

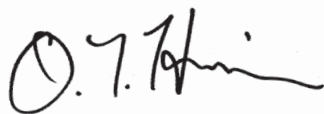
Transmittal Letter to Congress

To the Senate and House of Representatives of the United States of America in Congress Assembled:

With this statement, I hereby transmit a report on the activities of the Community Relations Service (CRS) of the U.S. Department of Justice for Fiscal Year 2009. This report is required by Section 100 of the Civil Rights Act of 1964 (P.L. 88-352), and by Reorganization Plan No. 1 of 1966, as revised by 28 C.F.R. 0.30(b).

This report describes CRS' conflict resolution activities, so that Members of Congress may assess its performance in executing its statutory mandate.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "O. T. Harris", is written over a light gray rectangular background.

Ondray T. Harris
Director

America's Peacemaker

Community Relations Service

U.S. Department of Justice



Annual Report Fiscal Year 2009

www.usdoj.gov/crs

CONGRESSIONAL NOTIFICATION

The Commerce, Justice, State, Judiciary, and Related Agencies Appropriations Conference Report for fiscal year 1999 included Congressional notification requirements for CRS. The report stated:

Close coordination between the Administration and Congress could help stabilize racially motivated local incidents. As the people's body, Congress must be kept informed when the Administration responds to a domestic crisis. Therefore, the Attorney General is directed to notify the relevant committees whenever requests by local officials prompt the deployment of CRS personnel to mediate conflict.

Whenever CRS mediators conducted violence prevention and conflict resolution activities in fiscal year 2009, CRS notified the two U.S. Senators of the State where the conflict occurred, the U.S. Representative of the affected Congressional district, and Senate and House Appropriations Committee staff members. CRS continues to provide notification to these members.

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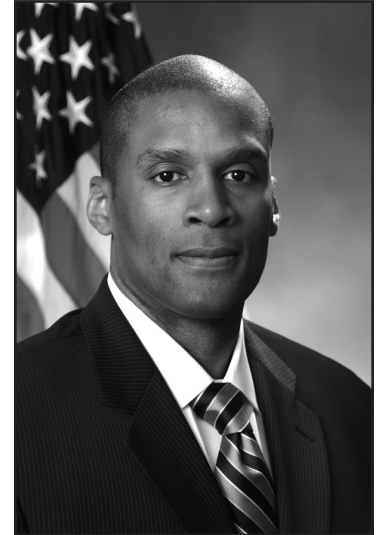
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FUNCTIONS OF THE SERVICE

“It shall be the function of the Service to provide assistance to communities and persons therein in resolving disputes, disagreements, or difficulties relating to the discriminatory practices based on race, color, or national origin which impair the rights of persons in such communities under the Constitution or laws of the United States or which affect or may affect interstate commerce. The Service may offer its services in cases of such disputes, disagreements, or difficulties whenever, in its judgment, peaceful relations among the citizens of the community involved are threatened thereby. Further, CRS may offer its services either upon its own motion or upon the request of an appropriate State or local official or other interested person.” (42 U.S.C. 2000g-1)

FOREWORD

It is my honor to submit to the Congress of the United States of America the U.S. Department of Justice's Community Relations Service (CRS) Annual Report for Fiscal Year 2009. The Community Relations Service responded to hundreds of conflicts based on race, color, or national origin in American communities in 2009. Community racial conflict remains at the forefront of national attention in the aftermath of conflicts at schools across our country. Our work in schools has increased significantly following these events, and our Agency's involvement has helped restore peace. Public awareness and reporting of incidents provide a greater opportunity for CRS to offer services to address community racial tensions in schools across America. Moreover, allegations of excessive use of police force against and perceived racial profiling of minorities nationwide have increased racial tension in communities experiencing significant demographic shifts. The work of CRS continues to make a difference in communities experiencing racial and cultural growing pains as a result of these changes. The work that we do helps to resolve disputes and prevent violence that often divides neighborhoods, diminishes the effectiveness of schools, and stunts the capacity of communities to reach their full potential and effectively serve the people.



The work that CRS has done this fiscal year, and our work yet to come, will continue to assist communities in addressing race, color, and national origin based conflicts. CRS works with communities to enhance their abilities to develop mechanisms, with their particular needs as first and foremost, such as human relations commissions, community police advisory boards, and other self-sustaining partnerships which assist in decreasing tensions in communities. The goal of the Community Relations Service is to help communities prevent conflict from occurring and to equip communities to manage conflicts should they occur in the future.

Respectfully submitted,

A handwritten signature in black ink, which appears to read "O. T. Harris". The signature is fluid and cursive.

Ondray T. Harris
Director

SUMMARY OF FISCAL YEAR 2009 ACTIVITIES

Overview of CRS Activities

In Fiscal Year 2009, CRS was called upon by Federal, State, and local community leaders and government officials to address conflicts based on race, color, and national origin. These conflicts ranged from disparity of treatment allegations in local school systems to issues pertaining to hate incidents and hate crimes. CRS worked with community members from diverse racial, ethnic, and national origin backgrounds, including African Americans, Hispanic Americans, Asian Americans, Muslim Americans, Sikh Americans, and many other groups to address conflicts occurring in their communities. CRS facilitated dialogues, conducted mediations, and provided conciliation services in these matters. CRS provided training to law enforcement personnel, U.S. and District Attorneys, school administrators, Department of Homeland Security's Transportation Security Administration personnel, and other parties throughout the country. CRS assisted local communities to equip them to effectively and independently resolve conflict based on race, color, and national origin. The major areas in which CRS offered its services are administration of justice, education, and general community relations.

Administration of Justice

In Fiscal Year 2009, the largest numbers of administration of justice cases resulted from hate crimes and incidents, conflict over hate group activity, police-community relations conflicts, allegations of bias-based policing and racial profiling, conflicts stemming from police use of force and allegations of police misconduct. CRS provided conflict resolution and mediation services, cultural diversity training, and technical assistance to address these conflicts. CRS services to law enforcement included the following cases described in this report which are representative of the Service's work.

Education

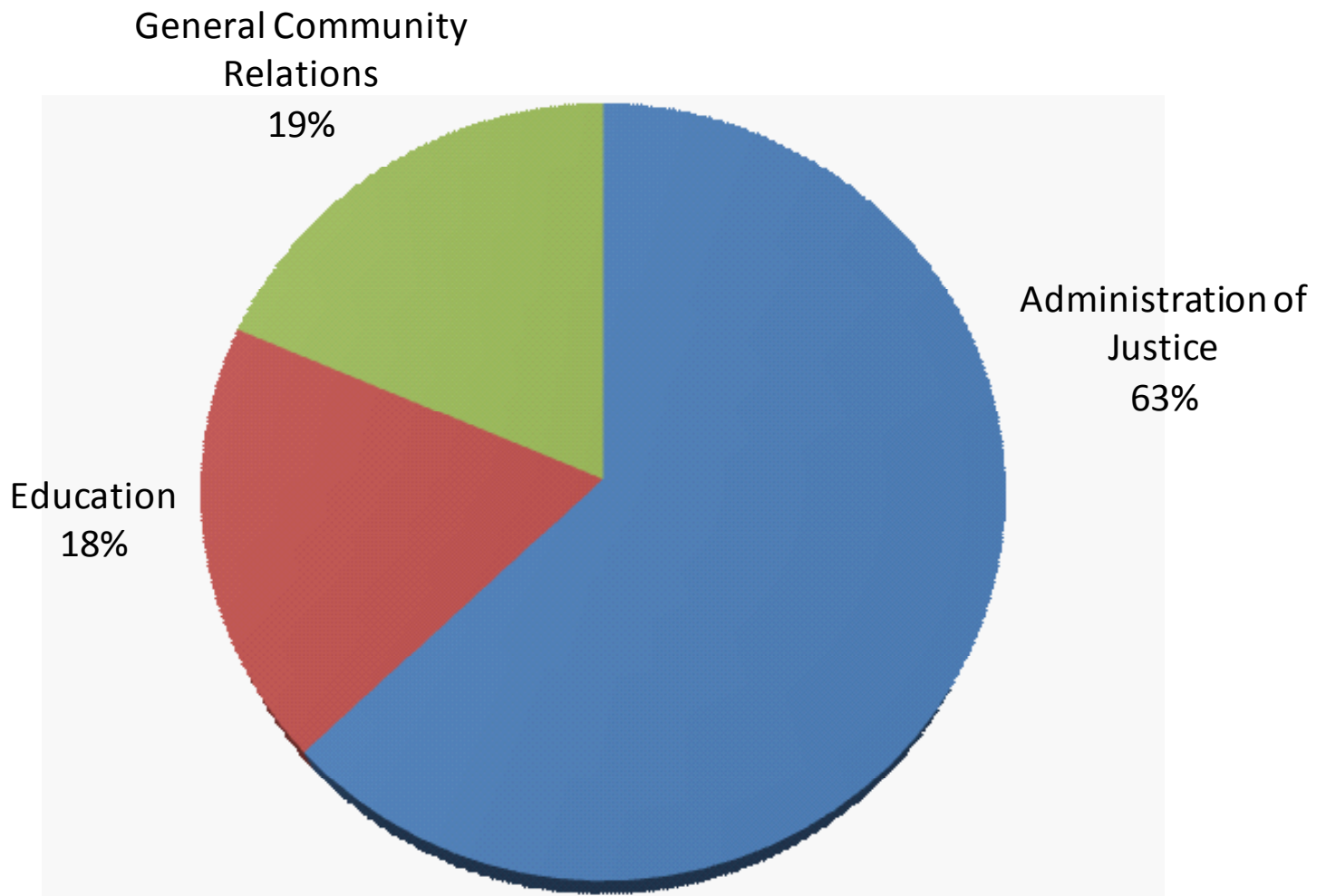
In Fiscal Year 2009, most education cases resulted from conflicts over disparities in treatment or educational opportunities based on race, color, or national origin. There were also significant student racial conflicts in schools—primarily middle schools and high schools. Some of these received significant media attention and raised community-wide tensions. A racial incident in the small, rural community of Jena, Louisiana, remains a top news story three years later after national civil rights leaders conducted a rally and march in support of six Black students of Jena High School. The reports of the national media on racial issues still present after the Jena incident resulted in increased CRS education cases.

CRS provided conflict-resolution and mediation services to address community conflicts at schools and universities. CRS services to schools included the following cases described in this report which are representative of the Service's work.

