

Police and Fire Commission Workshop - "A Success"!

On Tuesday, August 22, 2006 the Illinois Commission on Diversity and Human Relations (ICDHR), *formerly known as the Suburban Human Relations Commission (SHRC)* and Chief Lisa Womack of the Elgin Police Department sponsored a workshop for police and fire personnel. The workshop was held at the Hyatt Woodfield Hotel, in Schaumburg, Illinois.

Captain Kevin Johnson, a 28 year veteran of the Sacramento California Police Department conducted the workshop, focusing on a new approach to meeting the challenges of cultural and racial diversity by applying a Community Oriented Policing (COP) approach to recruitment.

A growing concern of police and fire department management across the nation is the need to find solutions for the challenges resulting from a younger workforce. Chief Womack served as the luncheon speaker. Her topic was "Disciplinary Challenges Confronting Fire and Police Departments".

The Illinois Law Enforcement Training and Standards Board has granted training credit for the August 22nd training conference

Conference Attendees: Village of Arlington Heights, City of Aurora, Village of Carpentersville, City of Chicago, Village of Deerfield, City of Des Plaines, City of Evanston, Village of Glencoe, Village of Hoffman Estates, Village of Mount Prospect, Village of Northbrook, Village of Northfield, Village of Palatine, Village of Schaumburg, Village of Skokie, Village of Wheaton, Village of Wheeling and Village of Wilmette

Go to the ICDHR web site at www.icdhr.com, to view a portion of this ground breaking workshop!

What the participants are saying about the conference:

- "This was the first time I have attended a conference by you guys."
- "It was well worth it."
- "Was very good."
- "Relevant topic, continue these efforts"
- "Wonderful! Very innovative and out of the box thinking!"
- "Captain Johnson was very knowledgeable."
- "I would like to see the first week long cultural diversity and recruiting workshop covering techniques resources, advertising and other related topics."

Captain Kevin Johnson
Sacramento Police
Department



Captain Johnson
& Reverend Brooks



Deputy Chief Rich Wilk
Village of Deerfield



Chief Lisa Womack
Elgin Police
Department



Did you know that....?

Black Businesses are Failing at Higher Rates

Almost 58 percent of black-owned businesses (more than all businesses owned by other racial groups) fail in the first year, compared with 50 percent of all businesses that fail in the first year, according to the Small Business Administration.

However.....

Blacks More Likely to Start a Business

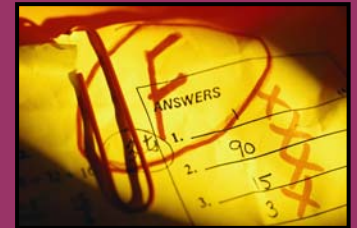
Blacks are twice as likely as whites to start a business and tend to be more optimistic in their business ventures than any other racial group, according to a study by Dr. Philipp Koellinger of the German Institute for Economic Research and Economics and Entrepreneurship and Professor Maria Minniti of Babson College.

However.....

Black Retirees Dream of Entrepreneurship

Twenty-nine percent of blacks say they plan to start a business after they retire, while only 10 percent of whites have business aspirations after retirement, according to the 9th annual Ariel/Schwab survey.

ICDHR Launches its Education Initiative in November, 2006!



As the debate continues regarding urban, inner-city schools and suburban schools, ICDHR is ready to launch two (2) town hall meetings.

We will invite schools from the inner-city to participate in the suburban event, and we will invite schools from the suburbs to participate in the city event.

This two day event will incorporate a tour of key school facilities, lunch with key educators and an opportunity to hear from the community, not only about the problems, but how we can "bridge the divide" and educate our children.

If your school has an interest in participating in this forum,
please contact us at:

847.253.7538

Reverend Brooks Is Making News!

An article was published recently in the Daily Herald that delved into *"The New Suburban Mosaic: A look at our ever-changing melting pot"*.

The question of "DNA" continues to spark fierce debate around the world, as the test continues to break down ancestry and beg the question "is there such a thing as a *pure race*"?

Rev. Brooks and others took the DNA Print Genomics AncestrybyDNA test, that will tell you which percentages your genes carry of sub-Saharan African, European, Native American and East Asian ancestry. Brooks' DNA Print Genomics results came out to 59 percent African, 32 percent European, 5 percent Native American and 4 percent East Asian.

