between people and place, culture and environment, through the exhibition and production of the traditional arts of the pocosin region of eastern NC.

**POSITIVE GENERATION IN CHRIST** Tarboro \$25,000

For the distribution resource center which has become the focus for providing relief to victims devastated by Hurricane Floyd.

**QUALITY OF LIFE ASSOCIATION OF HERTFORD COUNTY** Murfreesboro \$30,000

General support and land acquisition for affordable housing development.

**RAEFORD PRESBYTERIAN CHURCH** Raeford \$500

Nancy Susan Reynolds Award designated by Thomas Squier.

**RAEFORD, CITY OF** Raeford \$1,000

Nancy Susan Reynolds Award designated by Thomas Squier.

**RALEIGH-WAKE MARTIN LUTHER KING CELEBRATION** Raleigh ..... \$50,000

Martin Luther King Resource Center, to provide opportunities for people from diverse backgrounds to gather together to develop immediate and long-term strategies, initiatives, and solutions to improving race relations.

**RANDOLPH ARTS GUILD** Asheville ..... \$12,000

For the CommonVisions project, which will address specific community needs across cultural/racial/generational communication in Randolph County.

**RAPE CRISIS CENTER OF CATAWBA COUNTY, INC.** Hickory ..... \$30,000

Services to victims of sexual assault, their families, and the communities of Catawba and Alexander counties.

**REACH OF JACKSON COUNTY, INC.** Sylva ..... \$25,000

REACH Village Transitional Housing, to provide comprehensive support services to women and children in Jackson County who experience domestic violence.

**REAL ENTERPRISES, INC.** Durham ..... \$40,000

To provide entrepreneurial training for low-wealth and minority communities in NC.

**REYNOLDA HOUSE, INC.** Winston-Salem ..... \$85,000

General operational support for the Museum of American Art and its educational programs.

**RURAL ADVANCEMENT FOUNDATION INTERNATIONAL-USA** Pittsboro ..... \$35,000

General support for the Peanut Project and the Tobacco Project.

**RURAL ECONOMIC DEVELOPMENT CENTER, INC.** Raleigh ..... \$450,000

General operating and program support.

**RURAL ECONOMIC DEVELOPMENT CENTER, INC.** Raleigh ..... \$200,000

Rural Readiness Initiative to substantially increase the availability of reliable, timely data, research, and analysis of rural trends and issues.

**RURAL INITIATIVE PROJECT, INC.** Winston-Salem ..... \$10,000

Restoration of the Oak Grove School in the Bethania community of Forsyth County, which served African-American children until 1952.

**SANDHILLS MEDIATION CENTER, INC.** Laurinburg ..... \$25,000

To continue offering family crisis intervention and dispute settlement services to Scotland and Hoke County residents.

**SARAH'S REFUGE, INC.** Warsaw ..... \$30,000

To hire a bi-lingual court advocacy coordinator.

**SAVE OUR STATE, INC.** Raleigh ..... \$225,000

For operational support to continue to perform the primary mission of policy development, education, and advocacy.

**SCENIC NORTH CAROLINA, INC.** Raleigh ..... \$5,000

General support to help North Carolinians deal effectively with growth and development issues.

**SISTER SISTER CLUB** Roanoke Rapids ..... \$30,000

To reactivate the Club's facilities and girls' club, which will provide services to young ladies from age 4 to 17 in Gaston, Halifax, Weldon, and Roanoke Rapids.

**SIT-IN MOVEMENT, INC.** Greensboro ..... \$500,000

Collections, virtual programs, improved Web site, academic interfaces with area colleges, museum exhibit creation, and other programming activities for the International Civil Rights Museum.

**SMART GROWTH PARTNERS OF WESTERN NC** Asheville ..... \$30,000

Operating support to increase their donor base, expand technical capabilities, create a collaborative network of smart growth partners in WNC, and provide a useful database of smart growth research.

**SOUTHEAST REGIONAL ECONOMIC JUSTICE NETWORK** Durham ..... \$35,000

For the African American/Latino Relationship Building Project to improve race relations, community harmony, and social welfare in NC.