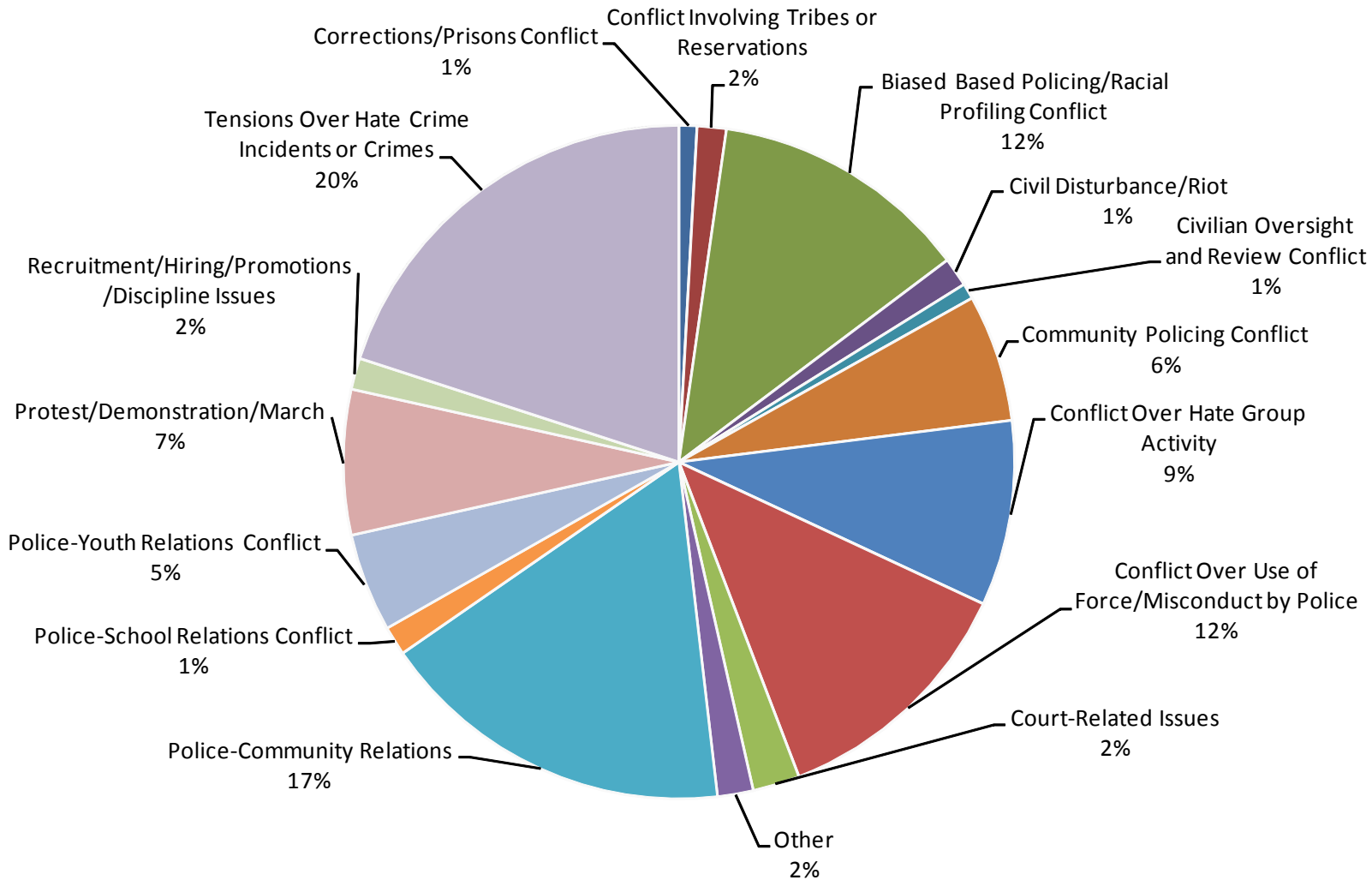
General Community Relations

In Fiscal Year 2009, the largest number of general community relations cases resulted from conflicts arising from demographic changes, conflicts resulting from immigration, and conflicts over disparities of and access to public services. CRS services in the area of general community relations included the following cases described in this report which are representative of the Service's work. Often these cases emerge in disputes between communities and law enforcement, hate incidents, racial conflict in schools, or in transportation security screening complaints. There were also a number of cases involving American Indians and the communities bordering American Indian reservations.

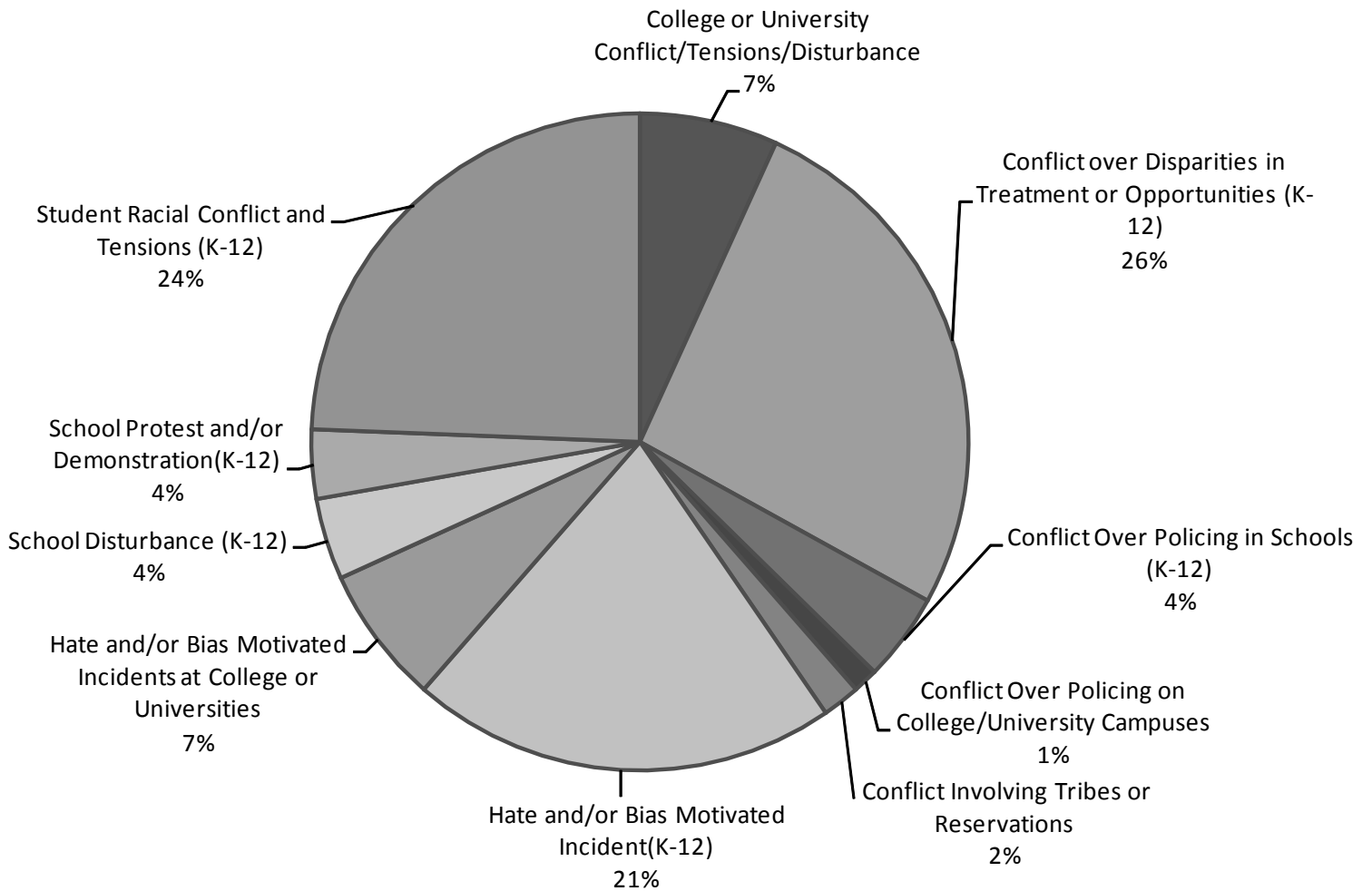
MAJOR ISSUES IN CRS CASEWORK FISCAL YEAR 2009



