

Communities

That



Work

A GUIDE TO ORGANIZING
YOUR COMMUNITY ON
HUMAN RIGHTS ISSUES

NOTES

Implementing “Communities That Work” in Your Community

“Communities That Work” is designed to help communities organize themselves in support of human rights.

“Communities That Work” promotes positive human relations within a diverse community and helps local governments, civic groups, schools, businesses, religious institutions, families and other groups recognize and encourage those working toward this end. Individuals in appropriate positions within the following categories should be contacted to become “Communities That Work” coalition members:

- **Media**
- **Local businesses**
- **Schools**
- **Churches**
- **Community groups**
- **Local government and law enforcement**

Preliminary Work

Before You Get Started...

■ **Identify a Project Coordinator.**

This is a crucial first step. Your city mayor’s office can initiate this project by assigning it to city administration staff or a community organization already working with human rights groups. This could be a city employee, a religious leader or a volunteer with the time and willingness to commit to a long-term, time-consuming project.

■ **Host a Brainstorming Session.**

Invite local community leaders from the various organizations to brainstorm and discuss ideas for the project. From this group, the mayor can develop a steering committee to assist with project development, implementation and recruitment of participants and resources.

■ **Develop a Plan of Action.**

The project coordinator, with advice from the steering committee, should develop a basic plan of action. The components of the plan should include:

- Mission and goals;
- Timeline;
- Strategies;
- Important contacts, including the media; and
- Recognition or acknowledgment of participation.



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■ **Develop a Mailing List.**

The project coordinator, with input from the steering committee, should develop a mailing list of all coalition members, volunteers, local media contacts and other organizations that should be on a “Communities That Work” mailing list.

■ **Develop a Coordinated Response Strategy for the Media.**

Have a coordinated response system in place for times when your community is the focus of unbalanced media coverage on human rights issues. Have local elected officials, businesses and other civic leaders prepared to write letters to the magazine or newspaper editor, publisher or station manager responsible for the coverage. Make sure you respond quickly and consistently to every unbalanced article or news story.

Activities Prior to Announcement

Specific activities to be completed prior to a community-wide announcement of “Communities That Work” should include:

■ **Identify businesses and organizations who are:**

- Involved in human rights activities that can be highlighted;
- Willing to underwrite the cost of printing materials;
- Willing to sign on early as “Communities That Work” coalition members and develop new activities that can be highlighted; and
- Can be listed on the roster of those already “signed up” at announcement.

■ **Utilize the following materials (included in this packet) for immediate use upon announcement:**

- Letter of Intent that coalition members will use to sign on to the program;
- Acknowledgment certificates;
- Camera-ready materials, including a logo, that any “signed-up” organizations can use in their in-house publications;
- Activity tracking forms; and “Shopping Lists” of activities.

■ **Contact the media for support:**

- Meet with the publisher or editorial board of the local newspaper to obtain support; and
- Meet with the general managers of your local radio, TV and cable channels to obtain their support.



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Announcement of “Communities That Work”

Once everything is ready, the mayor and project coordinator should plan for public announcement of “Communities That Work.” This announcement should include:

- A news release;
- A mission statement outlining objectives and goals of the program (please refer to the sample news release in this packet);
- A list of the organizations and businesses already “signed on” as coalition members;
- A request for additional volunteers with directions on how they can receive information on becoming involved; and
- Materials developed and printed for ready distribution to all who attend the announcement as well as to your “Communities that Work” mailing list.

Post-Announcement Activities

This is when the long-term work for the project coordinator really begins. The project coordinator should:

- Contact organizations, businesses, churches and synagogues and school districts to encourage participation. Attend their meetings and make presentations about “Communities That Work”;
- Develop a “Speaker’s Bureau,” resource people with “human rights involvement” or “peaceful conflict resolution” skills who are available to organizations and businesses. (A list can be obtained by calling the Idaho Human Rights Commission);
- Gather information to provide to local media on a regular basis. This could include guest opinion-editorial (op-ed) pieces, feature stories, etc.;
- Encourage local businesses, organizations, churches and synagogues and school districts to join the coalition by completing their Letter of Intent and committing to participate in some or all of the activities within the “Communities That Work” shopping lists;
- Plan periodic public awareness, recognition or media events during the “Communities That Work” campaign to help keep the community aware and involved; and
- Recognize and thank coalition members for their participation and commitment to the goals of “Communities That Work.”



