

# Team Diversity

"A newsletter for and about Community Diversity Appreciation Teams"

"Noticias sobre Grupos Comunitarios Fomentando Diversidad Cultural"

Volume 4, Number 1

211 E. Maple St., Des Moines, Iowa 50309-1858

October 1999

**Purpose of Team Diversity Newsletter:** To recognize the work of community diversity appreciation teams in Iowa and to share information about teams and diversity-related ideas and resources.

We are citizens of goodwill and need to stop the disease of hate from spreading in our community. Hate is an open attack on tolerance and decency.

**Ames Diversity Appreciation Team**  
Sheila Lundt (515-239-5101)

**Belmond Diversity Appreciation Team**  
Michael Bush (515-444-5216)

**Cedar Rapids Diversity Appreciation Team**  
Louise Lorenz (319-398-5036)

**Cedar Valley Diversity Appreciation Team**  
Walter Reed (319-291-4441)

**Charles City International Fellowship**  
Jim Sanner (515-228-6085)

**Denison Cultural Diversity Committee**  
Marsha Kracht (712-263-8733) or  
Coletta Weeda (712-263-4697)

**Diverse-Cities Team (Iowa City/Coralville)**  
Heather Shank (319-356-5022)

**Estherville Diversity Appreciation Team**  
Glenn Bohmer (712-362-3237)

**Hampton Diversity Committee**  
Pastor Joe Jones (515-456-2285)

**Humboldt Co. Diversity Appreciation Team**  
Joe Hadar (515-332-5312)

**Marshalltown Diversity Committee**  
Sandy Burke (515-294-9307)

**MLK, Jr. Committee (Council Bluffs)**  
Jon and Judy Malloy (712-328-9093)

**North Iowa Diversity Appreciation Team**  
Lois Fingalsen (515-421-4600)

**Ottumwa Diversity Network**  
Dale Uehling (515-683-0600)

**Perry Diversity Appreciation Team**  
Pastor Ron Bronemann (515-465-5298)

**Polk Co. Diversity Coalition**  
Mark Finkelstein (515-277-6321)

**Postville Chamber of Commerce**  
Nina Taylor (319-864-3150)

**Quad Cities' Roundtables/Anti-Hate Response Team/Diversity Committee**  
Brenda Drew-Peebles 1-319-322-7085

**Racism/Race Relations Committee**  
Connie Barrett (712-274-8678)

**Siouxland Diversity Coalition**  
Matt Boley (712-258-5137)

**Storm Lake Diversity Task Force**  
Dale Carver (712-732-6767)

**Tama Co. Team for Intercultural Community**  
Clarence Lippert (515-484-4811)  
Mary Sillman (515-484-2560)

**Webster Co. Diversity Appreciation Team**  
Ed O'Leary (515-576-2201)

Hate is an attack on our communities' health and in the face of hate, silence is deadly. Hate is a four-letter word that pollutes minds and divides neighborhoods and communities. Combat the forces of hate with good action.

## Waterloo Commission on Human Rights and Cedar Valley Diversity Appreciation Team announce "What You Permit You Promote"

**The Cedar Valley Conference on Race will be held on Friday, November 19, 1999 in the Tama Hall at Hawkeye Community College from 8:30 a.m. to 9:00 p.m. The theme this year is "What you Permit, You Promote."**

The conference cost is \$35.00 and checks can be payable to the Waterloo Commission on Human Rights. The commission address is 620 Mulberry Street in Waterloo 50703. The registration deadline is November 12, 1999. Please register early. It is billed as a community-wide conference. The keynote speaker is Dr. Lawrence Howard from the University of Pittsburgh. There will be a plenary session by Dr. Kesho Scott of Grinnell College. Other speakers include Dr. Michael Blackwell, a professor at the University of Northern Iowa and Margaret Flynn, from Rockwell Collins International. If you would like further information, please call the Human Rights Office at 1-319-291-4441. And, remember Community-wide also means other communities are welcome since we are all part of the community.