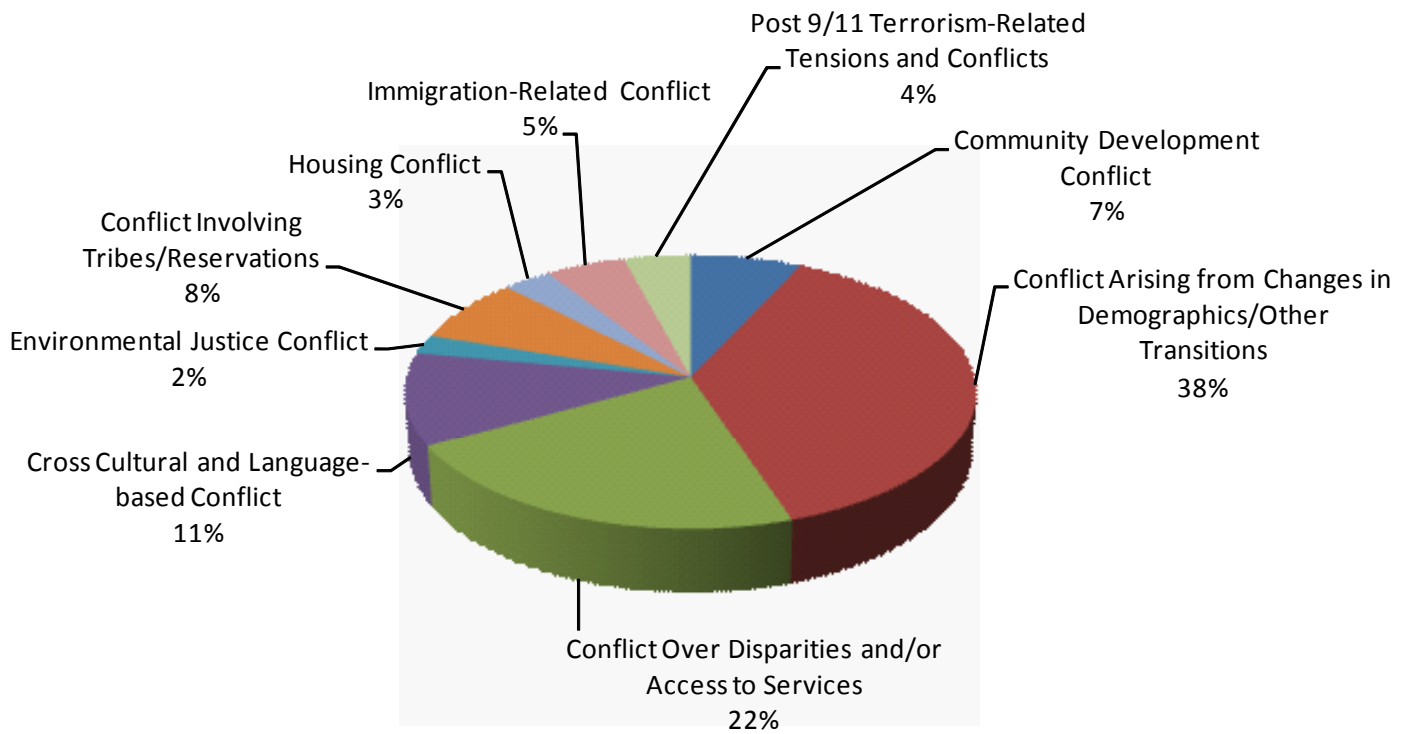
ADMINISTRATION OF JUSTICE



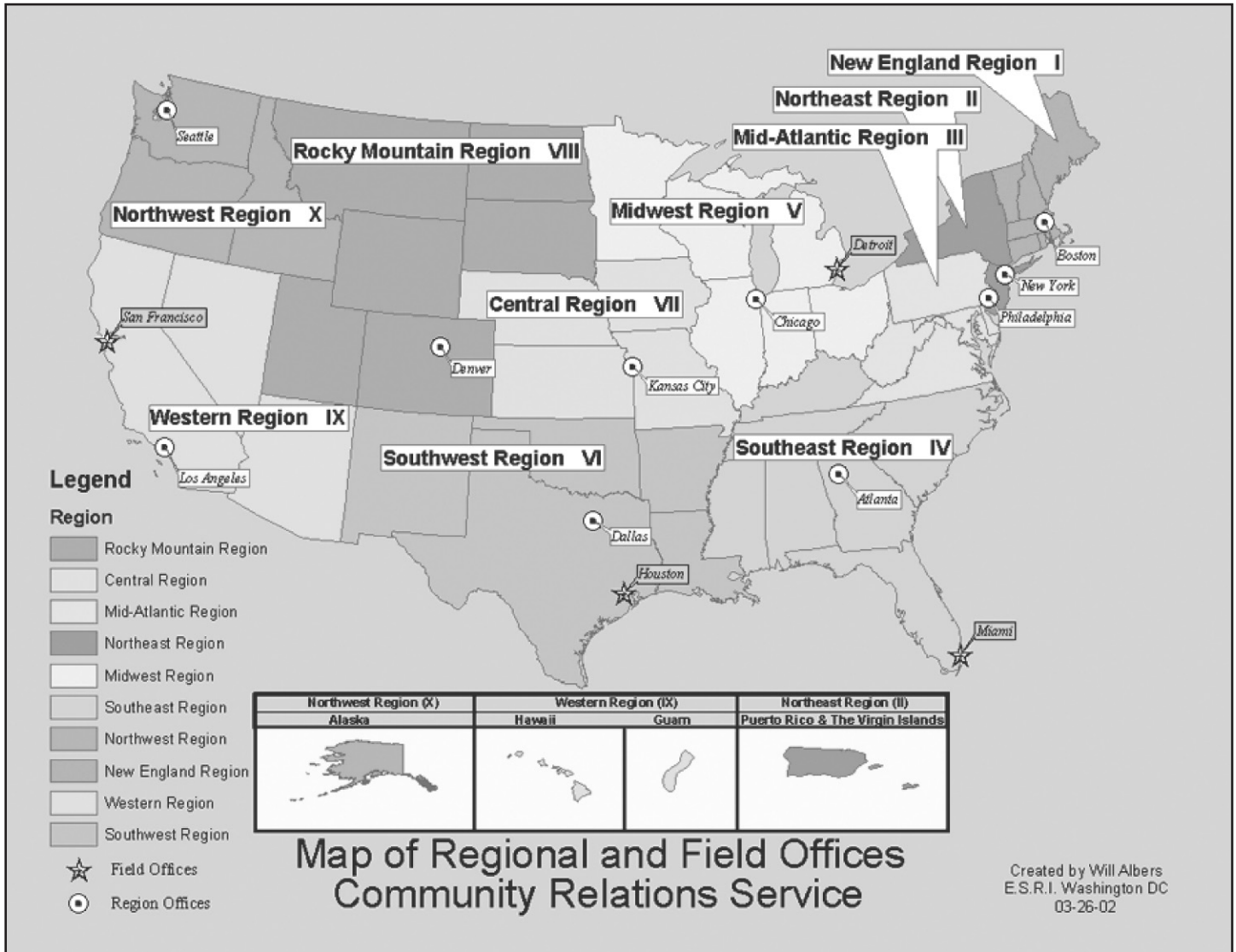
EDUCATION



GENERAL COMMUNITY RELATIONS



MAP OF CRS REGIONAL OFFICES AND SERVICE AREAS



REGIONAL REPORTS

REGION 1 – NEW ENGLAND

Serving Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont

Fair Haven, Connecticut

In June 2009, CRS facilitated a mediation between Hispanic residents and town officials of Fair Haven, Connecticut. Tensions were heightened due to ongoing allegations of police harassment of Hispanic residents and business owners. Incidents that contributed to these heightened tensions included the arrest of a priest for interfering with a police officer and creating a public disturbance. The priest had entered a local Hispanic-owned business to videotape alleged police harassment and racial profiling of Hispanic residents in the town.

Throughout May, CRS conducted pre-mediation and mediation sessions with concerned community members, local law enforcement, and government officials. The parties agreed that the Mayor would meet on a regular basis with representatives of the Concerned Latino Residents of East Haven. The Police Chief agreed to have an “open door” policy to the same community group. The town agreed to continue to promote appreciation of ethnic diversity and facilitate communication between the minority residents and town officials. The parties also agreed to bridge racial and ethnic differences through cultural programs and education and to coordinate with CRS for cultural awareness dialogues and other related programs. The mediated agreement was signed in June 2009.

Mashpee, Massachusetts

In January 2009, CRS conducted a Cultural Awareness and Competency Program for educators at a high school in Mashpee, Massachusetts. CRS assistance was requested

by representatives of the Mashpee Native American Tribe, who alleged unfair educational treatment of American Indian children in the local school system. American Indian students in the schools were being suspended more frequently than other students, and there were also reports of some teachers making disparaging remarks to the Mashpee students. The program was attended by teachers and school administrators who openly praised the results.

Orono, Maine

In May 2009, CRS conducted a Cultural Awareness and Competency Program at the University of Maine. Officials from the University requested CRS assistance in addressing concerns raised by minority students. The students, mostly African American, alleged racial profiling, harassment, and discrimination by some members of the faculty and unfair treatment by local police. The university is located in a small community that is over 90% Caucasian, which reportedly fuels the feelings of isolation felt by the minority students. The successful Cultural Awareness program was conducted with university police, area law enforcement, students, and representatives from community groups and civil rights organizations.

Nashua, New Hampshire

In December 2008, CRS conducted a S.P.I.R.I.T. (Student Problem Identification and Resolution of Issues Together) program at a high school in Nashua, following a request for assistance by school administrators. Tensions in the school were high between Caucasian and Hispanic students due to reported unease over the Hispanic students’ frequent display of the flags of their respective Latin American countries. Over 100 students attended the S.P.I.R.I.T, which was so well-received that the school created a SPIRIT Leadership Council to implement some of the recommendations raised during the program. Additionally, due to the positive outcome, school officials

requested that CRS conduct a Cultural Awareness and Competency Program to faculty in January of 2009.

REGION 2 – NORTHEAST AND CARIBBEAN

Serving New Jersey, New York, Puerto Rico, and the U.S. Virgin Islands

New York, New York

In February 2009, CRS was on-site for a protest outside the Manhattan office of *The New York Post*, where approximately 1,100 protestors declared a boycott on the publication. The protest came after the newspaper ran a political cartoon showing two NYPD officers over a dead chimpanzee with the caption that implied the chimpanzee was President Barack Obama. Anger and concern over the cartoon catapulted into high media coverage with civil rights and community leaders demanding an apology and threatening protests and boycotts. The representation of the chimpanzee was perceived by African American leaders as grossly stereotypical and another in a long line of historically dehumanizing portrayals of that race in America. The Rev. Al Sharpton's National Action Network organized the protest. CRS trained all participants in safety contingency planning and provided technical assistance with the protest logistics in order to ensure a peaceful demonstration.

During the event, CRS provided on-site conciliation between law enforcement and protest participants. The crowd was described as "angry, but controlled," and the media coverage was high. Participants ranged from national civil rights activists and local elected officials, to African American celebrities. Due in part to CRS' involvement, the event was peaceful, and no arrests were made.

Salamanca, New York

In July 2009, CRS presented its American Indians 101 Training Program for State Park Police officers and New York State Troopers in Western New York. This training came after allegations that the officers made derogatory comments over police radios when responding to police calls for service on the Seneca Reservation. It was reported that these comments and slurs were overhead by Seneca Nation Tribal Marshals. The effect on the community was strong, as the relations between law enforcement and tribal residents were historically strained. The training focused on increasing cultural awareness and understanding of the Seneca Nation.

Staten Island, NY

In November 2008, CRS facilitated a dialogue with the Latino community, civil rights advocates, and business owners on Staten Island and provided its Hate Crimes Training. Tensions in the community were very high after a Caucasian male drove his pick-up truck through three Latino-owned stores in a local business district. He allegedly targeted the businesses because the owners were Latino. Following his arrest, he was released on bail and reportedly continued to drive by the businesses shouting threats. Charged with a hate crime, he is awaiting indictment. The community had experienced previous hate and bias incidents, in which Latino community members were beaten and two were killed. Allegations of police excessive use of force against African American community members further escalated tension and increased the need for dialogue and training in the community.

In December 2008, CRS facilitated a community dialogue with African American and Latino community leaders and representatives from local law enforcement to address all of these concerns. CRS conducted a hate crimes summit and provided the keynote speech at the Fifth Annual Anti-Bias Solution Making Summit on Staten Island, an event facilitated with the U.S. Attorney's office, as well as local and state officials.

Also in December 2008, CRS responded to a request for assistance from EyeOpeners against Racial Violence,

a youth self-initiated empowerment organization, to respond to hate crimes and racial strife amongst youth in Staten Island. They asked for assistance and guidance in planning an Inaugural Day Youth Summit at a local high school.

Fanwood, New Jersey

In June 2009, CRS facilitated a dialogue with community leaders, clergy, law enforcement, and local officials in response to an incident where alleged hate fliers were distributed to various homes in the community. Fanwood is a predominantly Caucasian community, and the fliers read, "Enough is enough! Stop minority, non-white crime now!"

After the distribution of the alleged hate literature, the Fanwood Mayor asked the county prosecutor to investigate the situation, calling the authors of the flier "cowards and bigots." As tensions in the town increased, the Mayor received hate mail and telephone threats, and African American community members feared for their safety as well. Additionally, after the initial incident, students allegedly burned a swastika into the soccer field at a local high school.

Suggestions from the community dialogue included continuing the racial discussion in small groups and forming a human relations council to address alleged hate and bias incidents in the town.

Long Island, New York

In November 2008, CRS was on-site at the "Stop the Hate against Latinos" candlelight vigil and protest in Patchogue, Long Island, New York. The vigil was in response to the alleged hate crime where an Ecuadorian male was beaten and killed by seven Caucasian teenage boys. The boys allegedly belonged to a group called the Caucasian Club and had reportedly driven around looking for Hispanics to beat up.

CRS coordinated on-site with local law enforcement,

event organizers, city and state officials, and community leaders. CRS also provided conciliation services and monitored community tensions at the event. Approximately 850 people attended, including elected officials, the Ecuadorian Ambassador to the United States, Latin American dignitaries, and Hispanic community civil rights advocates and activists.

In December 2008, CRS was on-site for a rally at the County Legislature Building to protest this and other alleged hate crimes against Hispanics throughout Long Island. CRS assistance was then requested by the New York State Human Rights Division to coordinate a community leadership dialogue, which was attended by state and local elected officials, clergy members, youth service agencies, the local human rights commission, community residents, school officials, and local high school students.

In February 2009, CRS facilitated a community dialogue between community residents and the legislature in response to a community request for policy changes in Suffolk County. As a result, the local community was the first on Long Island to adopt a civility code as a referendum.

Sloatsburg, New York

In April 2009, CRS provided guidance and technical assistance to Sloatsburg school officials after escalating tensions following the alleged assault of a Latino teen by five Caucasian teens. Reportedly, the alleged suspects shouted "White Power!" while kicking and punching the victim. Following the incident, rumors circulated around the school about possible retaliation by local Hispanic gangs. CRS assisted with the development of a future school bias and racially motivated incident policy that was implemented in September 2009. CRS also provided technical assistance with the implementation of a lesson plan addressing bias incidents and highlighting educational resources for embracing diversity. The lesson plan was well received, and school administrators allotted openings for staff for a diversity curriculum development.

Brooklyn, New York

In December 2008, CRS was on-site to provide technical assistance and conciliation services to community organizers and law enforcement at a protest march and vigil in Brooklyn. The event was in response to an alleged hate-crime homicide death of an Ecuadorian man. Reportedly, three African American men yelled racial slurs and beat him so severely that he was in a vegetative state. He later died from his injuries. CRS facilitated communication between law enforcement and the event organizers and assisted with pre-event logistics and contingency planning to ensure a safe and incident-free march. The large crowd numbered at over 800 participants.

In the following months, CRS provided guidance and technical assistance to Make the Road and other Brooklyn community-based organizations with the development and planning of a community-sponsored Hate Crimes Forum, which was held in April 2009. CRS facilitated the forum and led a community dialogue in its aftermath.

REGION 3 – MID-ATLANTIC

Serving the District of Columbia, Delaware, Maryland, Pennsylvania, Virginia, and West Virginia

Mount Pocono, Pennsylvania

In October 2008, CRS conducted its first joint police-community training component on “Cultural Competency and Police Community Professionalism.” This came after the Pennsylvania State Human Relations Commission notified CRS that minority residents alleged that local police racially profiled African American youths at a local fair. They claimed that law enforcement used excessive force, such as tasers and mace, to arrest African American youths without reason, fueling minority racial tension and complaints to elected officials. Local law enforcement, community leaders, minority civil rights activists, and representatives from the local Human

Relations Commission all attended the CRS training. The training was requested by local law enforcement as a result of the aforementioned incident as well as changing demographics and rising complaints of disparate policing practices from local civil rights groups. The training was well-received by the participants, and they have agreed to continue their partnerships to improve police community relations.

