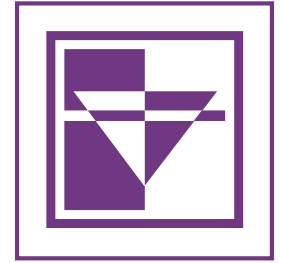


THE RACIAL EQUITY REVIEW

EMERGE



ERASE RACISM'S NEWSLETTER ABOUT RESEARCH, TRENDS, AND OUR WORK.

Spring 2007

UNRAVELING RACISM TRAINING II – APPLIED SKILLS

You can support our work

Visit our website at

www.eraseracismny.org

- To make a contribution
- To get the latest news
- To view upcoming events
- To become a partner
- To volunteer

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In March, 15 participants representing diverse occupations and backgrounds came together to take part in ERASE Racism's groundbreaking Unraveling Racism Training II – Applied Skills workshop (URT II). This overnight retreat offered a deeper scrutiny of the historical and current political and social impacts of racism. The URT II carried the work of the Core training to a deeper level, enabling more in-depth analysis of institutional and cultural racism. Participants sharpened their intervention skills, broadened their communication techniques and developed effective tools for more inclusive organizations.

At least two people from the same or related organizations attended so that together, they could create an action plan for effective change in their respective businesses and communities. Among the many practical exercises in the program, participants were asked to respond effectively to their own 'nightmare' questions and receive developmental feedback in a skill-building activity called "FEMTORS." While this was initially felt to be extremely difficult, participants overwhelmingly cited it in their evaluations as one of the most useful and valuable exercises. The workshop also broke out into race-based caucuses, which allowed for in-depth

continued on page 7

SPRING BENEFIT
INSIDE

NOTE FROM THE PRESIDENT



Welcome to the fourth edition of *Emerge: The Racial Equity Review*. New in this edition is information about our Third Annual Spring Benefit. A Common Thread: Celebrating People of the African Diaspora will be held on Wednesday, June 6th. You will find details about this event on the following pages. You can also go directly to the ERASE Racism website at www.eraseracismny.org to purchase tickets, journal ads or sponsorships. This party is fast becoming the talk of the town. You won't want to miss it! Basil A. Paterson, Esq. will accept ERASE Racism's 2007 Abraham Krasnoff Courage and Commitment Award.

As planned, effective January 2007 new fair housing laws and related administrative enforcement systems were implemented in both Nassau and Suffolk County. Now the challenge is to make sure that as many people as possible know their rights and use the laws. Getting the word out is so important that this edition of *EMERGE* provides education about the new laws. Tell your friends and colleagues! If you think you have been discriminated against, page 6 tells you how to find help.

Our cover story features Unraveling Racism II – Applied Skills (URT II). Educating the public about racism and how to combat it has been a core focus of our work from the beginning. For more information about our educational offerings visit the website homepage and click on the Institute for Racial Equity.

Elaine Gross

TICKETS Please reserve _____ tickets at \$100 each
(Please Print)

Name _____

Affiliation _____

Address _____

City _____ State _____ Zip _____

E-mail (required) _____

Phone (required) _____

DONATIONS

I cannot attend this year, but wish to support ERASE Racism. Please accept this special donation of \$ _____.

Total Amount Enclosed \$ _____

Payment: Visa Mastercard American Express Check

Name (as it appears on the card) _____

Credit Card Bill Address (if different from above) _____

Credit Card Number _____

Expiration CVV# _____

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An e-mail or phone call confirmation will be sent to you upon receipt of payment. Please make checks payable to: ERASE Racism

Mail to: 6800 Jericho Turnpike, Suite 109W, Syosset, NY 11791-4401 or pay at our website address: www.eraseracismny.org

Reservations Will Be Held At The Door • Reservations & Payment Must Be Made In Advance • No Onsite Reservations Accepted. Please RSVP for tickets by May 23, 2007

RESERVATIONS & SPONSORSHIP OPPORTUNITIES

All sponsorships include a free journal ad display (see below for ad specifications)

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JOURNAL ADVERTISEMENT

Journal Size 7 x 10, Live space 6 x 9, One color black. Please submit your ad copy following these specifications. Ad copy should be submitted electronically in .pdf, .tif or .jpg format to rosemarie@eraseracismny.org by May 9, 2007.

Microsoft Publisher documents will not be accepted.

All recognition pages are 100% tax-deductible.

No political advertising accepted.