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Evaluating “Communities That Work”

The project coordinator should track the number of businesses and organizations that sign on to “Communities That Work” (as well as actual events and activities) and report to the mayor and the city council on a monthly basis. An activity tracking form is included.

For additional information on how to implement “Communities That Work” in your community, contact:

Idaho Human Rights Commission
1109 Main Street, Owyhee Plaza, Suite 400
Boise, ID 83720-0040
(208) 334-2873
1(888) 249-7025
Fax (208) 334-2664
TDD (208) 334-4751
email: inquiry@IHRC.State.ID.US

The enclosed camera-ready materials may be reproduced for use in your city’s “Communities That Work” program or as models for developing customized materials.

Chambers of Commerce and Community Organizations List

- Invite a speaker to your group’s meeting to discuss what state laws are in place to protect your community from extremist behavior and malicious harassment. Ask them to talk about what communities can do to prevent intergroup tension.
- Public officials who mediate peaceful conflict resolution need community support. Make sure your organization supports your local law enforcement, judiciary and county commissioners in their efforts.
- Organize a group charged with eradicating racist graffiti as soon as it appears in public. Ask your local hardware stores to donate the materials.
- Become familiar with community groups (see enclosed list) that address inter-group tension. Offer your organization’s particular skills to help with another group’s activities.
- Keep your front-line visitor information staff involved and informed with accurate and timely information.

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- Use your organization's newsletter to:
 - Highlight what other communities and organizations are doing to resolve inter-group tension.
 - Share information on peaceful settlement issues.
- Sponsor talks and speakers on peaceful conflict resolution. Sponsor speakers from other communities that have successfully dealt with inter-group tension and extremist behavior. Make these programs open to your community. Make these events for everyone in your neighborhood or community, not just organization members.
- Focus funding efforts on a particular project in the coming year.

Churches and Synagogues List

- Call the mayor and offer to serve on a task force of religious leaders charged with reviewing human rights issues that surface in your community.
- Survey your members to identify other needs your congregation might address relating to peaceful conflict resolution, and then work on them.
- Investigate a Martin Luther King, Jr./Idaho Human Rights Day program to combine high member involvement and low cost. Sponsor a forum on peaceful conflict resolution. Invite an outside expert in to talk about it and the implications for bettering your community.*
- Earmark the church offering at a particular service or during a month to pay for books and videos for your religious organization's library about peaceful conflict resolution.*
- Offer evening programs or training on peaceful conflict resolution (for example, Wednesday night programs or for Sunday School). Provide child care for members with children.
 - Have children make posters for a display depicting their way people should live together in your community.
 - Plan a children's musical or drama that relates to peaceful conflict resolution. Contact your local high school or college drama department for help. Then present it to your religious organization or the whole community.
- Organize support groups. People benefit from sharing their concerns about neighborhood conflicts in a safe forum.



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- Make peaceful conflict resolution a regular topic in your congregation newsletter.
- Ask someone in your congregation to be responsible for a peaceful conflict resolution column on a regular basis.
- Advertise in your newsletter about peaceful conflict resolution services and training available in your community.
- Publicize activities of other “Communities That Work” groups, including other religious organizations.
- Consider sponsoring a float in your holiday parade to promote peaceful conflict resolution and peaceful communities.

*There are many resources, good books and videos available on the subject. See the resource list at the back of this packet or contact the Idaho Human Rights Commission for more information.