### What You Permit, You Promote T-Shirts Available

The CVDAT has t-shirts for sale. The shirts are white with the new logo on the front. Lynn Mohler from the John Deere Community Credit Union submitted the winning logo for the Cedar Valley Diversity Appreciation Team. The shirt says "What You permit, You Promote" The t-shirts are available in sizes from medium to XX-large and cost ten to twelve dollars. Anyone who is interested in showing a personal commitment to diversity can contact the Waterloo Commission on Human Rights at 620 Mulberry Street, Waterloo, 50703. Phone number is 1-319-291-4441 and fax number is 1-319-291-4295.

### Moving From Words to Action

Walter Reed, Jr. reports that 40 graduated from the study circle. On November 12<sup>th</sup>, the next Quarterly Study Circle Celebration Dinner will be held. This is one of many dinners that will be held after each round of Study Circles.

These dinners offer an opportunity to share ideas with the other people who are "graduates" of the Study Circles. Each Circle prepares a report of actions determined and taken during the course of the Study Circle meetings. Sharing ideas creates and generates enthusiasm and energy and assimilates each group as a part of the team of citizens actively improving the community. It is the active participation of citizens that shapes any community. Actions come from each group's materials.

We want to educate and combat the forces of hate with truth, tolerance and understanding. Join us in this action.

### Hate Crimes Roundtable Organized Removal of Graffiti

CVDAT Hate Crimes Roundtable organized the removal of graffiti on the garage located at 1030 Logan Avenue. They received permission from the tenant to enter the property. Kathy Mahoney, who is Chair, said Menards provided the paint and about twenty people showed up to paint. This included one politician who did not solicit votes. The politician just picked up a paint brush and began painting along with everyone else. The end result was not only a well painted garage but also a feeling of community solidarity. Kathy states an ongoing project is to design an immediate response system to any hate crime. The goal is to quickly and effectively respond so that the public, perpetrators and victims immediately realize that there are persons in the community very willing to address the situation. The round table reviewed a similar program from Davenport. They are determining how to perfect the plan and response. They are willing to share the information with other communities.

*The Waterloo Commission on Human Rights has been selected for inclusion in the Western Justice Center's free, online database listing of professional associations, educational institutions and non-profit and community organizations providing training and resources in intergroup dialog, cross-cultural collaboration, mediation and other conflict resolution skills. The site is based in Pasadena, California. The nonprofit Western Justice Center collaborates with other organizations to innovate models of conflict resolution regionally, nationally and globally. Visit the site at [www.westernjustice.org/orgs.cfm](http://www.westernjustice.org/orgs.cfm).*

**Holidays, Festivals, Events Calendar** - It is time to Celebrate! It is time to Share! It is time to Care and Dare! November is National American Indian Heritage Month.

**November** 1 All Saints Day, 7 Diwali continues for two days, 11 Veteran's Day, 12 Baha'u'llah's Birthday (born in 1817 in Tihnan, Persia), 19 Cedar Valley Conference "What You Permit, You Promote" 24 Martyrdom of Guru Teg Bahadur Ji, 25 Thanksgiving Day, 28 First Sunday of Advent.

**December** 4 Hanukkah begins and continues for 8 days, 6 St. Nicholas Day, 8 Feast of the Immaculate Conception and Bodhi Day, 9 Ramadan begins and continues for 30 days, 12 Festival of Our Lady of Guadalupe, 25 Christmas, 26 Kwanzaa begins and continues for seven days.

## BELMOND DIVERSITY APPRECIATION TEAM OFF TO A GREAT, FAST START

Chair Michael Bush, who is the Human Resources Manager of Eaton Corporation Engine Components Operations in Belmond, Ia reports, "Our team was formed in 1999 and it's off to a great and fast start."

We hosted a Cinco De Mayo celebration which was highly successful with over 600 persons attending. This Hispanic heritage celebration was held on May 7, 1999 from 5 p.m. – 12 a.m. at the Belmond Art Center Museum. There were many things to do. Authentic Mexican food, live Mariachi Band, fireworks, fun activities and kid's games added to the celebration. The children had to hit the pinatas with a stick, while blindfolded. Upon breaking the pinata their prize was the "ton" of candy that tumbled out. Attendance was beyond what was expected or imagined. Community response was tremendous and the event was well received by people of all backgrounds.