Salisbury, Maryland

In December 2008, CRS facilitated the development of a Memorandum of Understanding (MOU) between the Wicomico County NAACP and the Salisbury Police Department. This came after a series of allegations of biased policing toward African American residents by local law enforcement strained relations in the community. Cases of improper conduct and language, as well as excessive use of force by officers, were just a few of the accusations made by minority residents. CRS learned of these complaints through the NAACP and offered services to the affected communities. After a series of private meetings and community dialogues, CRS assisted the parties to reach agreement. The MOU established capacity-building initiatives to improve the reporting processes, the avenues of airing and addressing complaints, and partnerships in establishing on-going mutual police-community training programs.

Lewisburg, West Virginia

In November 2008, CRS conducted a S.P.I.R.I.T. (Student Problem Identification and Resolution of Issues Together) Program at a Lewisburg high school. CRS assistance was requested by school officials due to increased tension between the majority Caucasian and growing number of African American and other minority students in the school. Incidents included race-based name calling and graffiti with the possibility of an escalation to violence. The program was well received as it allowed students to identify their issues of concern and seek solutions. After the program, the high school established a Student Advisory Council comprised of students elected by the

program participants. School officials committed to working with the Council to improve student relations.

Shenandoah, Pennsylvania

In February 2009, CRS was on-site at a public park in Shenandoah to monitor a site demonstration and vigil organized by Border Angels, a Latino advocacy group. The event was just one stop on the group's motorcade to Washington, D.C., to meet with elected officials about immigration reform. Conflict and tensions were already high in Shenandoah as the community awaited the trial of three Caucasian youths who allegedly beat a local Latino immigrant to death. After a representative from Border Angels announced they would add a media announcement outlining their agenda for immigration reform, many local Latino residents and community members grew angry as they perceived the announcement to be divisive and self-serving. Concerns over potential fueling of the conflict resulted in the cancellation of the original site chosen for the event. CRS remained in close contact with state and local law enforcement, elected officials, and community leaders to ensure that a safe alternate demonstration and announcement site was identified. The event concluded without arrest or incident.

Powhatan, Virginia

In April 2009, the U.S. Department of Justice Civil Rights Section (CRT) requested CRS assistance in Powhatan, where race-relations were seriously strained following the verdict in a local homicide case. A popular African American high school football player was shot to death, and the Caucasian youths who committed the crime were found guilty of manslaughter, not murder. The African American and Caucasian communities were at odds, and African American residents believed the verdict rendered by the majority-Caucasian jury was unfair. The verdict further fueled tensions when the African American community and civil rights groups threatened to "take to the streets" and called for a federal review of the case. Area White Supremacist groups vowed to protest and counter any group disagreeing with the court verdict.

CRS deployed to the site of a city hall meeting with town officials, local, state, and federal law enforcement, local civil rights advocates, and ministerial leaders. CRS implemented rumor control services and a monitoring system to gauge area tensions as the trial moved from the verdict to sentencing stage. In June 2009, CRS worked with vested parties to prepare for the sentencing phase of the trial. Local tensions were controlled as both suspects received the maximum sentences for manslaughter. Later, CRS attended a community meeting led by local civil rights groups to discuss next steps toward community rebuilding efforts. CRS conducted a best practices presentation and a dialogue between elected officials and minority community leaders. The presentation was highly attended and well-received.

In July 2009, CRS conducted several separate dialogues with local school officials and area law enforcement to discuss improving reporting and racial tension monitoring mechanisms at local schools. As a result, a new policy was implemented where each student was given the opportunity to choose an adult counselor or mentor. The new policy was printed in the student handbook and later announced at parent teacher meetings. Area communications and partnerships improved and all parties agreed to work toward future community collaboration and unity events.

Erie, Pennsylvania

From May to August 2009, CRS was on-site in Erie to provide conciliation services following a highly publicized YouTube video of an intoxicated off-duty Caucasian police officer describing an African American victim at a homicide scene where many felt the victim was portrayed in a demeaning and insensitive manner. CRS was notified of the mounting tension in the community by community group and civil rights leaders, as well as the local human relations commission representatives.

In July 2009, CRS conducted a Cultural Professionalism and Conflict Resolution training to area police trainers and community leaders. The purpose of this training was to repair local trust and partnerships as a result

of the high profile incident. In August 2009, CRS continued dialogues with the local police department and community and civil rights leaders to discuss increasing the recruitment of minorities. CRS also provided technical assistance in supplying best practices to local law enforcement.

Washington, D.C.

In May 2009, CRS provided on-site conciliation services and a federal presence at a march led by the Rev. Al Sharpton and the National Action Network. The purpose of the demonstration, named “Call to Action,” was to call attention to the minority achievement gap in education. Over 2,000 attendees included community and national civil rights leaders, community members, Congressional representatives, and other state and federal elected officials. The rally was held on the National Mall at the White House Ellipse, highlighting national minority concerns and tensions surrounding allegations of disparate outcomes in minority education achievements across the country. CRS monitored both protest and counter-protest sites and coordinated with on-site local and federal law enforcement and event organizers. The event occurred peacefully and concluded without incident or arrest.

REGION 4 – SOUTHEAST

Serving Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina, and Tennessee

Miami, Florida

In March 2009, CRS facilitated a S.P.I.R.I.T (Student Problem Identification and Resolution of Issues Together) training session at a high school in Miami, Florida. CRS assistance was requested after a riot occurred at the school. The disturbance followed a sit-in held by a group of students who were protesting the treatment of another student by one of the school’s assistant principals the day

before the riot. Allegedly, the disturbance occurred when several groups of police officers swarmed the students as they demonstrated near the cafeteria. The demonstration turned violent at some point, with conflicting accounts of the cause of the violence.

It was reported that at least 10 local police officers and several students were treated for injuries after the conflict. A total of 27 people were arrested, including one adult. As a result of the program, CRS provided technical assistance with a SPIRIT Program written agreement between students and the school’s principal. In May 2009, CRS was on-site to witness the signing of the agreement.

Avon Park, Florida

In April 2009, CRS facilitated a CRS 101 presentation in an Education Equity Forum organized by representatives of the League of United Latin American Citizens (LULAC) and county officials in Avon Park, Florida. The event was widely attended by civil rights and community leaders, school officials and students, and local Latino residents. The program was conducted after Latino residents alleged racial profiling by the local police and school systems. The open dialogue initiated the action steps to improve redress mechanisms that help address concerns of the residents in a timely manner. Later, CRS met with representatives from state and local law enforcement agencies to prepare for a workshop to increase community awareness of law enforcement practices and improve police-Latino community relations.

In July 2009, CRS facilitated a dialogue with state and local law enforcement agencies, city officials, and community members, to further improve strained relations amongst the groups. CRS involvement strengthened partnerships between members of the Latino community, state and local law enforcement, school district officials, and other city officials. CRS equipped parties to locally develop capacity-building solutions and see ways to improve local preparedness in addressing and responding to grievances within the community.

Donalsonville, Georgia

In October 2008, CRS was alerted to a planned Ku Klux Klan (KKK) rally to be held in Donalsonville, Georgia. CRS contacted state and local law enforcement, county officials, and local civil rights and community leaders. CRS was informed of concerns over the rally because it was planned for the same day as an annual festival held in the city. CRS deployed to the rally site and met with state and local law enforcement to provide technical assistance and conduct a brief CRS 101 Presentation. CRS also assisted with contingency planning for the logistics of the march, as well as best practices in handling hate group rallies. The event occurred peacefully and without incident.

Chattanooga, Tennessee

In June 2009, CRS facilitated a Criminal Justice Seminar at the request of civil rights leaders after complaints of alleged police racial profiling, excessive use of force, and a reported increase in hate crimes and employment discrimination. CRS facilitated with other Department of Justice components such as the local US Attorney's office and the local branch of the Federal Bureau of Investigation (FBI) in conducting the seminar. CRS also conducted a panel discussion on hate crimes and provided the community with tools for developing strategies aimed at preventing or responding to bias/hate incidents. There were approximately 200 people in attendance, including community members, civil rights activists, state and local law enforcement representatives, and city and state officials.

Greenville, South Carolina

In March 2009, CRS facilitated a Hate Crimes Forum on the campus of Furman University in Greenville, after a noose was discovered hanging from the ceiling at the Student Center where members of an African American sorority were decorating for their fundraising

event. The forum was sponsored by the University and the local branch of the NAACP. Approximately 120 people attended including students, faculty, state and local law enforcement representatives, and the U.S. Attorney. Topics discussed included active hate groups in the state, the role of Federal and State law enforcement in investigating and prosecuting hate crimes, and how colleges and universities can work collaboratively with community leaders to address hate/bias incidents on campus.

Jackson, Tennessee

In December 2008, CRS conducted a Community Forum on Hate Crime Activity after two Caucasian males, identified as members of a Neo-Nazi Skin Heads organization, were arrested for plotting to kill Barack Obama when he was a Presidential Candidate and Senator. Their alleged plan also included the killing of several students who attend a predominately African American high school in Jackson, Tennessee. Attendees of the forum included representatives from national civil rights organizations, community leaders, federal law enforcement officers, as well as state and local officials and community members. Participants of the forum were educated on the role of federal and local authorities in investigating hate crimes and in indentifying locally active hate groups.

Lucedale, Mississippi

In February 2009, CRS assistance was requested by civil rights organizations in Lucedale, Mississippi, after a Grand Jury verdict was announced in the case of the death of a popular African American male student and athlete. In December 2008, the student was stopped by law enforcement for allegedly running a red light. According to news reports, the Sheriff's Deputy alleged that the student committed suicide by gunshot while pulled over. The teenager's family and local African American community believed the youth's death was suspicious and claimed that his civil rights were violated.

Tensions in the African American community were heightened when the family and local civil rights advocates alleged that law enforcement was responsible for the death and were engaging in a cover-up.

CRS monitored the progression of the case in Lucedale and remained in close communication with all parties involved in the matter. In April 2009, CRS facilitated Contingency Planning and Marshal Training for a planned demonstration and march. Participants included city and county law enforcement, school district officials and administrators, civil rights leaders and advocates, and African American community members.

CRS provided a federal presence during the “Non-violent Injustice March and Vigil.” Around 200 community members participated in the demonstration, and several media outlets covered the event. The demonstration ended peacefully and without incident, however, racial tensions in the town are still heightened as the FBI conducts its investigation into the matter. CRS remains in contact with all parties to assess whether services may be needed in the future.

REGION 5 – MIDWEST

Serving Illinois, Indiana, Michigan Minnesota, Ohio, and Wisconsin

Rockford, Illinois

In November 2009, CRS conducted mediation between the Rockford Police Department, Rockford City Officials, local ministers, the NAACP, LULAC, and the Rockford Police Union. The mediation process was requested by parties in the wake of a fatal police shooting of an African American man in a church daycare. The shooting victim was being pursued by police on a domestic disturbance related incident when the man allegedly ran into a church daycare in an attempt to hide.

Law enforcement officials alleged that the shooting victim attempted to resist in a dangerous manner, forcing police

to shoot him. However, community leaders and witnesses at the church claimed that the man had exited his hiding place with his hands up in surrender when he was shot in front of children and church-goers. Four separate protest marches were held when racial tensions increased following the shooting and claims of police excessive use of force were alleged. In the mediation session, all parties identified issues that related to improving police-community relations and reducing perceived bias in law enforcement.

Also in November 2009, CRS facilitated contingency planning with all mediation party principals in preparation for the upcoming announcement of the results of the police shooting investigation by the State’s Attorney.