Media List

- Develop feature stories on the “how-to’s” of peaceful conflict resolution and what laws are in place to protect Idahoans from malicious harassment and extremist behavior. Cover your community’s human rights activities in newspaper features and television news shows.
- Make sure your news stories include the views of your communities’ ethnic culture.
- Develop an “idea exchange” where readers, listeners or viewers write or call in with tips about peaceful conflict resolution.
- Help “Communities That Work” reach more community members through editorials, newsbriefs, calendar items and bulletin board tidbits.
 - Highlight participating businesses and organizations.
 - Cover neighborhood and school-sponsored “Communities That Work” events.
- Sponsor public service announcements that encourage tolerance. Encourage media personalities to help produce PSAs for your local human rights groups. Sponsor pamphlets and videos on human rights.

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Business and Corporation List

- Form an employee/management task force to evaluate how human rights conflicts and issues are handled. Ask them to conduct an annual review of your equal opportunity policies.
- Make sure all your employees understand what Idaho laws are in place to protect them from malicious harassment and extremist behavior.
- Encourage employees to participate in human rights initiatives. Support employee efforts to organize human rights groups. Offer brown bag lunch forums on conflict resolution.
- Develop a Harassment Free Workplace Policy that states all employees are entitled to work in a harassment-free environment. Make it a key component of your employee operations manual.
- Reflect all of your employees' ethnic backgrounds in company publicity and marketing materials.
- Use your company employee newsletter to share articles and other information about human rights and peaceful conflict resolution issues. Consider a monthly column within your company newsletter for people to share advice and information or to arrange community activities. Articles from human rights publications are sources of information.
- Sponsor one of the public awareness events planned for the "Communities That Work" campaign or for Martin Luther King, Jr./Idaho Human Rights Day. Contact the mayor's office for information on these activities and events. Consider financial support for community agencies working with and for human rights.

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Parents List

- Help your children understand what Idaho laws are in place to protect Idahoans from malicious harassment and extremist behavior
- Organize and volunteer to help a local group that is working to eliminate inter-group tension.
- Set aside time each week for reading with your children and thinking about living in peace with diverse neighbors.
- Reintroduce yourself to your neighborhood.
- Send out a flyer to see who might be interested in organizing a block party so everyone can get to know their neighbors. Have regular parties with your neighbors.
- Form neighborhood support groups to talk about peaceful conflict resolution, and arrange for group child care. Reach out to community leaders for help.
- Organize workshops with your neighbors to take peaceful conflict resolution training. Call the Idaho Human Rights Commission or the mayor's office for information on classes and other activities.

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Schools List

- Establish a task force or work group at school of teachers and parents to identify ways to make the school more supportive of diversity.
- Make sure your local government class includes information on state laws that protect individual civil rights and fellow citizens from malicious harassment or extremist behavior.
- Encourage teachers, school employees and students to participate in “Communities That Work” campaign activities.
- Present workshops on peaceful conflict resolution skills and related topics for teachers and parents through the Parent Teacher Organization.
- Hold “Communities That Work” or Martin Luther King, Jr./Idaho Human Rights Day activities.
- Encourage parents to run for your decision-making council. Ask parents to serve on school committees, especially those dealing with human rights issues and peaceful school climates.
- Develop an educational unit or workshop on peaceful community living for use by schools, churches and other civic groups.
- Establish a resource center in your school, that contains videos, books and brochures on peaceful conflict resolution topics. Send out a public notice to churches and organizations that these materials are available.
- Have students make signs and posters telling visitors they are welcome in their peaceful school community.

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Idaho Paths to Justice

Today, Idaho's laws are recognized as some of the toughest in the nation in dealing with extremist behavior. In addition, Idaho has had a Human Rights Act since 1969.

Idaho's Malicious Harassment Act

In Idaho, it is a felony to maliciously harass any person because of race, color, national origin, religion or creed. This offense is punishable by up to five years in prison and a \$5,000 fine for each occurrence.

Idaho's Civil Remedies Act

A victim of malicious harassment as defined above may sue the harasser for actual damages, unlimited punitive damages and attorney fees.

