

Racial and Cultural Diversity Commission  
*Education Committee*  
*2006*  
*Annual Report*



500 West Markham Street, Room 220 W  
Little Rock, AR 72201

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## Introduction

The Education Committee of the Racial and Cultural Diversity Commission set as a priority in 2003, to establish permanent Diversity Councils in all high schools in Pulaski County, pursuant to our mission: “to assist educational institutions in central Arkansas with the sharing of information and working together on initiatives to promote positive race relations and to develop an understanding of other cultures.” We strongly believe that school-based Diversity Councils, broadly supported and effectively implemented, are a viable strategy to move us toward the accomplishment of that mission.

Diversity Councils are designed to empower students through leadership development and advocacy, to work collaboratively within their school and communities to improve awareness and understanding of racial and cultural differences, commonalities and, more importantly, an appreciation of our interconnectedness, regardless of our differences.

Since 2003, the Education Committee has assisted seven Pulaski County high schools in organizing active Diversity Councils. All seven have received a Charter from the Racial and Cultural Diversity Commission that officially recognizes the school’s Diversity Council, as having met all requirements to operate under the auspices of the Commission.

In 2006 and 2007, the Education Committee received a \$72,000 grant award from the Arkansas Department of Education to support the expansion and maintenance of school-based Diversity Councils throughout Pulaski County. The funding enabled the Committee to recruit and hire a part-time Diversity Education Coordinator to: 1) provide support and resources to the Diversity Councils, 2) develop a website to educate students and the community about diversity issues, 2) enhance open and two-way communication between and among the Councils and the Education Committee, and 4) assist the Commission and staff in implementing a range of community-based activities that include the annual *WorldFest* and the *Keepin’ It Real* Conference that is planned by and for student Diversity Council members.

This Annual Report identifies the goals set by the Education Committee for the 2006 fiscal year, the benchmarks for success and the extent to which these benchmarks were achieved. It will also document the extent to which we have been good stewards of all financial resources received and whether we have remained true to our mission of being untiring advocates of racial and cultural understanding throughout our city, county and state.

It is our belief, that school-based Diversity Councils present us with a unique opportunity to create a “culture of caring and brotherhood” within our schools that will inevitably spill over into our homes, communities and beyond, thereby enriching and transforming the quality of life for all citizens.

**City of Little Rock Racial & Cultural Diversity Commission**

**City of Little Rock Racial & Cultural Diversity Education Committee**

**City of Little Rock Racial & Cultural Diversity Youth Advisory Committee (YAC)**

**High School Youth Diversity Councils as Affiliate Chapters**

**YAC = maximum of 4 students per school  
Advisors = maximum of 3 adults**

	<b>North Pulaski-PCSSD</b>		<b>Central High-LRSD</b>		<b>Mt. St. Mary Academy</b>
	<b>Mills-PCSSD</b>		<b>Hall- LRSD</b>		<b>Pulaski Academy</b>
	<b>NLR West Campus- NLR</b>		<b>Robinson-PCSSD</b>		

## Racial and Cultural Diversity Commission

The seeds for the Racial and Cultural Diversity Commission were planted in the fertile ground of the City's FUTURE-Little Rock program in 1974 and continue through the Vision Little Rock process to examine typical city concerns – crime, education and racism. Race relations kept surfacing as an obstacle to achieving goals in each of these task force areas. Race relations were identified as the second most important area needing the city's attention by the FUTURE – Little Rock program and sixth as a priority for city concerns by the Vision Little Rock process.

The Commission believes it is vital to focus energy on two fronts concurrently:

- (1). Education to transform individual attitudes and behaviors of prejudice and racism.
- (2). Institutional change with regard to empowering institutions to dismantle racism, and to valuing and utilizing diversity. These two approaches must be integrated to produce a community that truly reflects racial and cultural harmony.

**Mission** - The Commission dedicates itself to dismantling racism and reducing prejudice within the City of Little Rock, through modeling, education, mediation and policy development.

**Goals** - To ensure that Little Rock's institutions will be free of policies, procedures and practices, which encourage, support or perpetuate racism; to promote attitudes free of ideas, rooted in fear and ignorance, that devalue people and prevent understanding, respect and acceptance of diversity.