Howell, Michigan

In October 2009, CRS presented a S.P.I.R.I.T. (Student Problem Identification and Resolution of Issues Together) Training Program at a high school in Howell, Michigan. CRS services were requested to address racial tension following an incident from the previous school term where various Caucasian high school students formed a group and posted racial slurs on a popular social networking site. CRS services were well-received and the school requested follow-up services.

Warren, Michigan

In August 2009, CRS conducted a best practices presentation for local law enforcement on addressing existing policies and procedures relating to calls and arrest activities. Arab community leaders also attended the meeting. CRS assistance was requested following the arrest of a local Arab resident who had allegedly trespassed on the property of an U.S. Army Tank plant. Reportedly, the man refused to leave the area when requested. Police arrested the individual, although the charges were later dropped. The arrest itself, however, increased tension among the local Arab-Muslim population who viewed the response, arrest, and actions of the police department as being discriminatory against the Arab-Muslim resident and community as a whole. Law enforcement officials

requested CRS help in improving communication with the Arab community.

In a meeting with local Arab-Muslim community leaders in Warren, the leaders informed CRS of concerns in their community. One such concern was the perception that the local police are not sensitive to the Arab culture and their faith, and they further stressed their belief that Arabs were being targeted by police because of their nationality. There were allegations of discrimination and hate incidents, including the use of racial slurs and vandalism against a local Arab-Muslim house of worship. The leaders stressed the need for greater understanding by local law enforcement of their customs and culture. After CRS conducted a best practices presentation, the parties have agreed to meet and discuss ways to improve law enforcement policies and procedures to strengthen police-Arab community relations.

Additionally, in August 2009, CRS was invited to attend a Family Fair hosted by the Arab community in Warren. CRS discussed best practices for holding community race dialogues and inter-faith dialogues. Additionally, there were discussions of the development and implementation of alternative programs to increase cultural awareness of police officers to foster a better understanding of the Arab community's customs. The Warren Police Department requested CRS' Arab, Muslim, and Sikh Cultural Awareness Training, which will take place in the Spring of 2010.

Hammond, Indiana

In September 2009, CRS was on-site in Hammond to provide conciliation services between community leaders and the Hammond Police Department in response to the burning of a 9-year-old African American boy by a group of Caucasian teenagers. Reportedly, the victim was doused in alcohol and set on fire in a wooded area. The victim suffered burns requiring skin grafts and hospitalization, while the suspects fled the scene. Many in the community thought that race might be a factor, however, the police called it a "prank gone wrong."

Racial tensions in Hammond were escalated when civil rights and community leaders felt that the police

department had not been responsive in the case. Discontent grew in the city when it was made public that law enforcement knew the identities of the suspects and had not arrested them. Local civil rights and community groups staged a vigil protesting law enforcement's handling of the investigation. The vigil occurred without arrest or further incident.

Law enforcement officials claimed that witnesses and physical evidence pointed to the incident being an accident and offered that as the reason the prosecutor had declined to seek charges against the teenage boys. A second demonstration was held at City Hall to protest these results.

CRS facilitated a dialogue between community leaders and law enforcement representatives to discuss perceptions of racially biased policing, allocation of police resources, and allegations of excessive use of force. The parties committed to working together to produce a racial climate survey in conjunction with a local university, and to institute expanded community outreach through a ride-along program.

Warren, Michigan

In May 2009, CRS was on-site to monitor and provide a Federal presence at a protest march after an African American high school student died after being tasered by police. The 200 march participants included family members, friends, African American community leaders, and civil rights groups. CRS also provided technical assistance with best practices training, self-marshaling training tools and materials, and contingency planning information. While on-site, CRS facilitated communication between law enforcement and event organizers, as well as between both law enforcement agencies present at the demonstration. CRS' assistance throughout the event contributed to a safe and peaceful march free from violence or other incidents.

The Mayor indicated that he would continue to work with local law enforcement and the community regarding residents' concerns over law enforcement's use of tasers.

REGION 6 – SOUTHWEST

Serving Arkansas, Louisiana, New Mexico, Oklahoma, and Texas

Oklahoma City, Oklahoma

In January 2009, CRS conducted a S.P.I.R.I.T (Student Problem Identification and Resolution of Issues Together) Program at a local high school after an African American student brought a loaded handgun to the school. Racial tensions, especially between African American and Latino students, were heightened after the incident.

Forty students participated in the full day sessions where they listed their concerns and possible solutions to ensure a more peaceful environment. Since the program, there have been fewer fights, and racial tension at the school has decreased.

Homer, Louisiana

In March 2009, CRS facilitated discussions at a mass meeting organized by the local NAACP after an elderly African American man was shot and killed by police on his front porch. Following the incident, racial tensions in the town were described as at “near riot level.” At the meeting, citizens voiced their concerns over alleged police excessive use of force, alleged harassment of African American youth and previous offenders, a lack of investigations following civilian complaints, and other issues. Community leaders raised many concerns over the incident, including the demeanor of the officer involved in the shooting, his lack of his certification to carry a weapon, the excessive use of force that occurred, and that no attempts were made to resuscitate the shooting victim.

The Police Chief acknowledged the strained relationship between law enforcement and minority communities and noted his perceived lack of support in these communities. City officials recognized the need for help in resolving the situation. After reports of alleged witness intimidation, CRS was requested to conduct an emergency follow-up

assessment meeting with the NAACP and the city council.

A witness to the incident was allegedly being harassed by police and suffered a heart attack and died. Reportedly, a local African American councilman under significant pressure following the conflict collapsed and was hospitalized on life support. Because of these two incidents, tensions greatly increased in the community.

In March 2009, CRS provided contingency planning technical assistance and on-site conflict resolution services after the funeral of the Councilman who later died. In April 2009, CRS conducted separate resolution meetings with law enforcement and city officials, local civil rights leaders, where parties discussed issues and proposed resolutions. Additionally, CRS provided technical assistance to develop contingency plans for an upcoming march and rally.

The rally was planned by the local NAACP and the Rev. Al Sharpton’s National Action Network. Over 3,000 demonstrators participated and the event occurred without conflict. CRS continues to offer assistance to the community as they come together to enact solutions agreed to during months of discussions and meetings.

Oklahoma City, Oklahoma

In January 2009, CRS conducted a S.P.I.R.I.T (Student Problem Identification and Resolution of Issues Together) Program at a local high school after reports of increased racial tension. Reportedly, a fight broke out at the school between African American and Latino students.

Reportedly, the causes of the fight were related to both gang activity and comments made related to the Presidential Election. After the fight spilled into the hallway outside the cafeteria, others joined the brawl as well.

Fifty students participated in the full day session to address their concerns and seek resolutions. At this time, racial tensions on campus have decreased and there have been no further incidents to report.

Denton, Texas

In December 2008, CRS facilitated the Denton Police Department's United Community Action Network meeting. Participants included Denton Police Officials, local university police, African American, Latino and Chambers of Commerce members, Denton school district officials, concerned clergy members, and local civil rights groups and leaders. CRS assistance was requested in conducting the meeting.

Topics at the meeting included creating a police-community liaison program and working with CRS to train citizens to be the "ears and eyes" in the community. The citizens would also assist the department in providing outreach services to members of the community adversely affected by the economic downturn. Law enforcement officials also requested CRS assistance with creating new racial profiling training videos for their departments. CRS services were well received.

REGION 7 – CENTRAL

Serving Iowa, Kansas, Missouri, and Nebraska

Columbia, Missouri

In October 2008, CRS was alerted to a fight caught on camera at a high school in Columbia, Missouri. The video showed a Caucasian School Resource Officer (SRO) intervening in a student altercation and throwing two female African American students to the ground and handcuffing them. Students and parents alleged that the SRO had displayed excessive use of force towards students before, and they felt it was because the students were African American. Tensions were escalated when the SRO, an officer from the local police department, remained on active duty at the school after the incident.

School officials and representatives from the local NAACP indicated concern over his continued assignment at the

high school, and he was subsequently removed pending a professional standards investigation.

CRS facilitated a dialogue between school officials, local law enforcement, and the NAACP to discuss the effect of the incident and potential remedies. During a series of dialogues, issues raised included allegations of SRO excessive use of force across the district and a lack of diversity within the schools. In June 2009, CRS witnessed the signing of a Memorandum of Understanding (MOU) redefining the SRO contract with the school district, and all parties were satisfied with the results.

Sikeston, Missouri

Tensions surrounding policy-minority community relations were heightened in Sikeston, Missouri, after a police officer tasered a disturbed African American teen in July 2008. CRS was alerted to the incident by a minority community advocacy group who expressed outrage over the event. While the police officer was cleared of wrong-doing, the minority community perceived this to be another in a long line of injustices enacted by local law enforcement. Other issues they raised included the investigation of unsolved homicides, general police-community relations, citizen's complaints, racial profiling, police excessive use of force, police response to emergency calls in minority communities, and a broken communication process with the public.

From February to May of 2009, CRS met with local law enforcement, community groups, and other city officials to discuss potential remedies. In June 2009, CRS witnessed the signing of a Memorandum of Understanding (MOU) between city officials and a coalition of community groups, led by the local branch of the NAACP. The MOU was a result of months of discussions following allegations of excessive use of force and distrust in police-community relations.

Lebanon, Missouri

In September 2008, CRS was alerted to racial tensions in a predominantly Caucasian school district in Lebanon,

Missouri. Allegedly, African American students were being called racial slurs while at school, received less structured supervision from school officials, and were subjected to disparate disciplinary actions than other students. In December 2008, CRS convened a joint meeting between school officials and the civil rights groups to identify problems and discuss potential solutions. In June 2009, CRS witnessed the signing of a Memorandum of Understanding (MOU) between the school district and the NAACP to address programs and policies affecting minority students in the district.

Des Moines, Iowa

In September 2008, CRS learned of an incident in Des Moines, Iowa, where excessive use of police force was alleged. A car with two African American passengers and a Caucasian driver was stopped and issued a ticket for failing to yield for an emergency vehicle. After refusing to sign the issuance, all three citizens were arrested and charged with resisting arrest and interfering with a police action. Although reports vary on what happened, the suspects all incurred injuries including broken bones in the altercation prior to the arrest.

The incident exacerbated previous claims of racial profiling, poor police-community relations, disparate treatment of African Americans by police, and excessive use of force. In November 2008, CRS met with police, minority community leaders and representatives from the Des Moines Human Relations Commission (HRC) to coordinate and develop additional community forums aimed at addressing rumor control regarding incidents with law enforcement. During these meetings, CRS facilitated dialogues with concerned community members, local civil rights advocates, and law enforcement officials. A Memorandum of Understanding (MOU) was agreed to in good faith after a series of mediations.

Ames, Iowa

In May 2009, CRS learned of escalated racial tensions in a middle school in Ames, Iowa, surrounding the use of racial slurs to instigate fights and provoke conflict amongst

students. Parents blamed the unresolved issues at the school as the source for a greater community conflict, and arguments broke out at city and school board meetings. Additionally, city-wide demographic changes led to an influx of new minority students at the school, and it is alleged that a lack of understanding led to heightened tensions. Reportedly, the budget for the School Resource Officer (SRO) had been cut for the upcoming school year, despite the increased tensions and fear of escalation to violence.

In September 2009, CRS conducted a S.P.I.R.I.T (Student Problem Identification and Resolution of Issues Together) Program for 75 students, where issues such as diversity and interracial relationships were discussed. In response to the S.P.I.R.I.T program, the school established a SPIRIT council to prevent further conflicts at the school.

Kansas City, Kansas

In October 2008, CRS was alerted to claims by Spanish-speaking parents in Kansas City, Kansas, that their children were receiving disparate treatment and lack of access to programs in a local school district. Specific concerns included a lack of interpreters and bilingual staff at the school, security concerns over holding classes in trailers, student health concerns, and a perceived inability of administrators to communicate with Spanish-speaking parents about their children.