Idaho's Domestic Control Act

If two or more individuals engage in paramilitary training with intent to attach a group or subvert the government, they can be sentenced to up to 10 years in prison and fined up to \$50,000.

Idaho's Uniform Hate Crimes Reporting Act

This law requires all law enforcement agencies in Idaho to report to the State Department of Law Enforcement, all crimes apparently committed on the basis of race, color, national origin, religion or creed.

Idaho's Explosive Devices Act

Prohibits possession of explosive devices with the intent to commit a crime.

Idaho's Common-Law Courts Act

Prohibits impersonating a public official or acting as a public official with intent to intimidate private citizens or lawfully appointed officials.

Idaho's False Lien Act

Prohibits filing a false lien with intent to intimidate or harass a private citizen or public official.

Idaho's Human Rights Act

Prohibits discrimination in employment, housing, public accommodations and education based on race, sex, color, religion or national origin. In housing and employment discrimination based on disability is banned. In employment only, age discrimination (40 and over) is banned.

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Human Rights Facts

- Idaho's anti-malicious harassment laws are recognized as some of the toughest in the nation. Various officials have been invited by communities throughout the U.S. to help train others about Idaho's "zero tolerance" methods for dealing with extremist behavior.
- The Idaho Human Rights Commission was created in 1969. Today, Idaho has 114 human rights groups located in 25 cities throughout the state. These groups far outnumber extremist groups and provide local communities with information about discrimination and the law as well as technical assistance to help parties resolve disputes peacefully.
- Idaho has an excellent record in crime control and civil rights promotion. Idaho's crime rate is the second-lowest in the West, and in 1996, crime decreased nine percent.
- Idahoans were heavily involved in organizational efforts leading to the creation of the Northwest Coalition Against Malicious Harassment. The six-state coalition was specifically formed to address the problem and threat of malicious harassment and violence. Since its inception, a representative from the Governor's office has sat on the board of this important organization.
- In 1995, more than 47,000 people attended the international Anne Frank Exhibit during the month it was at the Idaho State Historical Museum.
- Idaho's economy is strong. Our unemployment rate continues to rank below the national average. High-tech employment has increased a dramatic 71%. Idaho's personal income growth leads the nation. State exports have soared 228% since 1987. Our non-farm employment growth was eighth in the nation in 1996 and ranked third in the nation between 1986 and 1996.

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Community Actions that Work

- **Boise, Idaho** When a 27-pound rock covered with racist material was thrown through a bedroom window at the home of the President of the NAACP, the community banded together to form the Ada County Human Rights Task Force. Made up of clergy, school and law enforcement officials, representatives of the minority and human rights community, the group has provided training on cultural diversity to the local police, provided support to victims of malicious harassment, and hosted community events supporting diversity.
- **Caldwell, Idaho** When the Canyon Area Human Rights Task Force discussed the fact that there was no community celebration of Martin Luther King, Jr./Idaho Human Rights Day, they decided to do something about it. The small group has organized annual events featuring a candlelight parade followed by music and speakers. They have also partnered with others in hosting very successful Farmworker Appreciation Day events.
- **Coeur d'Alene, Idaho** When racist incidents and anti-Semitic graffiti started appearing, the Kootenai County Task Force on Human Relations was born. It was ready to respond when the Aryan Nations headquartered in nearby Hayden Lake declared the five northwest states the "territorial imperative" of the white Christian. The Task Force organized a series of rallies and meetings leading to the formation of what is today a six-state organization, the Northwest Coalition against Malicious Harassment. The community won the All American City Award and the Raoul Wallenberg Award for their aggressive campaign against racist activities.
- **Idaho Falls, Idaho** When the president of the local NAACP was assaulted with racial slurs and threatened while riding his bicycle, the Mayor's Cultural Awareness and Human Relations Committee decided it needed to make a statement. It is producing a video on diversity, *The Many Faces of Idaho Falls*. The Committee hopes the production will help promote the image of Idaho Falls as a community opposed to racism.
- **Pocatello, Idaho** When the local access television station aired a series of racially offensive television shows titled *Race and Reason*, the Pocatello Human Relations Advisory Committee decided not to get into a futile battle over the First Amendment. Instead, it organized response programs that aired after the racist show. The community response was overwhelmingly supportive of the message of respect for diversity promoted by the Human Relations group. In fact, the programs captured nationwide attention when The Today Show



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and NBC Nightly News showcased the work done by the Committee.