**Logo** - The logo is itself a beacon of hope and its significance speaks to the importance of unity among our different cultures and races. At the core, we are all part of the same human family. From that core, we separate into many directions of diversity, each being of equal value. That diversity then feeds back into the center, giving us strength and richness, thus the arrows simultaneously flow inward and radiate outward. The colors of the logo include red, which signifies conflict, fading to purple to reflect the awakening of the possibilities for resolution. Finally, the hues blend to the point of calmness and final resolution reflected by shades of blue.

## Racial and Cultural Diversity Commission Education Committee

**Purpose:** To assist educational institutions in Pulaski County with the sharing of information and working together on initiatives to promote positive race relations and to develop an understanding of other cultures.

**Goals:** To expose faculty, staff, and students to other cultures beyond a superficial level. To insure that people from all races and cultures feel comfortable on school campuses. To move beyond bi-culturalism (African-American and white).

### 2006 Goals and Accomplishments:

- To host the *Keepin' It Real* youth Conference
- To establish (7) Diversity Councils in Central Arkansas high schools

### Racial and Cultural Diversity Initiatives

**WorldFest** is an annual event held in the fall that provides a variety of educational opportunities to children, youth and adults that visibly demonstrate how we are diverse and encourage growth in our awareness of valuing our diversity. It is an interactive multicultural event celebrating the different cultures through music, food, song and dance.

**Keepin' It Real** is organized by the RCDC Youth Advisory Committee, which is made up of students from Central Arkansas high schools. The highlight of this event is a series of workshops conducted by students discussing the racial/cultural environment at their schools and how to enhance that environment.

**Youth Advisory Committee** is an arm of the RCDC Education Committee that advises and encourages central Arkansas educators, students, and others to play a leadership role in addressing the issues of diversity and education.

**School-Based Diversity Council** is an on-going initiative that promotes inclusion at area schools with an emphasis on tolerance, unity and diversity education. Its purpose is as follows:

- To promote open, honest dialogue about diversity issues among students, faculty, staff and the administration of high schools in Pulaski County, both public and private.
- To promote interracial closeness, trust, and positive attitudes toward others of different cultural and /or ethnic background.
- To provide opportunities for personal development and leadership enhancement.
- To provide opportunities for making decisions and assuming responsibilities.

## **Racial and Cultural Diversity Commission Youth Advisory Committee (YAC)**

The school based chapters in area high schools are **Youth Diversity Councils**

**YAC's aim is to bring representative groups of students together from area schools to collectively promote better race relations among their individual student bodies and the entire school community within Pulaski County.**

### **Advisory Committee and Youth Diversity Councils**

#### **▪ Purpose:**

- Promote open, honest dialogue about diversity issues
- Promote interracial closeness, trust and positive attitudes toward others of different cultural and/or ethnic backgrounds.
- Provide opportunities for personal development and leadership skills enhancement.
- Provide opportunities for making decisions and for assuming responsibilities.

### **Advisory Committee**

#### **▪ Duties:**

- Promote racial harmony, unity, cooperation and diversity appreciation between the various ethnic, religious, and cultural groups on school campuses within Pulaski County.
- Provide a forum for representatives of various groups to meet regularly and work collectively on diverse related issues.
- Participate in the annual *Worldfest* and *Keepin' it Real* Conference sponsored by LRRCDC.
- Provide opportunities for YAC members to participate in at least 2 projects during the current school year that are not related directly to their respective school and/ or cultural group.
- Sponsor recognition events to celebrate student achievements.
- Coordinate events at individual schools.
- Provide other services as needed or desired by RCDC.

#### **▪ Membership:**

#### **The YDCAC:**

- 4 representatives appointed by the affiliate chapters in each high school.
- Serve a 2-year term
- Convene monthly to plan projects.
- Membership is open to all students willing to promote racial harmony and unity and willing to accept the by-laws for YAC.