**SOUTHEASTERN ALLIANCE FOR COMMUNITY CHANGE** Wilmington ..... \$30,000

To address issues of social and economic justice and to enhance organizational capacity by obtaining and/or developing tools to improve, enable, and support the Alliance's ongoing programs.

**SOUTHERN APPALACHIAN BIODIVERSITY PROJECT** Asheville ..... \$25,000

National Forest Protection and Restoration, to protect nationally significant ecosystems in the Southeast through education, community organizing, and legal advocacy.

**SOUTHERN APPALACHIAN HIGHLANDS CONSERVANCY** Asheville ..... \$70,000

Land conservation in the Highlands of western NC.

**SOUTHERN ENVIRONMENTAL LAW CENTER OF NC** Chapel Hill ..... \$400,000

General support for the NC office for environmental protection of natural resources.

**SOUTHSIDE ALLIANCE FOR NEIGHBORHOOD EMPOWERMENT, INC.** Edward ..... \$20,000

New business incubator and development of housing for qualified low-income potential homeowners.

**SOUTHSIDE COMMUNITY DEVELOPMENT CORPORATION** Winston-Salem ..... \$20,000

Operating support to bring homeownership to families of low-to-moderate income in the Happy Hills Neighborhood.

**SOUTHWESTERN NC RESOURCE CONSERVATION & DEVELOPMENT COUNCIL** Waynesville ..... \$20,000

General support and expansion of the Watershed Association for the Tuckasegee River.

**SPOTLITE PROGRAM, INC.** Lenior ..... \$25,000

To bring together diverse groups of community members who, working together, will provide opportunities for youth, adults, and families in Caldwell County.

**STUDENT ACTION WITH FARMWORKERS** Durham ..... \$20,000

To support agricultural workers organizing for better wages and benefits in the workplace, inform farmworkers about their legal rights, and assist immigrants applying for legal permanent residency.

**SUMMIT HOUSE, INC. OF NC** Greensboro ..... \$50,000

To design and plan a prison nursery to allow babies who were born during their mothers' incarceration to live with their mothers while the mothers serve their sentences.

# Grants

Z. SMITH REYNOLDS FOUNDATION

## TAR RIVER LAND CONSERVANCY *Nashville* \$25,000

Operating support to build the capacity and continue the operations of this newly launched land trust serving the Upper Tar River Basin.

## TEACH FOR AMERICA *Raleigh* \$25,000

Recruitment of teachers for NC public schools.

## TRIANGLE GROWTH STRATEGIES, INC. *Durham* \$30,000

To promote smart growth by building support and capacity for region building in the Greater Triangle Area.

## TRIANGLE J COUNCIL OF GOVERNMENTS *Research Triangle Park* \$30,000

To provide leadership, technical assistance, and a forum for local government collaboration to respond to the fact that each year the region is adding about 8,000 to 9,000 new households with incomes below 65 percent of the median.

## UNION COMMUNITY FUND *Washington* \$25,000

To establish a Union Community Fund in NC to generate funding from workplace donations primarily by union members to support community-based nonprofit organizations addressing the needs and concerns of working families.

## UNITED ARTS COUNCIL OF GASTON COUNTY *Gastonia* \$25,000

Unity Through the Arts, to promote racial understanding and acceptance.

## UNITED COMMUNITY MINISTRIES *Rocky Mount* \$40,000

Neighborhood and Consumer Ownership Initiative, a five-to-ten year project to transition the professional and volunteer leadership and management of UCM to a team more reflective of populations they serve and the neighborhoods in which they are located.

## UNITED HMONG ASSOCIATION *Hickory* \$35,000

To eliminate racism through racial diversity awareness and understanding by including every race and every ethnic group, especially those under the label "Asians."

## UNITY BUILDERS, INC. *Burlington* \$30,000

Homeownership Assisted Readiness Training program for low-resource neighborhoods.

## UNIVERSITY OF NC AT CHAPEL HILL *Chapel Hill* \$50,000

Carolina Smart Growth Training Program to provide local planners, elected officials, developers, realtors, lenders, and conservationists with the knowledge, understanding, and tools necessary to promote smart growth in their communities.