CRS met with school officials, administrators, and concerned parents to conciliate specific concerns. In December 2008, CRS witnessed the signing of a Memorandum of Understanding (MOU), which included a 15-point pact between the school district officials and Spanish speaking parents in the community.

REGION 8 – ROCKY MOUNTAIN

Serving Colorado, Montana, North Dakota, South Dakota, Utah, and Wyoming

Denver, Colorado

In October 2008, CRS was contacted regarding concerns about alleged racial profiling of African American and Latino residents and excessive use of force by local police in Denver, Colorado. After local law enforcement implemented a new crime fighting initiative that was perceived by some as racial profiling, other concerns arose about disparate treatment of minorities. Numerous demonstrations and protests were staged and demands were made for the police to stop the new aggressive tactics despite its impact on crime reduction. Several attempts at reconciling the relationship between the African American community and the police department had been unsuccessful, only adding to the mistrust and frustration in the community.

CRS facilitated discussions between the minority community, city officials, and local law enforcement. In January 2009, CRS provided conciliation services and technical assistance to the Denver Police Department, City of Denver Mayor's Office and minority community representatives. CRS assisted the parties to identify areas of agreement and provided police-community relations best practices. Through CRS' efforts, parties reconciled their differences, and in successful capacity building, they developed a 12-point plan to resolve differences in the future.

Boulder, Colorado

In October 2008, CRS learned about an alleged racially motivated hate crime in Boulder, Colorado. After an Asian male was reportedly assaulted at knife-point by a group of Caucasian males who forced him to declare that he "loves America," minority community members raised concerns of fear for their safety. Occurring near the University of Colorado, CRS' work included school

administrators, community leaders, and law enforcement in responding to the heightened tension. In December 2008, CRS provided technical assistance to the University in the identification of best practices of conflict resolution and resources to address responding to hate and bias motivated incidents on college and university campuses.

Pine Ridge, South Dakota

In April 2009, CRS learned from the Sioux Falls Argus Leader and the Indian Country News that a group of American Indian activists were planning a 10th Anniversary march from Pine Ridge, South Dakota to White Clay, Nebraska, to call attention to the unsolved murder of two tribesmen whose bodies were found on the state border. The American Indian activists believed that the unsolved crimes are due to discriminatory practices of law enforcement.

CRS deployed to provide technical assistance and conciliation while meeting with march organizers, law enforcement, and public officials. CRS provided technical assistance before and during the march to offer onsite conciliation and provide a Federal presence to ensure a peaceful demonstration. The march proceeded without incident and the impact of CRS intervention was an improved process for ongoing communication.

Aurora, Colorado

In December 2008, CRS was present in Aurora, Colorado, after an African American robbery suspect was shot and killed by a plain clothed police officer during the execution of an arrest warrant. When the 18-year-old suspect tried to flee the scene and then pointed his weapon at law enforcement, he was shot and killed. There were previous allegations of police excessive use of force in the community, and tensions were escalated when this incident occurred.

CRS was requested to assist the Aurora Key Community Response Team (KCRT), an organization developed by CRS and the Aurora Human Relations Commission during previous regional casework. The KCRT is comprised of representatives from the local civil rights

groups, citizen watch groups, clergy, local business owners, and regional district attorneys, as well as school, city, and law enforcement officials. KCRT representatives have been trained by CRS in self marshaling techniques, rumor control response, and conflict resolution.

CRS participated in conciliation between the community and the police department and provided technical assistance toward rumor control and contingency planning for protests and demonstrations. CRS also facilitated discussions on policy review of police actions to provide community members an opportunity to voice concerns.

Aurora, Colorado

In May 2009, CRS facilitated a community dialogue at the Denver Islamic Center between the Federal Bureau of Investigation (FBI), the Department of Homeland Security (DHS), representatives of the Colorado Muslim Council, local law enforcement, and community members.

CRS assistance was requested by representatives from the Arab and Muslim community who expressed concern regarding delays of applications for citizenship, which they believed to be acts of discrimination based on their national origin. There were also allegations of the FBI infiltrating local mosques and meetings in an attempt to collect incriminating information against members. There were widespread rumors of phones being tapped, citizens being placed under surveillance and inmates in prison being denied access to the Koran while also being denied dietary preferences. With a population of 35,000 Arab/Muslim community members, tensions in the region were high.

In June 2009, CRS provided Arab, Muslim, and Sikh (AMS) Cultural Awareness Protocol training to the members of the Aurora Key Community Response Team (KCRT). As a result of this and several dialogues, the Colorado Muslim Council hosted an open house at a local mosque, and a second community dialogue was held. As a result of CRS intervention there is now an established relationship whereby issues can be addressed on an

ongoing basis. There is a willingness of the community and the Federal law enforcement agencies to continue meeting in conciliation efforts.

REGION 9 – WESTERN

Serving Arizona, California, Guam, Hawaii, and Nevada

Phoenix, Arizona

Reportedly, Maricopa County law enforcement and local communities have a history of persistent and active differences regarding immigration-focused law enforcement activity. Race, color, and ethnic origin tensions were at an all-time high in 2008. Allegations of racial profiling resulted in public expressions of concern throughout the county. CRS provided conciliation services in high profile protest/counter-protest situations.

Additionally, CRS provided facilitation and training to local human relations commissions to build their capacity to provide peacekeeping services in the controversy, which included public protests and demonstrations, as well as community dialogues.

Hanford, California

In December 2008, CRS assistance was requested by the Hanford NAACP in response to numerous complaints of intimidation of African American residents by local law enforcement. Additionally, the relationship between the Hanford Police Department and the local branch of the NAACP were significantly strained, which further complicated conflict resolution attempts. CRS facilitated discussions between the parties to present their concerns and potential solutions. In January 2009, CRS witnessed the signing of a Memorandum of Understanding (MOU) between the Hanford NAACP and local law enforcement. The agreement modified police department policy on the citizen complaint process and replaced an earlier MOU to

more completely resolve the issues raised.

Stockton, California

In June 2009, CRS was contacted by the American Indian Movement (West Division) requesting assistance in a situation that had the Miwok Tribal Council barricaded in their offices to fend off a pending eviction. The Tribe alleged that it received its eviction as a direct outcome to unfair practices regarding its petitioned concerns reported to the Department of Interior's Bureau of Indian Affairs (BIA). They also claimed that BIA was not observing a prior agreement and that they were withholding a formal determination as to the valid governance of the Tribe.

They further alleged that as a result of this conflict, the California Gaming Commission withheld the Tribe's funding, causing them to default on their mortgage note. CRS provided conciliation services, explaining how the barricaded tribal members could pursue their differences through the regular appeals processes. CRS conducted several mediation sessions between the Miwok Tribe and BIA, resulting in a signed Memorandum of Understanding (MOU).

Maywood, California

In April 2009, media across California reported that the California State Attorney General (AG) would seek a court order to impose reforms on the City of Maywood's Police Department after a sixteen month investigation. Repeated claims by Maywood Latino residents of police corruption and discrimination led to the investigation. Latino residents make up 96% of the population in the town and demanded reform. After the sixteen month AG investigation, the residents felt the conclusions provided validation for their claims of increased fear and distrust of the police.

In meetings with the Maywood Police Department in September 2009, CRS provided technical assistance in the form of best practices materials regarding community policing. Also, CRS conducted Self Awareness workshops to local law enforcement to enhance cultural understanding and police professionalism.

Oakland, California

On New Years Day 2009, a twenty-two-year-old African American man was shot to death on a station platform by a Bay Area Rapid Transit (B.A.R.T.) police officer after a brawl between young train passengers. The incident occurred after officers separated the feuding groups in the brawl in which they believed the young man was involved. The man was shot by the officer after he drew his gun during what officials described as a "volatile and chaotic scene." The gravely wounded man was taken to the hospital but did not survive. This case received high media attention after a cell phone video of the incident was posted on the website YouTube. The high profile coverage focused on the victim being shot in the back while already restrained and in handcuffs. The incident triggered several nights of crowd violence and other disturbances throughout Oakland, after claims of excessive use of force and police brutality.

CRS deployed to Oakland to provide conflict resolution services to local law enforcement, public officials, and community leaders in the aftermath of civil unrest following the incident. In January 2009, CRS was on-site as more than 300 demonstrators marched from the Civic Center BART station to the Embarcadero Station. The march was peaceful except for a group of individuals committing acts of vandalism such as setting fires in garbage cans. Later, CRS was onsite at the protest at the Civic Center and the subsequent march to the District Attorney's office. Following the march, the District Attorney announced at a press conference that the officer responsible had been arrested and charged with murder.

CRS returned to Oakland for the bail hearing of the B.A.R.T. officer, where a protest took place outside the courthouse. Participants were outraged that the option of bail was presented. The preliminary trial hearing was postponed after five Caucasian Oakland police officers were shot by an African American male. Four of the officers died in the series of incidents following a traffic stop and a shoot-out. In May 2009, CRS deployed to Oakland to provide technical assistance and monitor racial tensions during the preliminary trial hearing for the B.A.R.T. officer.

Pomona, California

In January 2009, CRS was alerted to a fight between African American and Latino youth at a local high school. Community contacts informed CRS that the incident was exacerbated by existing gang tensions. CRS provided technical assistance in the implementation of best practices and in assisting with the organization of a community dialogue to address the racial tensions at the school.

In July 2009, CRS learned that African American and Latino advocacy groups and a local human relations commission were holding a meeting to address community response to the shooting of an African American youth. It was alleged that the shooter was Latino which further increased racial tensions and the possibility of further violence in the area.

CRS facilitated a planning and problem identification meeting with the parties and provided technical assistance in the form of best practices. CRS was requested to meet with potential collaborative partners for a larger community-wide dialogue on race to mediate racial and ethnic challenges between the community members. In September 2009, CRS met with the parties to provide an issues clarification and needs assessment session in preparation for a community wide dialogue on race.

REGION 10 – NORTHWEST

Serving Alaska, Idaho, Oregon, and Washington

Mountlake Terrace, Washington

In February 2009, CRS conducted a S.P.I.R.I.T. (Student Problem Identification and Resolution of Issues Together) program at a local high school. CRS assistance was requested after a physical confrontation between students of different ethnicities. There were also reports of bullying and harassment of minority students by the racial majority. School administration officials sought CRS

services to decrease the racial tensions between student groups and increase communication with students, parents, and school administration officials. 50 students participated in the workshop, which was well received. Race relations at the school have stabilized.

Seattle, Washington

In March 2009, CRS provided technical assistance in contingency planning and offered on-site conciliation services at a protest march and rally in Seattle, Washington. The purpose of the march was to highlight the number of people affected by alleged police brutality, including the most recent case of a bi-racial female teen. The rally was peaceful and ended without incident.

Kent, Washington

In May 2009, CRS provided technical assistance and conciliation services by facilitating a dialogue surrounding the Weed and Seed program implementation in Kent, Washington. The Weed and Seed program, a community-based strategy sponsored by the U.S. Department of Justice's Office of Justice Programs, is a comprehensive multiagency approach to law enforcement, crime prevention, and community revitalization. This program issues grants to community to help prevent, control, and reduce violent crime, drug abuse, and gang activity.

Local African American community group leaders perceived the implementation of the grant, as well as the selection of the Steering Committee and the granting of funds to be disparate treatment of the African American community. They further alleged racist actions by the program's staff members, the fixing of the steering committee selection process, a misappropriation of funds, and deliberate disenfranchisement by the program staff of African American community members to participate in Weed and Seed program activities.

In June 2009, CRS assisted in facilitating a "Weed and Seed: Where Do We Go from Here?" dialogue between the Weed and Seed community and the leadership from the City of Kent. Next steps were identified in

resolving the current conflict and satisfying the concerns of all parties. Agenda items for future discussions were identified and agreed to by all parties.