# Youth Diversity Councils

## Goals, Activities and Accomplishments

### Hall High School

- **Goals**
  - Challenge Day
  - Talent Show
  - Skittle Days (Mix It Up lunch activity)
  - Culture Day
  - Teacher/Student Appreciation Day
  - Develop a periodical news broadcasts for the school
  
- **Activities Planned**
  - Warrior Fest
  - Skittle Day -monthly event promoting interaction among different racial and cultural groups
  - Hat Day/Article of Clothing Day (Each quarter)
  - Culture Day –quarterly event featuring culturally diverse food and clothing
  
- **Accomplishments**
  - Challenge Day
  - Talent Show

### Little Rock Central High School

- **Goals and Activities**
  - Participate in *WorldFest 2006* and *Keepin' It Real*
  - Assist and lead in “shake it up” days, where we will encourage students to sit with and associate with those who are “different”
  - Publish a monthly article in the school paper about diversity and diversity efforts at Central and the larger community
  
- **Accomplishments**
  - *Keepin' It Real*
  - *WorldFest*

## Mount St. Mary Academy

### ▪ **Goals**

- Provide opportunities for Mount students of diverse backgrounds to come together at least monthly and develop an appreciation of each other's cultures and encourage students to interact with people of different backgrounds.
- Focus on different cultures enriching America and provide educational enrichment on issues of diversity.
- Plan and host at least one workshop within the school per year for interested underclassmen.
- Network with the city-wide youth Diversity Committee sponsored by the Little Rock Racial and Cultural Diversity Commission and participate in area diversity-related events such as *WorldFest* and *Keepin' It Real* each year.

### ▪ **Activities and Accomplishments**

- The MSM Council met monthly for regular business and planning.
- The council put up a display board of famous African Americans as part of Black History month in February.
- The Council planned and presented a Diversity Workshop for 35 interested Mount students Sunday, February 12, from 9:00 to 4:00.
- The council officers and sponsor researched the possibility of doing the Locks for Love project to encourage students on our campus to let their hair grow over the next year and donate it for cancer patients.
- The council held informational meetings to explain the project to interested students. Our official day to cut hair is in April of 2007.
- Ten members sponsored and manned a "Face Painting" booth at World Fest in September.
- Fifteen members participated in the Global Village overnight experience at Heifer International in November sponsored by our chapter.
- Three YDC members were very active in meeting-sometimes weekly- to plan the *Keepin' It Real* Conference in December with 26 of our group in attendance at the event at Clear Channel Metroplex.

## North Little Rock High School West Campus

### ▪ **Goals**

- Promote cultural diversity and awareness throughout NLRHS- West Campus.
- Work within the community to create a more culturally diverse and aware society through activities such as *Keepin' It Real*, *WorldFest*, Unitown, and Walk as One.
- Connect the two high school campuses through the council by providing activities that appeal to each campus.
- Educate students, faculty, and ourselves about the effectiveness and importance of equal opportunity for all.
- Promote Unitown and *WorldFest* so that it appeals to all areas of our student body. Promote it in order to change attitudes concerning differences within our world and specifically our school.

### ▪ **Activities**

- Mix It Up Day
- *Keepin' It Real*
- Dining for Diversity
- Unitown
- Walk for Community

### ▪ **Accomplishments**

- Increased membership
- Newly involved with *Keepin' It Real*
- Involved the community in school events concerning diversity education
- Dining for Diversity: sponsorship from the community in order to continue the events that have already been established such as *Keepin' It Real* and Unitown

## North Pulaski High School

### ▪ Goals

- Build sensitivity and tolerance of cultural differences through sharing of experiences in diversity.
- Attend and help staff with the City of Little Rock's *WorldFest* celebration event, traditionally held in September of each year.
- Sponsor the "Mix it Up at Lunch" in November, encouraging students to cross traditional boundaries by sitting next to people they do not know at lunch. This is in conjunction with the national "Mix it Up at Lunch" day sponsored by Teaching Tolerance.
- Recruit and produce the annual Multicultural Awareness Assembly--- a celebration of local community's diversity and multiculturalism, designed to entertain as well as emphasize the value of diversity.
- Celebrate Cinco de Mayo around the 5<sup>th</sup> of May each year by inviting local area guitarists to entertain during lunch.
- Encourage campus-wide involvement of club members in the school events such as homecoming parades, canned food drives, etc.
- Involve students from all walks of life, across racial and socio-economic backgrounds, (from Advanced Placement to Special Needs students) to be INVOLVED and BELONG to the student body at NPHS.