## UNIVERSITY OF NC AT CHAPEL HILL *Chapel Hill* \$40,000

For the Institute for Research in Social Science to conclude phase three of the Tracking County Responses to Welfare Reform program which is focused on the acquisition and analysis of county-level social services budgetary data in an effort to "follow the money" in NC allocated to TANF and other welfare-related policies.

## UNIVERSITY OF NC AT CHAPEL HILL *Chapel Hill* \$50,000

School of Law for the Community Development Law Clinic to provide legal representation to nonprofit community development organizations in NC and to train future generations of NC lawyers how to serve the state's large and growing community development sector.

## UNIVERSITY OF NC AT CHAPEL HILL *Chapel Hill* \$75,000

Frank Porter Graham Child Development Center for Partnering on NC Child Policy for the 21st Century, to cultivate and share knowledge that enhances the development of young children, improves childcare and other services for young children, and increases support for families.

## UNIVERSITY OF NC AT CHAPEL HILL *Chapel Hill* \$35,000

Continuing the Growth: Recognizing Potential in Our Students, to implement new identification practices for recognizing gifted and talented students from culturally diverse and/or economically disadvantaged families.

## UNIVERSITY OF NC AT CHAPEL HILL *Chapel Hill* \$9,000

Civic Education Consortium for the Small Grants Program.

## UNIVERSITY OF NC AT CHAPEL HILL *Chapel Hill* \$30,000

Building Capacity: The Next Step in NC's Smart Growth Agenda, to build the capacity of state, local, and regional decision-makers and citizens to participate effectively in the debates about the impact of NC's rapid and uneven growth.

## UNIVERSITY OF NC-GENERAL ADMINISTRATION *Chapel Hill* \$25,000

To help educate policymakers and their staffs about the best current research concerning the issues and decisions they confront.

## UNIVERSITY OF NC AT GREENSBORO *Greensboro* \$125,000

Asheville Paideia Project, dedicated to the revision of public schools through a rigorous academic education that engages all students equitably.

## UNIVERSITY OF NC AT WILMINGTON *Wilmington* \$25,000

Lower Cape Fear River Program, to develop an understanding of the processes which control and influence the Cape Fear River in order to preserve the capacity of the river to sustain economic development and to protect its natural resource values.

## UPLIFT, INC. *Greensboro* \$30,000

Assistance to low-income children and families.

## VICTORY JUNCTION GANG CAMP *Randleman* \$1,000

Nancy Susan Reynolds Award designated by Thomas Squier.

## VOICES & CHOICES OF THE CENTRAL CAROLINAS *Charlotte* \$30,000

Quality of Life Initiative, to build economic and environmental sustainability in the Central Carolinas.

## WAKE FOREST UNIVERSITY *Winston-Salem* \$1,200,000

Annual grant, under 1990 contract, for general support, faculty development, and scholarships.

## WALTHOUR-MOSS FOUNDATION *Southern Pines* \$20,000

To apply the existing objectives and management priorities of the Foundation lands to the Firestone land to preserve its endangered longleaf pine communities and manage the land in balance with compatible public use.

## WARREN WILSON COLLEGE *Asheville* \$25,000

Support of the Environmental Leadership Center as a place for environmental re-thinking and as a problem-solving center.

## WEST END REVITALIZATION ASSOCIATION, INC. *Mebane* \$30,000

Environmental Justice for African Americans, legal and technical assistance for Title VI of the Civil Rights Act for Administrative Complaints filed in February 1999 regarding the 119 Bypass.

## WESTERN NC ALLIANCE *Asheville* \$25,000

To become a stronger, more diverse and self-reliant organization to preserve the natural resources of western NC.

WESTERN NC TOMORROW Cullowhee ..... \$35,000

Quality Growth & Management: The Work of Mountain Communities, to increase the number of citizens with the awareness and commitment necessary to accelerate adoption of appropriate land use strategies.

WITH FRIENDS, INC. Belmont ..... \$25,000

To strengthen and expand its education program, which focuses on improving academic skills of homeless, at-risk, and disadvantaged children.