___ Full page (6 x 9); \$500 ___ Quarter page (2.8 x 4.3); \$150

___ Half page (6 x 4.3); \$250 ___ Name listing; \$50

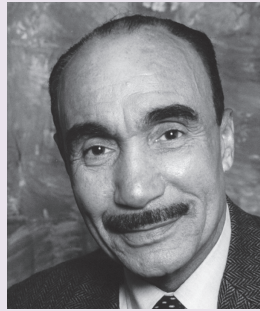
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ERASE RACISM INVITES YOU TO...

A COMMON THREAD: CELEBRATING PEOPLE OF THE AFRICAN DIASPORA

THE ABRAHAM KRASNOFF COURAGE AND COMMITMENT AWARD HONOREE BASIL A. PATERSON, ESQ.



When: Wednesday, June 6, 2007 • 5:30 p.m. - 9:00 p.m.

Where: Carlyle on the Green in Bethpage

Cost: \$100 per person

- Cocktails & Live Music
- Savory Food of the Diaspora
- Keepsake Journal
- Marketplace & Silent Auction

For more information contact us:

rosemarie@eraseracismny.org, or at (516) 921-4863 x13

THE ABRAHAM KRASNOFF COURAGE AND COMMITMENT AWARD

The Abraham Krasnoff Courage and Commitment Award was established in June 2006 in honor of its first recipient, a founding ERASE Racism board member, Abe Krasnoff.

The award recognizes Abe's bold leadership, wise counsel, generosity and steadfast commitment to addressing institutional racism. With his death in February 2007, Long Island lost a great leader. ERASE Racism selects recipients for the Abraham Krasnoff Courage and Commitment Award who share ERASE Racism's zeal for racial equity and who, like Abe Krasnoff, are making a difference in the fight against racism.

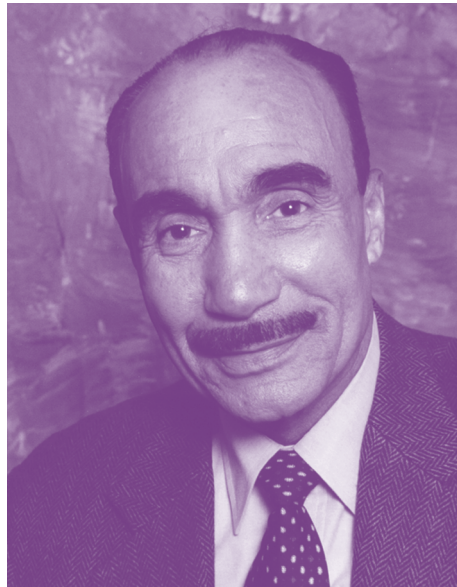
BASIL A. PATERSON, ESQ.

THE ABRAHAM KRASNOFF COURAGE AND COMMITMENT AWARD HONOREE

On June 6th 2007, we will honor Basil A. Paterson, Esquire, with the *Abraham Krasnoff Courage and Commitment Award*.

Basil Paterson is a **Trailblazer** in the fight for racial justice and a longtime political and civil rights leader in the Metropolitan New York area starting in the late 1950s.

- First African American to serve as Secretary of State in New York history
- New York City Deputy Mayor for Labor Relations and Personnel
- As a New York State Senator representing Harlem, he joined with other political leaders including former New York Mayor David Dinkins, former Manhattan Borough President Percy Sutton and Congressman Charles Rangel to change the urban political landscape.



For the past 22 years:

- A partner in the law firm of MEYER, SUOZZI, ENGLISH & KLEIN, P.C. where he co-chairs the firm's Labor Law Department
- Nationally known for his representation of the labor movement and also for his art of advocacy
- Represents Teamsters Local 237's 24,000 members, the 120,000-member United Federation of Teachers, and Local 1199 of the Service Employees International Union.

Basil Paterson and his wife, Portia, have roots in Hempstead and New York City. They have two sons—Daniel and David who is the New York Lieutenant Governor. Mr. Paterson is the recipient of numerous awards and attributes his real start in public service to his presidency of the New York Branch of the NAACP.

WHAT IS A COMMON THREAD?

A common thread of African heritage links many people and communities on Long Island to each other and to other communities and countries around the world. Regrettably, the brown and black people of African heritage also share a common thread of institutional and structural racism in vital areas of daily life, including public school education, housing, health care, and economic development.

A Common Thread: Celebrating People of the African Diaspora brings together leaders of all races who recognize the importance of addressing issues of racial equity across the New York Metropolitan Region and making real change to improve the quality of life for everyone.

On June 6th 2007, you will help us honor Basil A. Paterson Esq., a trailblazer in the fight for racial justice. You will also hear about ERASE Racism's successes at building greater racial equity across the region.