## **Pulaski Academy**

### **▪ Goals**

- Help students on our campus to appreciate the value of understanding diverse cultures.
- Have three fundraisers to give to charities and/or scholarships of outstanding students who work to bridge the gaps of diversity (various volunteer projects)
- Promote diversity in a smaller setting, like the one at Pulaski Academy
- Organize a Cultural Festival to be held at Pulaski Academy to represent all of the diverse cultures of PA
- PA students to build relationships with students from other local schools
- Advisory Council members to attend all meetings at the City Hall
- Wear our Diversity Council t-shirts to all of our events
- Create our own website

### **▪ Activities and Accomplishments**

- Officer/Sponsor meetings once every week or two weeks as needed
- Meetings for all members once every two to three weeks
- Three campus fundraisers
- Participate in *WorldFest* (Won 3rd place for booth on Guatemala)
- Cultural Festival at Pulaski Academy involving various clubs and councils (i.e. Asian Club, Model United Nations of PA, etc... to represent diversity through food, clothes, music, dancing, and guest speakers)
- Attend and present at the *Keepin' It Real* Conference
- Create workshops/activities focused on diversity to be held at school during "X period" (sort of like a brief study hall) for students and faculty

## Wilbur D. Mills University Studies High School

- **Goals**

- Educate students on the reality of diversity and prejudices.
- Encourage racial and cultural tolerance.
- Get students interested in diverse cultures other than their own.



## **Keepin' it Real 2006** **Conference**

The Racial and Cultural Diversity Commission's Youth Diversity Council Advisory Committee hosted its 3<sup>rd</sup> annual *Keepin' It Real*, conference on Wednesday, December 6, 2006 from 9:00 A.M. – 1:30 P.M. at the Clear Channel Metroplex

**Target Audience:** Youth Diversity Council Members

The YAC met weekly to plan the event highlighted by student facilitated workshops.

### **Workshop Descriptions**

**Communication-** students learned about sign language, appearance in different cultures, how appearance affects judgment, and how to react to those differences.

**Cultural Exchange-** students explored religions from around the world.

**Isms-** students learned how discrimination digs much deeper than race.

**Perception & Paradigms-** students analyzed how stereotypes influence perception about race, gender, religion and culture.

**Attendance:** 120 students/sponsors attended the event

**Schools Represented:** Hall High School  
Little Rock Central High School  
Mt. St. Mary's Academy  
North Little Rock West Campus  
North Pulaski High School  
Pulaski Academy  
Robinson High School  
W.D. Mills High School

**Program Participants:** Dr. Ken James, Arkansas Department of Education  
Mr. Dewayne Noble, NLR High School  
Dr. Walter Nunn, RCDC  
Mrs. Spirit Trickey-Rowan, RCDC  
Evan Rogers, Just Communities of Arkansas  
Tranette Walker, Just Communities of Arkansas  
Annette Fry, Just Communities of Arkansas  
Jerry Garner, Student, Mills High School  
Amanjit Sign, Student, NLR West Campus  
Sana Mohsin, Student, Pulaski Academy

**Sponsors:**

Arkansas Department of Education  
City of LR Racial and Cultural Diversity Commission  
Clear Channel

**Other Contributors:**

PepsiAmericas	(drinks)
Little Rock Zoo	(post cards)
Domino's Pizza	(discounted rate)
LRCVB	(bags)
Arvest	(post-its)



## **Keepin' it Real 2006** **Post Meeting Report**

The students met on December 11<sup>th</sup> to evaluate the success of *Keepin' it Real*. Overall the students felt that the conference was great. Some of the responses are quoted below.

“The purpose of *Keepin' It Real* is to let students know what's going on in the world in there surroundings. We encourage them to stand up and be the difference in our world. The goal is to stop racism, perceptions and dislike of different cultures, and not accepting other religions...etc...My favorite part of the *Keepin' It Real* was bonding with other students from other schools and knowing that we all were there to make a difference” Donell Wolfe, North Pulaski Youth Advisory Council

“The part I liked the best was the communication sessions; the part that stood out the most to me was the student answers about their own personal impacts from the sessions” Justin Bryant, Hall High School Youth Advisory Council