WOMENFOLK UNLIMITED Rockingham ..... \$20,000

Project H.E.R. (Hamlet, Ellerbe, and Rockingham), to expand services to other communities in Richmond County.

WORKING FILMS, INC. Wilmington ..... \$20,000

Operating support to use persuasive storytelling in social justice media to empower organizing campaigns to shift public opinion and policy to move audiences to action.

YADKIN-PEE DEE LAKES PROJECT, INC. Badin ..... \$25,000

Organizational development to strengthen the board, focus and develop program efforts, and devise fund-raising and income generation strategies.

YWCA Asheville ..... \$25,000

Adolescent Pregnancy Prevention Program, to break the cycle of poverty in young women by encouraging them to stay in school, earn advanced degrees, and gain marketable job skills.

ZARA BETTERMENT CORP. Council ..... \$30,000

To provide additional staff and support services for the pregnancy prevention program.

TOTAL GRANTS APPROVED

**\$13,601,800**



# Grant Application Guidelines

## Application Deadlines: February 1 and August 1

The Z. Smith Reynolds Foundation, Inc., by the terms of its charter, is limited to making grants for the accomplishment of charitable works in the State of North Carolina. Grants are made only to nonprofit, tax-exempt, charitable organizations that are exempt under Section 501(c)(3) of the Internal Revenue Code or to governmental units. No grants are made to individuals for any purpose. Organizations that operate both within and outside the State of North Carolina may be eligible for consideration for programs operated exclusively in North Carolina.

**To accomplish its purpose, the Foundation currently gives special attention to certain focus areas:**

- COMMUNITY-BUILDING AND ECONOMIC DEVELOPMENT
- ENVIRONMENT
- GOVERNANCE, PUBLIC POLICY AND CIVIC ENGAGEMENT
- PRE-COLLEGIATE EDUCATION
- SOCIAL JUSTICE AND EQUITY

While the listed areas are of highest priority, it is also the desire of the Foundation to serve as a catalyst for new practices and ideas and to respond to other challenges or

opportunities that are unique to North Carolina. In addition to funding projects that achieve the goals of each focus area, the Foundation has an interest in building the capacity of organizations, promoting organizational development and remains open to providing general operating support. Also, the Foundation reserves the right to remain flexible in its grantmaking policies.

**Deadlines** The Foundation's Board of Trustees meets in May (deadline February 1) and in November (deadline August 1) to consider grant applications. The Foundation has a very strict policy regarding deadlines. When deadlines fall on a weekend, the following Monday will be the deadline. If mailed, proposals must be postmarked on or before the deadline date. The Foundation will not accept proposals by facsimile or email. Late proposals will be considered in the next funding cycle.

**Reporting Requirements** If your organization has received a grant(s) from this Foundation in the past, all reporting requirements must be met in order for your current application to be considered. If you have reports that are overdue, please call to request the appropriate forms before submitting an application.

## All Applicants Must Submit the Following

**Application Form** All pages of the application form (including all questions) must be completed in the space provided. Applications may be requested by calling the Foundation office at (800) 443-8319 or (336) 725-7541, or by downloading from the Foundation's Website [www.zsr.org](http://www.zsr.org).

### Proposal

#### Format

- (a) The proposal must be submitted on the organization's letterhead and must be signed by an authorized official of the organization.
- (b) The proposal is limited to three single-spaced, single-sided pages, should have a left hand margin of no less than one inch, should be printed on 8 1/2 x 11 inch paper, should use at least 12 pt. font and should not be bound or fastened in any way.
- (c) Only one copy of the proposal should be submitted.

#### Content

The first paragraph of the proposal should state clearly the specific amount being requested and the purpose of the request. The proposal should also contain:

- (a) A concise description of the project or organization
- (b) Total funds required for the project
- (c) Need for the project
- (d) Objectives and how they will be achieved
- (e) Method and criteria for evaluation of the project
- (f) Description of the organization. If this is not a new organization, please also report recent accomplishments.

#### Budget

- Submit the following:
- (a) Prior year's actual budget showing expenses and specific sources of income.