Seattle, Washington

In April 2009, CRS facilitated a meeting between law enforcement and members of the Arab, Muslim, and Sikh communities in Seattle. Representatives from the Arab, Muslim, and Sikh communities requested CRS assistance after they learned the local police department had contracted out a company they believed to be anti-Arab to provide police with cultural awareness training. Arab community leaders alleged that the company was a branch of a Jewish organization that is not tolerant or respectful of the Arab, Muslim, and Sikh populations.

From April-May 2009, CRS provided conciliation services between the two groups. After many dialogues, parties came to mutually agreeable terms.

Olympia, Washington

In July 2009, CRS facilitated a dialogue between leadership from the Indian Civil Rights Organization of Washington, the Washington State Human Rights Commission, and the Washington State Department of Corrections. CRS assistance was requested to discuss issues surrounding American Indian inmates in state facilities. Some of these inmates alleged that prison personnel and administration were not culturally sensitive regarding ceremonial artifacts, religious practices, and the general treatment of the American Indian prison population. Lines of communication were opened because of the dialogue, and the Department of Corrections moved forward in addressing the concerns of the American Indian inmates and community groups.

Seattle, Washington

In March 2009, CRS facilitated a dialogue between African American civil rights and community groups and state and federal law enforcement regarding allegations

of police brutality. A Sheriff's deputy was accused of beating a 15-year-old biracial female in a holding cell in November 2008. The video of the assault was leaked and aired on local television news programs, increasing tension in the community.

Following the exposure of this incident, several local civil rights and community organizations protested outside the county courthouse where the Sheriff's department is housed. Minority communities demanded the Deputy be charged and prosecuted to the fullest extent of the law in lieu of the 4th Degree Assault charge he was given.

CRS facilitated a dialogue between the groups to discuss concerns and move forward in resolving the conflict.

CRS IN ACTION



CRS is present at the signing of a Memorandum of Understanding (MOU), resolving issues of hiring and retention of African American faculty, funding of an African studies program, and support for African American staff and students at the University of Missouri at Kansas City. (Seated from left to right: Dr. Guy Bailey, Chancellor of the University; Ms. Anita Russell, President of the Kansas City Branch of the NAACP; CRS Senior Conciliation Specialist Bill Whitcomb.) (Photo: Kristen E. Hellstrom, UMKC)



CRS conducted Arab, Muslim and Sikh cultural awareness training for law enforcement in Pittsburgh, Pennsylvania, and Charleston, West Virginia. Community leaders from the Arab community and the Sikh faith were included in the training and made a presentation to law enforcement. (Photo: CRS)



CRS conducted a Student Problem Identification and Resolution of Issues Together (SPIRIT) Program at North Crowley High School in the Crowley Independent School District in Crowley, Texas. The students, faculty, and administrators who participated in the program are pictured. (Photo: CRS)

CRS IN ACTION



The beginning of a march in Jena, Louisiana. Marshals trained by CRS are visible on the outside edges of the march formation where they can communicate to one another to give directions, request emergency assistance for marchers, and ensure the safety of all in attendance.



Volunteer event marshals trained by CRS can be seen in their distinctive shirts accompanying the marchers on the outside of the march formation. (Photo: CRS)



A large crowd, estimated by some at 20,000, was present for the rally before the march. (Photo: CRS)



The Jena rally and the march were attended by national civil rights leaders and drew high national and international media attention. (Photo: CRS)



CRS Southwest Regional Director Carmelita Pope-Freeman briefs the National Conflict Resolution Team before the rally and march. (Photo: CRS)



An important component of the CRS contingency planning assistance for local government and event organizers is ensuring that steps are taken to help participants deal with the weather that they will face during the event. As a result, the American Red Cross was present to provide emergency medical services and to hand out cold water to participants. (Photo: CRS)

CRS IN ACTION



CRS Rocky Mountain Regional Director Philip Arreola provides a federal presence walking alongside the American Indian marchers in Cortez, Colorado, to monitor racial tensions and to communicate with law enforcement and event organizers to ensure the safety of the marchers. (Photo: CRS)



Senior Conciliation Specialist Azekah Jennings provides a federal presence at the Martin Luther King, Jr. March in Memphis, TN. (Photo: CRS)



The march in Cortez, Colorado, included many small children who accompanied their parents and family members. (Photo: CRS)



CRS facilitated communication and provided onsite conciliation services to law enforcement, local officials, community leaders, and event organizers to prevent violence that might have resulted from the rally of an alleged hate group that was held in response to an alleged racial incident at Tarleton State University in Stephenville, Texas. (Photo: CRS)

Celebrating the Accomplishments and Milestones of CRS in 2009



CRS UNVEILS EXHIBIT AT CIVIL RIGHTS MUSEUM

On April 3, 2009, the Community Relations Service unveiled an exhibit at the National Civil Rights Museum in Memphis, Tennessee. The Museum is located at the Lorraine Motel, the site where Dr. Martin Luther King, Jr. was assassinated in 1968. Their exhibits, both permanent and temporary, chronicle the progress of the civil rights movement in the South and across America. CRS is proud to partner with the museum in exhibiting the role we have played in healing race relations across the country.



CRS Director Ondray T. Harris presents former CRS employee and Civil Rights Pioneer, Mr. Ozell Sutton, with an award of appreciation for his role in the CRS Oral History Project. The award was given at the National Civil Rights Museum after the unveiling of the CRS Exhibit. (Photo: CRS)



The exhibit features a video presentation that explains the mission of CRS and provides a first-hand account of the challenges faced by retired staff members who mediated many of the well known marches and demonstrations of that era. (Photo: CRS)



CRS Director Ondray T. Harris speaks with former CRS employee Mr. Ozell Sutton at the unveiling of the CRS Exhibit at the National Civil Rights Museum in Memphis, Tennessee. (Photo: CRS)

CRS CELEBRATES 45 YEARS IN SERVICE

In August 2009, the Community Relations Service celebrated its 45th Anniversary with a ceremony in Washington, D.C. Attending the celebration were leaders from civil rights groups, state and federal law enforcement, Congressional members and staff, current and former CRS employees, and other friends of CRS from across the country.



Attorney General Eric H. Holder, Jr. and CRS Director Ondray T. Harris present CRS LeRoy Collins Pioneer Awards at the 45th Anniversary Celebration. (From left to right: CRS Legal Counsel and Chairman for the 45th Anniversary Celebration, George Henderson; Congressman John Lewis; Attorney General Eric H. Holder, Jr.; CRS Director Ondray T. Harris; RADM LeRoy Collins, Jr., accepting on behalf of his late father, Governor LeRoy Collins; and 2nd Director of CRS, Roger Wilkins. (Photo: DOJ)



Current staff of the Community Relations Service poses after the ceremony at the Great Hall in Washington, D.C. Since its creation, the Community Relations Service has provided a consistent federal presence in the forefront of civil rights and race-related issues across the country. (Photo: DOJ)

At the signing of the Civil Rights Act of 1964, CRS was charged with the responsibility of peacefully resolving heightened community conflicts, including conflicts over the enforcement of the Act itself. Over time, this responsibility has lead CRS conciliators to address several conflicts surrounding school desegregation, fair housing, American Indian justice issues, police-community relations, immigration, as well natural disasters. While CRS has addressed various themes over time, its message has stayed the same. Resolving conflict is not possible without the cooperation of all parties. The common goals of peace and harmony must persist. Mediation and conciliation are the foundation for a new beginning. On this topic President Lyndon B. Johnson once quoted the Book of Isaiah, saying "Come, let us sit down and reason together."

CRS CELEBRATES 45 YEARS IN SERVICE

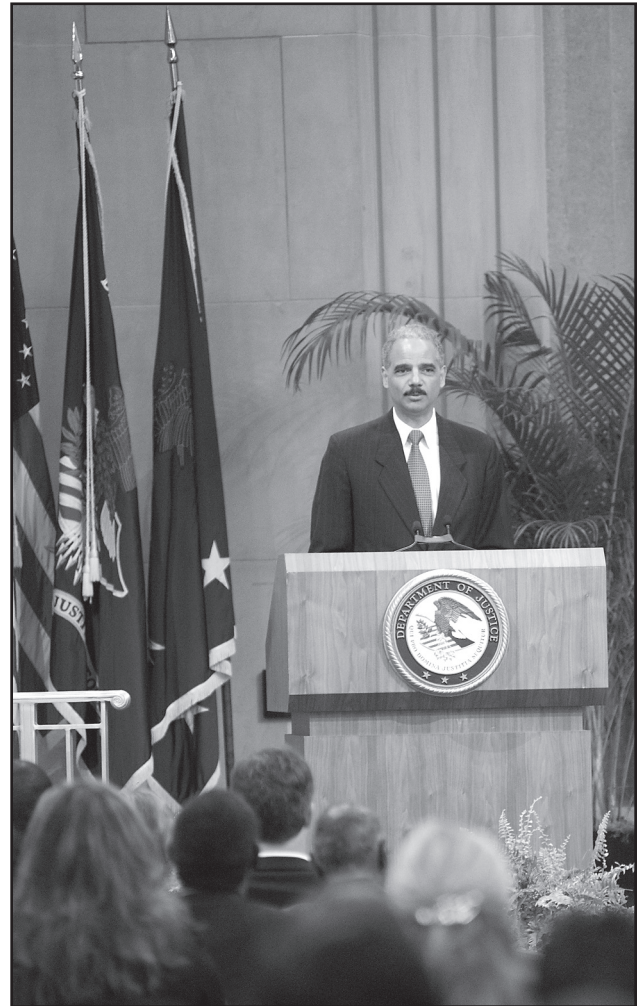
Today we celebrate the 45th anniversary of the Community Relations Service, the Department's "peacemaker" for community conflicts and tensions arising from differences of race, color, and national origin.

Started during the tumultuous civil rights era, CRS was tasked with the great responsibility of bringing peace to communities in turmoil. Today, CRS continues to work with communities of all ethnic and racial backgrounds to promote principles and ideals of non-discrimination when communities are threatened by civil unrest.

Throughout its history, CRS has helped to resolve disputes and prevent violence that often divides neighborhoods, diminishes the effectiveness of schools, and stunts the capacity of communities to reach their full potential.

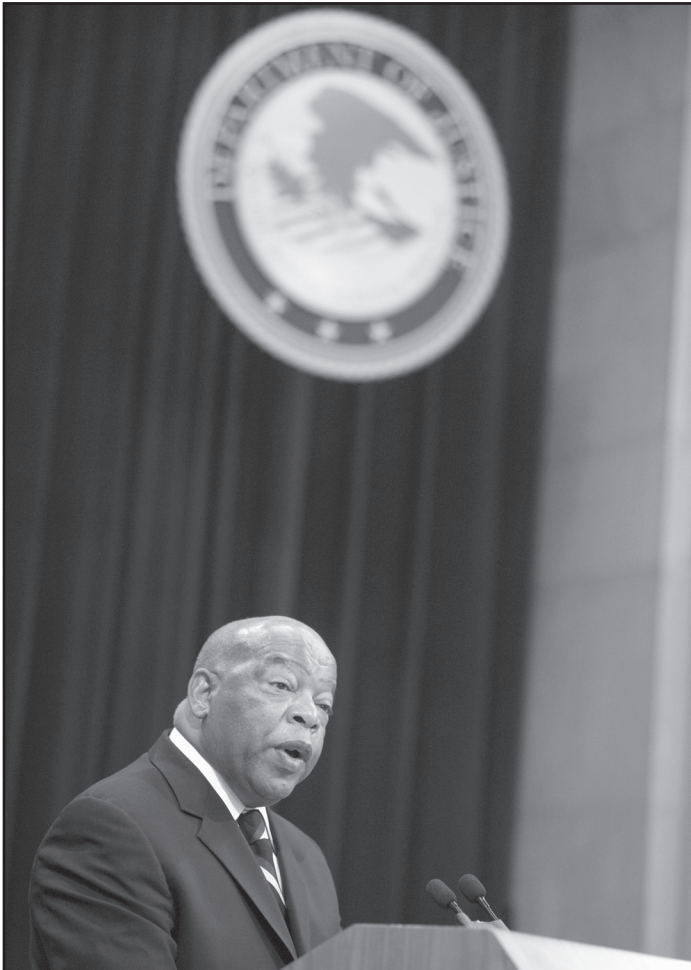
Today, we celebrate the often unsung accomplishments of this great agency and pledge our continued support its critical mission.