“I did have a good time at *Keepin' It Real*...I worked the religion workshop, where we discussed different religions and cleared up any stereotypes or generalizations people may have about the four major world religions....I have to say that I don't think our workshop was the favorite during *Keepin' It Real*, but it was interesting....I think that [sharing first impressions] sounded very meaningful and gave people a hands on experience as to what generalizations or stereotypes may pop into their head, that they didn't even know was there” Dustin Davis, Pulaski Academy Youth Advisory Council

Some of the items listed as “keepers” are as follows:

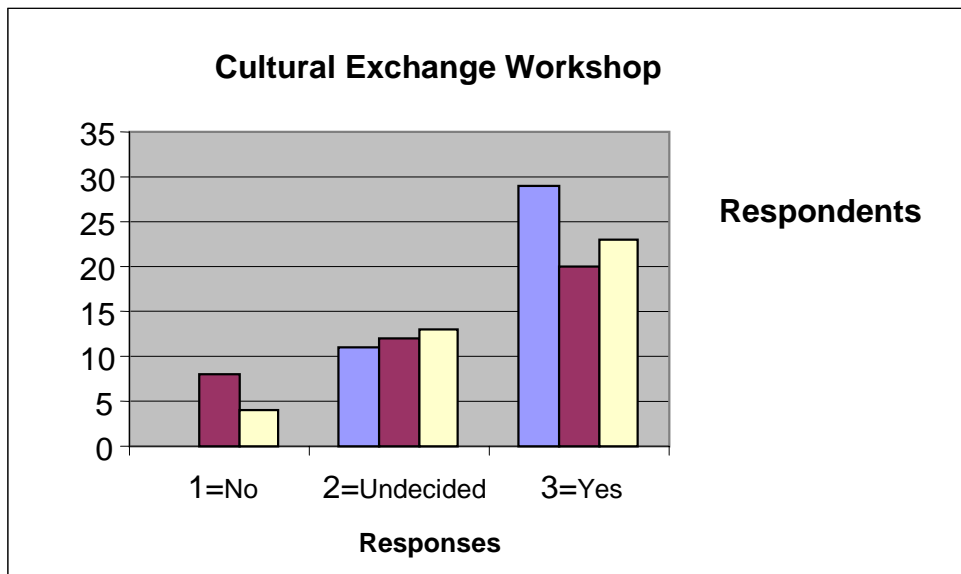
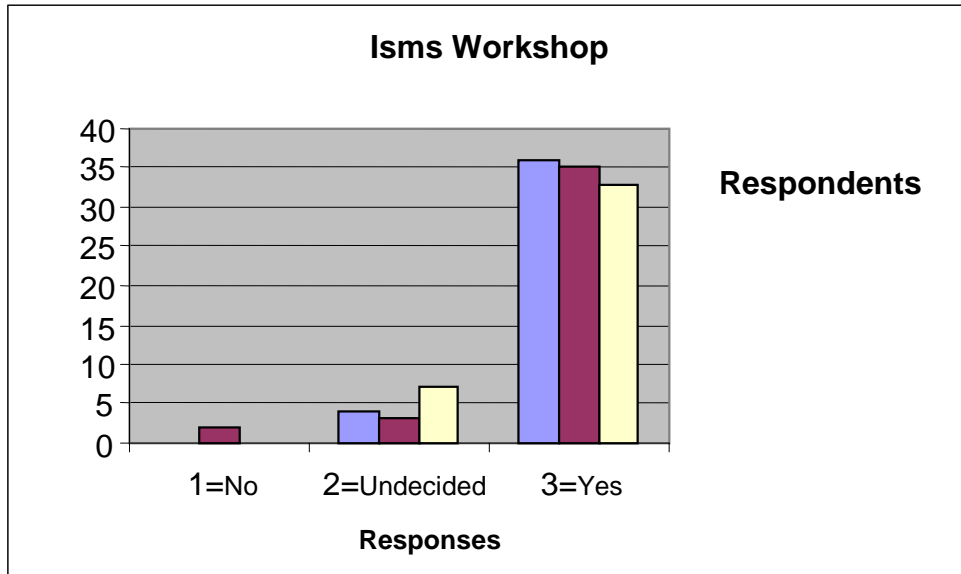
<b>Energy</b>	<b>Food</b>	<b>Music</b>	<b>Goody bags</b>
Small groups	Mixing of groups	Name tags	T-shirts
Lanyards	Interactive workshops	Student led workshops	Diversity among students