- (b) Current fiscal year's budget showing actual income and expenses to date
- (c) A one-page, line-item proposed budget (showing anticipated income and expenditures) for the total operations for the organization's fiscal year for which funds are being requested.
- (d) If the funds being requested are for a specific project rather than for general support, also submit a one-page, line-item budget for the specific project for which funds are being requested (showing anticipated income and expenditures).

**Governing Board** A list of the members of the petitioning organization's governing board, with a brief explanation of how members are elected.

**Tax-Exempt Status** A copy of the petitioning organization's federal tax-exempt certification under Section 501(c)(3) of the Internal Revenue Code, including a determination as to the organization's status as a publicly-supported organization. Governmental units need not submit these documents. The Foundation will not make pass-through grants from one organization to another.

**Optional Materials** Additional information and material may be submitted to supplement the application.

#### Applications should be mailed to

THOMAS W. ROSS, EXECUTIVE DIRECTOR  
Z. SMITH REYNOLDS FOUNDATION  
101 REYNOLDA VILLAGE  
WINSTON-SALEM, NC 27106-5199

# Nancy Susan Reynolds Awards

## A SPECIAL KIND OF LEADERSHIP

The Nancy Susan Reynolds Awards seek to honor and, in a small way, reward previously unrecognized North Carolinians who have worked to make a positive difference in their communities. Believed to be the only awards of their kind in the country – and widely known as North Carolina’s Nobel Prizes – they were first presented in 1986.

When Nancy Susan Reynolds, daughter of R.J. Reynolds and Katharine Smith Reynolds, died in 1985, the Foundation’s trustees established the Nancy Susan Reynolds Awards for exemplary and often unsung leadership in communities throughout North Carolina. A founding member, president, and lifetime trustee of the Z. Smith Reynolds Foundation, Nancy Susan Reynolds believed people should take risks and that all of us should have the patience to allow others to make mistakes, start over, and thus strengthen their skills and resolve.

Since their inception, the awards have given \$1,200,000 to grassroots leaders and nonprofit organizations in North Carolina.

At a ceremony in Fayetteville in November, 2001, the Z. Smith Reynolds Foundation presented Nancy Susan Reynolds Awards to Rick Dove, who for seven years was River Keeper for the Neuse River Foundation in New Bern, for advocacy; Cora Neville of Alleghany County, who has collected and distributed food and clothes and helped provide other necessities to her county’s most needy, for personal service; and Thomas Squier of Hoke County who has brought together diverse elements of his county, including White, African American, Native American and Latino, for race relations.

**Rick Dove’s** story is that of a man who from his earliest recollections was fascinated by the Neuse River and pledged one day to return to it, and work, and sustain himself from it. Instead, when he retired and began fishing commercially, he found that pollution had spoiled it. He took the job as River Keeper for the Neuse River Foundation and his passion, persistence, skills and doggedness have helped end major sources of pollution and set his beloved river back on the road to good health.

**Cora Neville** spends her days and nights gathering and giving – obtaining clothes, food, and other necessities



The 2001 Nancy Susan Reynolds Awards recipients: (left to right) Rick Dove, Cora Neville and Thomas Squier.

and getting them to the people in Alleghany County who need them most. She turns gifts and “threw away” things into the difference between being warm and shivering for lack of a coat; the difference between sleeping on a full stomach and going to bed hungry. She refuses to sell the things she collects, noting that “love is not for sale.” A woman who never runs out of love or hugs, Neville sees all people as worthy, regardless of race, ethnic background and social strata.

**Thomas Broken Bear Squier** is a big man with possibly the stoutest heart in Hoke County. A former Green Beret and warrior, Squier walks with a cane and fights for equality and social justice with the same passion that he fought for his nation in Vietnam. He is a bridge between the various racial and ethnic groups in his county and has the ability to rally them to common causes. Members of Hoke County’s large Latino population have found Squier, a Cherokee who speaks Spanish, to be someone they can trust and turn to as they attempt to care for their families.

The three winners of the 2001 Nancy Susan Reynolds Awards were the subjects of a television program produced by the Z. Smith Reynolds Foundation that aired across North Carolina in spring 2002. The Foundation hopes that, through the recognition associated with the Nancy Susan Reynolds Awards, fellow North Carolinians will draw personal inspiration and renewed strength from the recipients’ stories.