THE MARKETPLACE

ERASE RACISM'S 3RD ANNUAL SPRING BENEFIT takes place on Wednesday, June 6, 2007 from 5:30 – 9:00 p.m. and will feature a Marketplace of fine art, handcrafted jewelry and elegant accessories. Here guests can shop and select from the rich diversity and range of items available for sale.

We will showcase artists and vendors from a broad geographical area with products of the highest quality representing the entire African Diaspora, including the Caribbean, South and Central America, Europe and Asia.

ABOUT "RACE"

According to the consensus of geneticists and anthropologists, there are no biological human types to which "race" validly refers. When ERASE Racism uses terms such as "race," "racism" or refers to groups of people by commonly used "racial" descriptions we are acknowledging socially constructed categories of race but we are not endorsing racial classification schemes.

**A COMMON THREAD:
CELEBRATING PEOPLE OF THE AFRICAN DIASPORA
2007 BENEFIT SPONSORS**

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HOUSING DISCRIMINATION: BEYOND RACIAL STEERING

When most people hear “fair housing” or “housing discrimination” they think of realtors refusing to show people of color homes in predominately white neighborhoods or landlords refusing to rent apartments to people of color. These are common scenarios used to keep certain neighborhoods “for whites only.”

There are, however, many other forms of discrimination in housing. A landlord violates the law if she rents an apartment to a person of color but on different terms and conditions than white tenants, based on race. A landlord may not charge tenants of color a higher security deposit than white tenants or may not limit tenants of color’s access to amenities because of their race. Similarly, if a mortgage, lending or insurance company offers less advantageous rates to Latinos based on their race, not their financial qualifications, then the company has violated the fair housing laws.

If a neighbor spray paints racist graffiti on the home of an African American couple, the neighbor has not only perpetrated a hate crime but also has violated the fair housing laws. Similarly, if a realtor shows a house to an Asian couple in a predominantly white area and a resident slashes the realtor’s

tires because the realtor is showing homes to Asian families, the fair housing laws have been violated. In the latter, both the Asian couple and the realtor would have claims under the fair housing laws. The Asian couple has a claim because it is harassment based on their race and an attempt to scare them from purchasing a home in the neighborhood. The realtor has a claim because the neighbor has interfered with her lawful act of showing the home to the Asian couple and interfered with her ability to make a sale to the couple because of their race.

These are just a few examples of forms of housing discrimination. They apply to all protected classes in general. So if you think you have experienced unequal treatment based on being a member of a protected class:

- 1) when trying to obtain housing,
- 2) in the terms and conditions for obtaining or maintaining housing,
- 3) due to harassment from neighbors or your landlord,

or because you help a person from a protected class obtain housing then you could have a claim under the fair housing laws and should contact a local fair housing agency to find out your options. It is free and confidential. Know your rights.

NASSAU AND SUFFOLK COUNTIES GET THE WORD OUT

On January 24, 2007, approximately 250 people crowded into the Nassau County Bar Association to hear about the new Nassau County fair housing laws. The room was a mix of attorneys, real estate professionals, government officials, nonprofit organizations and the general public. The panel included: County Executive Tom Suozzi; William Cunningham, Counsel to the County Executive; Myles Kuwahara, Deputy County Attorney; Martha Krisel, Chief Deputy County Attorney for Special Projects; Renaire Frierson, Esq., Executive Director of the Nassau County Human Rights Commission; and Cathryn Harris, Esq., Project Manager for ERASE Racism. The evening lasted two hours and included a lively question and answer period. This was the first organized fair housing outreach to the general public since the laws took effect in Nassau County on January 1, 2007.

Similarly, Suffolk County Executive Steve Levy held an evening seminar at the Suffolk County Bar Association on March 14, 2007. The seminar lasted three hours with approximately 40 attendees. The panelist included; County Executive Steve Levy; Ed Perez, Director of Minority Affairs; Christine Malafi, County Attorney; Paulette Bartunek, Executive Director of the Suffolk County Human Rights Commission; William Ford, Assistant County Attorney; Gail Lolis, Deputy County Attorney; and Phyllis Seidman, Deputy Bureau Chief, Municipal Law Bureau.

Both counties’ presentations were highly informative for the attendees, providing information on: who is protected by the new laws, how to access the laws, how to navigate the administrative enforcement systems, and what forms of remedies are

available to victims of discrimination. For information on any of the subjects covered at the seminars contact: the Nassau Human Rights Commission at (516) 571-3772 and/or the Suffolk Human Rights Commission at (631) 853-5480. You can file complaints of housing discrimination directly with either Human Rights Commission. If the discrimination occurs in Nassau, then you need to contact the Nassau Human Rights Commission and if it occurs in Suffolk contact the Suffolk Human Rights Commission. Alternatively, if you would like to have an advocate help you with your fair housing complaint you can contact Long Island Housing Services at (631) 467-5111. Long Island Housing Services is a private nonprofit that helps victims of housing discrimination by providing advocacy support, investigation, testing and advice on how to proceed with a complaint.