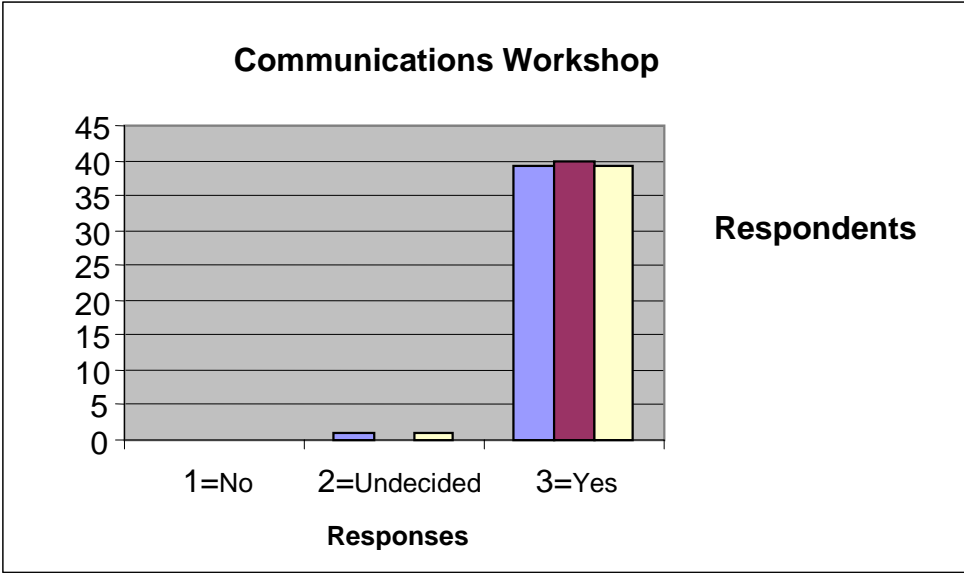
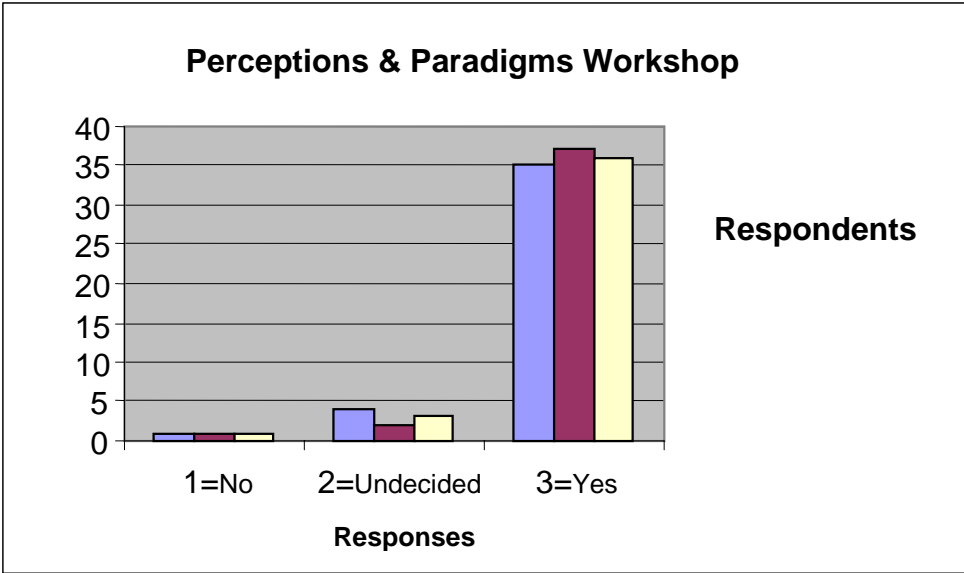
The students also submitted the following suggestions for improvement:

<b>Time Management</b>	<b>More meetings with presentation group</b>	<b>Workshops sorted entirely by colors</b>	<b>Info session for panelists</b>
End with more motivation for YDCs	Involve other schools	Incorporate YDCs on lanyards	Secure videographer

## Keepin' it Real 2006 Workshop Evaluation

Each student received a form that allowed him or her to evaluate each workshop individually. Forty students returned completed evaluations. The results are reflected on the graphs below.





- Was the information educational?
- Was the information clear?
- Will you use this information?