Each Nancy Susan Reynolds Award is accompanied by a grant of \$25,000, of which \$20,000 must be designated by the recipient to charitable organizations in North Carolina. To nominate a fellow North Carolinian for a Nancy Susan Reynolds Award, please call or write the Z. Smith Reynolds Foundation or visit its Web page at [www.zsr.org](http://www.zsr.org).

# The Z. Smith Reynolds Sabbatical Program

“I’VE FOUND THE SKY AGAIN.”

2001 Recipient

The Foundation established the Z. Smith Reynolds Sabbatical program in 1990 with the hope that sabbatical recipients, who are chosen from the leadership of North Carolina’s nonprofits, would renew themselves personally and professionally and return to work with fresh ideas for achieving their missions and with more balanced lifestyles.

Each of the five 2001 sabbatical recipients – Tony Burton, III; Linda Dunn; Berline Graham; Frances Henderson, and Kay Reibold – received a \$15,000 grant to enable her or him to take leave from work for three months to a year to read, relax, travel, work on special projects, be with their families, or simply reflect.

Recipients of sabbaticals are chosen on the basis of the need for a break from the daily stress and challenges of their work environment, the innovation and creativity they have demonstrated in their work achievements in the past, and their potential to continue to make a significant contribution to public service.

Burton, executive director of VisionsWork Youth Services in Winston-Salem, finished his sabbatical in early 2002 and used it to re-examine the reason he originally had become an advocate for at-risk youth. “Having the courage to excel, that current propelled me into this great service work,” he said. “It is the same spirit that made my period of rejuvenation so meaningful. Through many stints of contemplation, I was able to garner a revitalized vision, which works two-fold: as a torrent to thrust the vision and help youth realize and work their own vision.”

Dunn, director of the Alamance County Dispute Settlement Center in Burlington, used her sabbatical to focus on her family and travel with them. “How often does a single mom get to take her two youngest children on a 10-day trip to Europe and visit six countries?” asked Dunn. “I had a glorious vacation with my children and three months to think about what is really important in life.” Dunn said she also used the time “to reflect, relax, renew, remodel, recreate, reorganize, rejoice and recuperate from 12 years of responsibility for three children and a nonprofit agency.”

Graham, director of Zara Betterment Corporation in Council, used the first week of her sabbatical to stay in bed each morning until “I was ready to get up,” said Graham, and went shopping without looking at the price tag first.



The 2001 Z. Smith Reynolds Sabbatical recipients: (left to right) Tony Burton, Berline Graham, Kay Reibold, Frances Henderson and Linda Dunn

She also took time to care for physical and mental health and to travel. “My physical and mental health was revived and renewed, but my soul was restored when eight of us held a family retreat in Orlando at Disney World,” she said. “This sabbatical enabled me to enjoy an experience that I had never realized before: to be still and see the salvation of the Lord, to wait on the Lord and to renew my strength. I will be forever grateful.”

Henderson, executive director of the Orange County Dispute Settlement Center in Carrboro, emerged from her sabbatical, which she took in the fall of 2001, with renewed vigor for life. “Having had time to pursue my interests, I now have an improved tennis game, speak somewhat better French and am – some days – a passable golfer,” Henderson said. “Most valuable to me, I have a renewed sense of the great pleasure of learning new things and am ready for the challenges back at my agency.”

Reibold, director of Vietnam Highlands Assistance (an initiative of Lutheran Family Services) in Raleigh, described her sabbatical with simply one word: joyful. As she began her sabbatical, she said, “I already can feel the wind beneath my wings as I anticipate my yoga treatment in Hawaii – wandering through ancient ruins on a remote Pacific island; savoring the sweetness of love and friendships renewed; my sense of self and spirit restored; and my creativity finding expression again in my poetry, children’s stories and gardening.”

Please contact the Foundation for an application if you know someone who may deserve a Z. Smith Reynolds Sabbatical for 2002.