Erin Shreck, who is a Diversity Appreciation team member, said that events like this serve to bring cultures together and raise awareness...it enhances community appreciation of other cultures and backgrounds. The Cinco de Mayo Celebration may become an annual event. Rob Courson said he thinks it is a great way to help local residents learn about a different culture. The Diversity Appreciation Team took the opportunity to pass out brochures outlining the team's mission and objectives. The team's objectives are: 1. To have a community which values racial, cultural, and religious diversity and harmony, 2. To confront and fight discrimination, 3. To help the community value and celebrate diversity, 4. To help area organizations leverage diversity to help promote economic viability and expansion in the community, 5. To improve working relationships and channels of communication between and among the various groups in the community, 6. To seek financial and other resources to reach the objectives of the team, 7. To establish effective two-way communication between the team and the community, 8. To continually educate the public on the dynamics and benefits of living in a culturally diverse community, 9. To provide diversity training and appreciation events for the community and area organizations, 10. To build relationships with area organizations that promote diversity in the community.

The participating members are: Belmond Amoco, Belmond Area Chamber, Belmond Police Department, BIDCO, City of Belmond, Eaton Corporation, Jaspersen Insurance, Ministerial Organization, Printing Services, Inc. and Unlimited Opportunities.

The team also has several other events scheduled for the remainder of 1999 which will promote diversity not only in Belmond but also in Wright County, Iowa. They have funds to be used for their own Diversity Appreciation Newsletter, Community Cultural Diversity Award Plaques and Banquet, training materials to provide appreciation training to Belmond schools and city employees, "Taste of Belmond" cultural diversity event and Belmond Job Fair at the high school gym. They also have a brochure written in Spanish.

### Iowa Civil Rights Commission

211 East Maple Street

Des Moines, Iowa 50309-1858

"Our mission is to eliminate discrimination in Iowa."

[www.state.ia.us/government/crc](http://www.state.ia.us/government/crc)

## FOLLOW UP TO DES MOINES REGISTER AUGUST 27TH ARTICLE ON MARSHALL CO.

The article related two alleged incidents of discrimination. One allegation was that a Toledo officer talked about "napalming" the settlement. The other allegation was that an off duty Tama police officer acted more harshly toward a Meskwaki youth and unnecessarily pointed a gun at a Hispanic youth.

Tama County Sheriff Mike Richardson, who is part of the diversity team, says he was not contacted by Meskwaki Settlement about alleged discrimination by Tama and Toledo police. He started an investigation upon receiving a call from the U.S. Attorney's office, which was his first notice that the allegations had been made. No one from the settlement contacted his office.

Toledo Police Chief Wayne Martin reported the facts in the article were misinterpreted. He stated the Register never contacted him before they ran the article. An officer made an inappropriate illustration when trying to correct the trashing of Toledo Heights Park. The comment was taken out of context. The officer would never think of actually doing such a thing.

Tama Police Chief Rod McCool said there was no off duty officer involved and Tama officers were called to transport juveniles to the sheriff's office.

A meeting was held to help re-open community dialogue. All persons involved became more aware of communication and how to handle future incidents.

# Civil Rights Award Winners

Civil Rights Award winners have been announced by the Friends of Iowa Civil Rights, Inc. The awards are given annually to individuals and groups who have made a significant contribution to civil rights in Iowa in the past two years. The awards were presented at the Friends' banquet on October 14, 1999, at the Des Moines Botanical Center.

The winners are as follows: *Individuals*: Royce Barnum, Sioux City, Ed O'Leary, Fort Dodge, and Sylvia Tijerina, Des Moines; *Education*: The Cedar Valley Diversity Appreciation Team; *Community Groups*: Des Moines Diversity Chorus, and St. Mark Community Center, Dubuque. Many of these individuals and groups have been involved in advancing the work of the Diversity Appreciation Teams around the state. Congratulations to all!

### ***Hate Will Not Be Permitted or Promoted in Cedar Rapids***

Boxed statements are from the response Cedar Rapids Human Rights Commission and citizens made to Matt Hale's document of hate called "FACTS that the Government and the Media Don't Want You To Know." Children were used to deliver Hale's material.

## Team Diversity

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