## Meeting Dates for 2007

<b>Youth Advisory Committee</b>	<b>Education Committee</b>
<p style="text-align: center;">January 8, 2007</p> <p style="text-align: center;">February 12, 2007</p> <p style="text-align: center;">March 12, 2007</p> <p style="text-align: center;">April 9, 2007</p> <p style="text-align: center;">May 14, 2007</p> <p style="text-align: center;">June &amp; July – Summer Vacation</p> <p style="text-align: center;">August 13, 2007</p> <p style="text-align: center;">September 10, 2007</p> <p style="text-align: center;">October 8, 2007</p> <p style="text-align: center;">November 13, 2007</p> <p style="text-align: center;">December 11, 2007</p>	<p style="text-align: center;">January 17, 2007</p> <p style="text-align: center;">February 21, 2007</p> <p style="text-align: center;">March 21, 2007</p> <p style="text-align: center;">April 18, 2007</p> <p style="text-align: center;">May 16, 2007</p> <p style="text-align: center;">June 20, 2007</p> <p style="text-align: center;">July 18, 2007</p> <p style="text-align: center;">August 15, 2007</p> <p style="text-align: center;">September 19, 2007</p> <p style="text-align: center;">October 17, 2007</p> <p style="text-align: center;">November 21, 2007</p> <p style="text-align: center;">December 19, 2007</p>
<p style="text-align: center;">The YAC meets on the second Monday of each month at 5:30 p.m., in Testing Room 230w City Hall, 500 West Markham, unless noted otherwise.</p>	<p style="text-align: center;">The Education Committee meets on the third Wednesday of each month at 3:30 p.m., in Community Programs Conference Room, 500 W. Markham, Suite 220W City Hall, unless noted otherwise.</p>

## **Education Committee Members**

**Ms. Carolyn Chalmers, Mount Saint Mary Academy**

**Ms. Youmna El-Sabaa, Heifer International**

**Ms. Jo Evelyn Elston, Little Rock School District**

**Ms. Carlette Henderson, Executive Director, RCDC**

**Mr. Fredrick Love, RCDC Commissioner**

**Dr. Walter Nunn, Chair, RCDC Commissioner**

**Ms. Gracia Stroud, Pulaski County School District**

**Ms. Spirit Trickey, RCDC Commissioner**

## Youth Advisory Council Members

Bailey	Rachel	Mount St. Mary Academy
Barr	Alleace	Mills High School
Brooks	James	Mills High School
Brooks	Staci	Mills High School
Bryant	Justin	Hall High
Burnett	Tamika	North Pulaski
Carney	Kylee	North Pulaski
Dailey	Derick	North Little Rock (West Campus)
Davis	Dustin	Pulaski Academy
Dorn	Justin	North Pulaski
Doyne	Kayla	Mills High School
Green	Johnathon	Little Rock Central
Herndez	Lilia	Mount St. Mary Academy
Ibrahim	Hanna	Pulaski Academy
Lamb	Elena	Little Rock Central
Land	Marshalluna	North Little Rock (West Campus)
Luster	Angelica	Little Rock Central
Orange	Sheldon	Robinson High School
Phan	Claudia	Mount St. Mary Academy
Pierini	Mirelle	Mount. St. Mary
Price	Temple	Hall High
Ravendran	Sabrina	Mount St. Mary Academy
Reynolds	Andrew	Robinson High School
Riggs	Patrick	Little Rock Central
Riley	Kelsey	North Little Rock (West Campus)
Servin	Gabriela	Hall High
Shearer	Michelle	Robinson High School
Swaim	Matthew	Pulaski Academy
Topich	Nicole	Pulaski Academy
Tran	Julie	North Little Rock (West Campus)
Uzuh	Shamber	Robinson High School
Wharton	William	Mills High School
Wolfe	Donyell	North Pulaski
Yeun	Brian	Pulaski Academy

## 2006 Expenses

Purpose	Expense
Initial Budget	72,000.00 USD
2006 Instruction Services	8255.00 USD
2006 General Supplies and Materials	847.73 USD
2006 Meeting Supplies	473.26 USD
2006 Conference Expenses	8359.09 USD
<b>2006 Expenses: Total</b>	<b>17935.08 USD</b>