-Attorney General Eric H. Holder, Jr.



Attorney General Eric H. Holder, Jr. speaks about civil rights and the accomplishments of CRS at the 45th Anniversary Celebration. (Photo: DOJ)

CRS CELEBRATES 45 YEARS IN SERVICE



Congressman John Lewis discusses the role of CRS and Civil Rights Leaders in the Civil Rights Movement in America. (Photo: DOJ)



Attorney General Eric H. Holder, Jr. applauds as long-time civil rights activist Congressman John Lewis speaks at the CRS 45th Anniversary Celebration.

In a time of unnecessary trouble and disorder, the members of CRS had the capacity and courage to cool the tensions of a Nation. You helped to bring order where there would have been chaos. You helped bring peace where violence would have ruled the day.

On behalf of a grateful Nation, on behalf of a grateful people, on behalf of those who gave all they had in this fight, I stand here to say thank you for all that you did to help to get us to where we are today.

As a Nation, we are deeply indebted to the Community Relations Service at the Department of Justice for helping to create a more perfect Union. I say to each and every one of you who continue to work at CRS, never give up. Never give in. Keep the faith. Keep your eyes on the prize. We are going to build a beloved nation.

-Congressman John Lewis

CRS CELEBRATES 45 YEARS IN SERVICE



Attorney General Eric H. Holder, Jr. poses with current and former CRS directors, as well as friends of CRS. (From left to right: CRS Legal Counsel and Chairman for the 45th Anniversary Celebration, George Henderson; Former CRS Director Sharee Freeman; Attorney General Eric Holder; Former CRS Director Rose Ochi; Former CRS Director Roger Wilkins; RADM LeRoy Collins, Jr., son of first CRS Director, Governor LeRoy Collins; Mrs. Hermelinda Pompa, widow of Former Director Gilbert Pompa; Ms. Lillie Mae Holman, Sister of Former Director Ben Holman; Congressman John Lewis; Current CRS Director Ondray T. Harris (Photo: DOJ)

The courageous work of the Community Relations Service would not be possible without the dedicated leadership of our Agency's past Directors. Laying the foundation for countless conciliation efforts, they tirelessly challenged, coordinated, and supported field staff who sought to reconcile community conflict in even the furthest reaches of the country. Over the past 45 years, their service has left an enduring legacy in the hearts and minds of many Americans. For this, we honor and thank them.

CRS CELEBRATES 45 YEARS IN SERVICE*A Special Thank You to Previous Directors*

<i>Governor LeRoy Collins</i>	<i>1964-1966</i>
<i>Roger Wilkins</i>	<i>1966-1969</i>
<i>Ben Holman</i>	<i>1966-1969</i>
<i>Gilbert G. Pompa</i>	<i>1978-1986</i>
<i>Grace Flores Hughes</i>	<i>1988-1992</i>
<i>Rose Ochi</i>	<i>1997-2001</i>
<i>Sharee Freeman</i>	<i>2001-2007</i>

“Let us embrace the universal ideas of peace, equality, and justice. We must be a nation of inclusion; a nation of tolerance; and a nation of compassion. We must endeavor to embrace each other first and foremost as Americans -- steadfastly united in the concepts of the universality of freedom, equality, and equity. As the Director of CRS, I pledge to continue to work with communities across America in accomplishing the honorable goals of ending race, color, and national origin conflicts.”

- Director Ondray T. Harris

GLOSSARY OF TERMS

CRS uses the following terms in its publications to describe certain activities.

“Dialogue”

Dialogue is a form of conciliation in which CRS facilitates discussions among a racially and ethnically diverse public which reflects various local agencies, institutions, and community residents. Topics of a dialogue include race, police-community relations, and other issues. Problem solving activities develop work plans for promoting peace and resolving conflict in neighborhoods and schools.

“Facilitate Communication” or “Open Lines of Communication”

Communities involved in racial disputes, conflicts, disturbances, or violence often have a history of poor communication among parties, which leads to misperceptions of each other’s actions, lack of trust, and avoidance of face-to-face discussion. CRS provides conflict resolution services by listening to the issues and concerns of each party and learning from each party about the problem and potential resolutions to the conflict.

As a “third ear,” CRS is able to serve as a liaison for promoting better communities. By reframing and clarifying the issues, CRS can often move parties towards resolving their problems. When the parties listen and understand each other, they may develop resolutions together. These communications may be in person, by telephone, e-mail, or fax, over a substantial period of time. The fundamental building block to building trust is communication, which reduces tensions and establishes important relationships for community stability.

“LEM”

LEM stands for Law Enforcement Mediation. LEM was developed by CRS in conjunction with the California Peace Officers Standards and Training Commission.

It is a program designed for police officers engaged in community policing activities. LEM assists officers in racially diverse communities to strengthen their skills in cross-cultural communication, investigation, problem-solving, anger management, and mediation techniques. Benefits of LEM include a reduction of potential violence and improved community relations.

“Mediation”

Mediation consists of structured, formal, face-to-face negotiation. Participation is voluntary, and participants may include city officials, law enforcement officers, and community groups. CRS facilitates discussion between willing parties in order to achieve a documented agreement. Such mediation may result in a signed agreement witnessed by the Community Relations Service mediator. Occasionally, courts will request CRS to mediate a dispute, particularly if it involves community groups and public agencies.

“Monitor Racial Tensions”

CRS monitors racial tensions to ensure they do not escalate and lead to violence. In some circumstances, when parties are not ready to use CRS services, CRS will step back and monitor racial tensions in the community as the parties consider their next course of action. CRS may also monitor community racial tensions after services have been provided to ensure that an agreement or resolution is effective. CRS may monitor a resolution through face-to-face meetings, e-mails, telephone conversations, or faxes with community leaders, law enforcement, and local officials.

“Provide Conciliation Assistance”

This is a comprehensive term to describe CRS’ conflict resolution and violence prevention services. Conciliation is a process by which CRS facilitates communications between the parties in conflict to reduce the likelihood of violence or disruption.

“Provide a Federal Presence”

CRS deploys staff to be available on location when conflict resolution services may be necessary to resolve or prevent conflict associated with a march, demonstration or community meeting. As an impartial Federal agency, CRS provides a stabilizing Federal presence when parties are in conflict or in direct physical contact with one another. CRS staff wear distinctive official clothing and station themselves at critical locations where parties may interact with one another or where crowd congestion could create tensions. This allows parties to recognize CRS staff and call on CRS services. During contentious situations, the mere presence of CRS staff may be enough to prevent intense emotion from developing into violence.

“SPIRIT”

SPIRIT stands for Student Problem Identification and Resolution of Issues Together. It is an innovative program created by CRS that recognizes the value of student participation in solving racial conflict. SPIRIT brings together students, administrators, teachers, and parents to identify issues that are perpetuating conflict, and to develop solutions. As part of the program, school staff identifies student leaders to help guide the program. Since its inception, SPIRIT has been conducted in hundreds of schools across the country, and has been integral in preventing violence and conflict in areas with changing demographic populations.

City-Student Problem Identification and Resolution of Issues Together (City-SPIRIT) Program relies on the accomplishments of the SPIRIT initiative as a model. Unlike the normal SPIRIT program that focuses on educational institutions, City-SPIRIT involves civic leaders and local government officials who form a cadre of concerned citizens from all levels and backgrounds of society. It is an inclusive and participatory effort to improve race relations community-wide.

“Technical Assistance”

Because of CRS’ long history and experience in

resolving racial conflict, it is often requested to provide expert materials, information, and experience to help communities resolve racial conflict and prevent violence. In some cases, CRS will provide expert technical advice to help overcome a major barrier to resolving a dispute. For example, CRS might provide technical insights on the structure and function of a Human Relations Commission. This kind of intervention can help address police, community, or school conflicts.

“Training”

Training is provided by CRS in response to an existing conflict to help State, local, and tribal governments and communities create an immediate capacity to address racial conflict situations. Whenever necessary, CRS seeks to strengthen community capacity to address local racial disputes by providing on-the-spot training.

FREQUENTLY ASKED QUESTIONS

What is the U.S. Department of Justice’s Community Relations Service?

The Community Relations Service (CRS) is a Congressionally mandated Federal agency that assists communities by resolving conflicts based on race, color, and national origin. Trained Federal mediators provide services to local officials and community leaders on a voluntary and cost-free basis. Types of assistance available from CRS include mediation of disputes and conflicts, training in cultural competence, conflict resolution skills, technical assistance, and facilitation in developing strategies to prevent and resolve conflicts.

What is CRS’ jurisdiction?

CRS provides its services to local communities when there are community-wide conflicts, tension, or violence stemming from racial or ethnic issues. CRS provides services on a voluntary and confidential basis, according to provisions in Title X of the Civil Rights Act of 1964.

FREQUENTLY ASKED QUESTIONS

Where does CRS work?

CRS works in all 50 States and territories, and in communities large and small: rural, suburban, and urban. Much of CRS' work comes from requests by local law enforcement officials, school administrators, government officials, community leaders, and other local and State authorities. Parties request CRS' assistance where neutral mediators are needed to help calm tensions, prevent violence, and facilitate communication.

Who provides CRS services?

Trained impartial CRS conflict resolution mediators, known as Conciliation Specialists, are based in 10 regional and 4 field offices across the country and are available on a 24-hour basis. They follow established and standardized procedures in their work. In each incident, CRS first assesses the situation by determining what racial, ethnic, and cultural origin tensions or issues may be present in a community. This often includes meeting face-to-face with the affected parties. After gaining an in-depth understanding of the situation, CRS will determine action necessary to help resolve the conflict and prevent violence from occurring.

When are CRS services appropriate?

CRS work often involves situations of racial conflict or violence involving police-community relations, hate incidents, cultural awareness needs, and perceptions of disparate treatment or discrimination based on race, color, or national origin. The most intense casework tends to involve police excessive use of force, major demonstrations and counter-demonstrations, major school disruptions, and hate incident activity.

Can a community refuse CRS services?

CRS provides its services at the request of local officials or community leaders. Communities may decline CRS services at any time.

Why are Federal CRS mediators a good choice to resolve community racial conflict?

Since CRS mediators are federally funded, they are able to ensure their impartiality in helping to resolve conflicts on Federal, State, and local levels. CRS is a component of the Justice Department's mission to help State and local governments prevent community violence and promote public safety.

Why is CRS located in the Justice Department?

CRS is not a law enforcement agency, nor does CRS prosecute or investigate issues. CRS' purpose is to represent the Department of Justice in one of its most important missions — providing assistance and support to Federal, State, and local authorities in their efforts to prevent violence and resolve conflicts based on race, color, and national origin. As representatives of the Department of Justice, CRS mediators have the credibility and trust to work effectively with people on all sides of the conflict. CRS is not part of the Civil Rights Division, but is an independent agency within the Department of Justice.

How does CRS know if it has been successful?

The level of satisfaction among the recipients of CRS services is the best indication of whether CRS has been successful. Whenever possible, CRS will contact local officials to review the status of agreements, programs, and community-wide tension or conflict. An internal reporting system registers outcomes and accomplishments for each CRS case activity.

CRS OFFICES

National Headquarters

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U.S. Department of Justice
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Washington, D.C. 20530
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202/305-3009 FAX
www.justice.gov/crs

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