## Statement of Income, Grants, Expenses & Undistributed Income

DECEMBER 8, 1936 THROUGH DECEMBER 31, 2001

	2000	2001	1936-2001
UNDISTRIBUTED INCOME BEGINNING OF PERIOD	\$17,715,848	\$21,581,646	
<b>INCOME RECEIVED:</b>			
ZACHARY SMITH REYNOLDS TRUST	10,177,025	10,686,045	141,910,528
W. N. REYNOLDS TRUST	12,253,486	13,593,881	186,388,030
INTEREST ON INVESTMENTS*	411,495	811,652	13,358,752
REFUNDS OF GRANTS	31,084	16,649	377,468
OTHER INCOME		650	7,575
<b>TOTAL INCOME</b>	<b>\$22,873,090</b>	<b>\$25,108,877</b>	<b>\$342,042,353</b>
<b>Disbursements:</b>			
GRANTS PAID	\$16,858,379	\$20,066,550	\$293,989,581
<b>DIRECT CHARITABLE ACTIVITIES:</b>			
NANCY SUSAN REYNOLDS AWARDS	151,498	151,803	1,782,303
SABBATICAL PROGRAM	108,016	90,827	1,107,008
RACE RELATIONS PROJECTS	67,705	116,573	324,808
GOOD GOVERNMENT	70,920	1,225	149,134
SPRAWL/GROWTH MANAGEMENT	43,815	625	53,154
YOUTH DEVELOPMENT/YOUNG SCHOLARS PROGRAM	251,500	208,500	462,752
SPECIAL PROJECTS/MEETINGS/SEMINARS	103,643	5,806	2,406,867
<b>TOTAL GRANTS AND DIRECT CHARITABLE ACTIVITIES</b>	<b>\$17,655,476</b>	<b>\$20,641,909</b>	<b>\$300,275,607</b>
<b>Administrative Expenses:</b>			
PERSONNEL	532,232	548,383	7,555,077
OPERATING EXPENSES	807,320	867,537	9,334,041
FEDERAL EXCISE TAX	12,264	4,931	249,865
<b>TOTAL ADMINISTRATIVE EXPENSES AND TAXES</b>	<b>\$1,351,816</b>	<b>\$1,420,851</b>	<b>\$17,138,983</b>
<b>TOTAL DISBURSEMENTS</b>	<b>\$19,007,292</b>	<b>\$22,062,760</b>	<b>\$317,414,590</b>
UNDISTRIBUTED INCOME END OF PERIOD	\$21,581,646	\$24,627,763	\$24,627,763
UNPAID GRANTS END OF PERIOD	22,803,202	\$16,791,116	16,791,116
<b>EXCESS OF UNDISTRIBUTED INCOME OVER UNPAID GRANTS</b>	<b>(\$1,221,556)</b>	<b>\$7,836,647</b>	<b>\$7,836,647</b>

### NOTES TO FINANCIAL STATEMENTS

The Foundation's income is derived from two trusts that are separately controlled and each of which meets the reporting requirements of the federal government and of those states in which they are located. No list of investments appears in this report because the Foundation itself has no assets.

\*Interest earned on short-term investments of income received from the two trusts but not yet distributed.

## Statement on Inclusiveness

The mission of the Z. Smith Reynolds Foundation is to improve the quality of life of the people of North Carolina. Toward this end, the Foundation actively seeks to promote access, equity, and inclusiveness; and to discourage discrimination based on race, ethnicity, gender, age, socio-economic status, and other factors that deny the essential humanity of all people.

The Foundation has the conviction that inclusiveness benefits everyone and is not only compatible with, but also promotes, excellence. The Z. Smith Reynolds Foundation's grantsmaking policies reflect the belief that organizational performance is greatly enhanced when people with different backgrounds and perspectives are engaged in an organization's activities and decision making process.

We recognize that this policy must be practiced with flexibility and with sensitivity. In this spirit, applicants to the Z. Smith Reynolds Foundation are asked to provide general information about the race and gender of their board and staff. With the aid of this information, the Foundation is better equipped to do its modest part to foster inclusiveness and equal opportunity throughout the State of North Carolina.

### Acknowledgments

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Winston-Salem, North Carolina

Design and Art Direction  
**m design**  
Winston-Salem, North Carolina

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