PROTECTED CLASSES UNDER THE FAIR HOUSING LAWS

PROTECTED CLASSES UNDER FEDERAL FAIR HOUSING & CIVIL RIGHTS LAWS: race, color, national origin, religion, sex, familial status, disabled and age.

PROTECTED CLASSES UNDER THE NEW YORK STATE FAIR HOUSING LAW: race and color, creed, national origin, sex, age, disability, sexual orientation, marital status, familial status and military status.

PROTECTED CLASSES UNDER THE NASSAU COUNTY FAIR HOUSING LAW: race, creed, color, gender, disability, age, religion, source of income, sexual orientation, familial status, marital status, ethnicity and national origin.

PROTECTED CLASSES UNDER THE SUFFOLK COUNTY FAIR HOUSING LAWS: race, creed, color, sex, disability, religion, familial status, marital status, sexual orientation, age, gender and national origin.

UNRAVELING RACISM TRAINING II – APPLIED SKILLS

continued from page 1

discussion on issues of internalized racism and white privilege. Participants continue to see an ongoing need for such caucuses because they allow individuals to recognize and give voice to personal issues and work through them in an open and accepting environment.

The Associate Dean for Multicultural Affairs at Stony Brook University, Cheryl Chambers, affirmed that *“Unraveling Racism Training Part II is an invaluable learning experience that provides a wealth of information and practical hands-on approaches to addressing systemic and institutional racism. The tools are empowering.”* She further states that she would recommend that all persons committed to ending racism and its devastating impact in our society attend this program.

We invite participants to continue the journey to becoming change agents in their places of business, schools, universities, and communities by enrolling in the URT I & II workshops. Graduates of URT I may enroll in URT II. Information about upcoming URT sessions are posted on our website at www.eraseracismny.org.

ABOUT OUR STAFF...

ERASE Racism is fortunate to have a growing group of professionals carrying out the work of ERASE Racism. In addition, interns and volunteers help with special projects, providing a valuable resource. If you want to know more about what we do, give us a call at (516) 921-4863.

Rose Mattei, *Operations Manager for the office.*

Cathryn Harris, Esq., *Project Manager, Housing Project.*

Rosemarie Walker, *Project Manager for fundraising and training events, and the Partnership for Racial Equity*

Rebecca Sanin, *Public School Education Consultant.*

Phyllis Rice, *Special Projects Analyst currently focusing on healthcare.*

Regis Thompson-Lawrence, *Administrative Associate courtesy of the Urban League.*

Doris Garcia Dieckhoff, *Accounting Consultant*

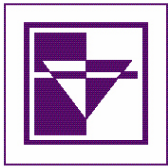
Brian Rodriguez, *IT Consultant*

VOLUNTEER OPPORTUNITIES

We have a variety of volunteer and internship opportunities that can utilize many of your skills and talents. We need ongoing assistance with administrative tasks, such as cataloging books and audiovisual materials, categorizing and filing news and research articles, helping with office projects, mailings and event preparation. We offer a fundraising internship to assist with proposal development and research. Research interns and volunteers provide support to the important work of our project managers.

To learn more about how you might lend a hand, call Rose Mattei, Operations Manager at (516) 921-4863, extension 10.

ERASE



EDUCATION
RESEARCH
ADVOCACY &
SUPPORT TO
ELIMINATE

RACISM

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ERASE RACISM'S PARTNERSHIP FOR RACIAL EQUITY BECOME A PARTNER!

ERASE Racism is always eager to find people who believe in our mission. We are proud to introduce a new way for you to follow our progress and get involved in our work. Becoming a Partner is free.

People who sign up for the Partnership for Racial Equity receive:

- Updates on our work and upcoming events.
- The latest news and trends relating to race & racial equity.
- Invitations to forums and events that will connect partners with others committed to social change.
- Opportunities to participate in policy campaigns.

Yes! I am interested in supporting ERASE Racism as a Partner for Racial Equity.

Mail to: ERASE Racism
6800 Jericho Turnpike, Suite 109W
Syosset, NY 11791-4401
Fax: 516/921-4866
Phone: 516/921-4863
or register on our website
www.eraseracismny.org

Name: _____

Title: _____

Organization: _____

Mailing Address: _____

Mailing Address: _____

City: _____ State: _____ Zip: _____ Phone: _____

E-mail: _____