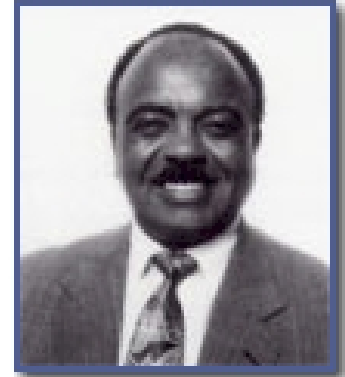
The African Ancestry test, which compares a person's DNA to established databases of DNA from citizens of African countries, found Brooks to be a match with the Brame and Balanta peoples of the region that today is the nation of Guinea-Bissau. It is in a part of Western Africa that was historically active in the slave trade.

Yet, Brooks admits he hasn't felt the same ties to Africa that many younger African Americans do. When Brooks was growing up, Africa was stereotyped as a backward place where primitive looking natives carried spears and modern culture had yet to penetrate. That image embarrassed him and his classmates, and they tried to distance themselves from it, he says.

But over the years he has struggled with the fact that he couldn't emotionally relate to Africa as a "motherland". "I haven't been taught about it by my great-grandmother, he says. "The culture was choked out of us by slavery and racism."

Lately, he has been a strong supporter of the Amistad Commission, created by the Illinois legislature to educate school children about slavery. "It's trying to educate people, to help them understand how people who came from Africa were treated, psychologically, physically and spiritually, and how the culture was lost," he says.

Even though Brooks struggles to articulate his emotional disconnect and mixed feelings about Africa, his life's work speaks eloquently of his commitment to those whose ancestors were dragged from their homes.



By Pam DeFiglio
Daily Herald Staff Writer

ICDHR

Illinois Commission on Diversity & Human Relations

SAVE THE DATE!

Martin Luther King, Jr. Dinner and Celebration in:

Chicago: Saturday, January 13, 2007

Northwest: Thursday, January 11, 2007

Visit www.icdhr.com to order your tickets NOW!

Maydene Moore, Senior Vice President
Bank of America and Dinner Chair

Gregg Steinberg, President
International Profit Associates and Dinner Chair

Larry Wert, President and General Manager
NBC 5 Chicago and Dinner Chair

HONORARY DINNER CHAIRPERSONS

The Honorable Rod R. Blagojevich
Governor, State of Illinois

The Honorable Richard M. Daley
Mayor, City of Chicago

Terry Ancel, President
Hayes Mechanical

The Honorable Dorothy Brown
Clerk of the Circuit Court of Cook County

Dana Burgess, President
IPA Charities Foundation

John Burgess, Managing Director
International Profit Associates

John Carpenter, Vice President of Corporate Relations
American Airlines

John Cruickshank, Publisher and Chief Operating Officer
Chicago Sun-Times

The Honorable Richard A. Devine
Cook County States Attorney

Sandra Lewis, Executive Assistant
Cook County States Attorney

Tom Ehlmann, General Manager and
Vice President, WGN Television

John G. Eilering, President and Chief Executive Officer
Mount Prospect National Bank

Eric J. Griggs, Provost
Entrepreneurships and Apprenticeship Programs Chicago City Colleges

Cheryl Jackson, President and Chief Executive Officer
Chicago Urban League

The Honorable Emil Jones, Jr.
Illinois Senate President

J. Wesly Knott, CRA Officer, Associate Managing Director
The Private Bank

Dr. Calvin Morris, Ph.D., Executive Director
Community Renewal Society

The Honorable Marie Pappas
Treasurer, Cook County

Desiree Rogers, President
Peoples Energy Corporation

Dana Starks, First Deputy Superintendent
Chicago Police Department

The Honorable Judy Baar Topinka
Treasurer, State of Illinois

Colleen Tunney, Vice President Of Corporate Communications
Transunion

Jon Westgaard, President and Chief Executive Officer
Aint Rocket Science, Inc.

Dr. B. Joseph White, President
University of Illinois

MISTRESS OF CEREMONIES

Merri Dee, Director Of Community Relations
WGN Television

PRESIDENT

Reverend Clyde H. Brooks
Illinois Commission on Diversity and Human Relations

In Memoriam

Rabbi Arthur Hertzberg 1921 - 2006

As a participant in the civil rights movement, I (Rev. Brooks) was honored to march and work with many people, black and white; from diverse backgrounds and religions. One of those in the vanguard was Rabbi Arthur Hertzberg.

Rabbi Hertzberg was president of the American Jewish Congress from 1972 to 1978 and vice president of the World Jewish Congress from 1975 to 1991. He wrote a dozen books on Jewish thought and history, including *The Zionist Idea* and *The Jews in America*.

An early advocate of civil rights for blacks, Rabbi Hertzberg was among the prominent participants in the Rev. Martin Luther King Jr.'s 1963 March on Washington.

Nine years later, he headed the first Jewish delegation to meet formally with the Vatican about the Roman Catholic Church's silence during the Holocaust.



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