- **Sandpoint, Idaho** When leaders in the faith community became concerned about racism and anti-Semitism in their community, they established liaisons with leaders from neighboring human relations groups. They joined with the Kootenai County Task Force in urging residents to display orange ribbons to protest a racist youth conference being held in northern Idaho. Since that time, they have published a newsletter and sold notecards featuring award winning art on civil rights drawn by area students.

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Sources and Resources

Many excellent resources are available to increase awareness of issues regarding diversity and community relations. Several have contributed to the content of this publication. Some of these organizations loan, rent or sell materials; others provide information helpful to your project.

Idaho Human Rights Commission, Box 83720, Boise, ID 83720-0040, TEL: 208-334-2873 or 888-249-7025. Processes claims of discrimination alleging discrimination in employment, housing, public accommodations and education. Has a limited number of research papers and videos for loan.

The Governor's Hispanic Initiative, Director, Idaho Commission on Hispanic Affairs, 5460 W. Franklin Rd., Suite B, Boise, ID 83705, TEL: 208-334-3776. Seeks to improve the educational, social and economic status of the Hispanic population.

Idaho State Library, 325 W. State Street, Boise, ID 83702, TEL: 208-334-2150. Books and videos on related topics are available through your library through inter-library loan.

Idaho Education Association, Kathy Yamamoto, Human and Civil Rights Coordinator, Box 2638, Boise, ID 83701, TEL: 208-345-4450. Curricular material and videos available to members and others throughout the state.

Anti Defamation League of B'nai B'rith, 600 Stewart Street, Seattle, WA 98101, TEL: 206-448-5349. Catalog of books and videos available including *A World of Difference*.

Not In Our Town Campaign, The Working Group, 5867 Ocean View Drive, Oakland, CA 94618, TEL: 510-547-8484.

Northwest Coalition Against Malicious Harassment, Box 21428, Seattle, WA 98111, TEL: 206-233-9136. Publishes a newsletter, holds annual conferences, and has educational materials available.

Idaho Network Against Bigotry, Box 1484, Boise, ID 83701, TEL: 208-344-3853. Publishes a bibliography of suggested readings for youth, teaching aids on equity and conflict resolution, curriculum resource books and videos for youth. Some lending materials may be available.

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Southern Poverty Law Center, *Teaching Tolerance*, and *Klanwatch Project*, 400 Montgomery, AL 36104, TEL: 334-264-0286. FAX 334-264-3121. Educational materials to help teachers promote interracial and intercultural harmony in the classroom. A semiannual educational magazine and video and text curriculum provided free or at a nominal cost to educators, schools and civic and religious organizations to teachers. Publishes *Klanwatch Intelligence Report*.

When the Militia Comes to Town, The American Jewish Committee, The Jacob Blaustein Building, 165 East 56 Street, New York, NY 10022-2746.

Center for Democratic Renewal, P.O. Box 50469, Atlanta, GA 30302, TEL:404-221-0025. e-mail cdr@igc.apc.org. Provides a national clearinghouse and monitors hate group activities, provides victims assistance, education and training. Publishes *When Hate Groups Come to Town: A Handbook of Effective Community Responses*.

Montana Human Rights Network, Ken Toole, Director, Box 1222, Helena, MT 59624, TEL: 406-442-5506. Publishes a newsletter and holds conferences.

Coalition for Human Dignity, Box 21266, Seattle, WA 98111-3266, TEL: 206-233-9775. Provides research on extremist organizations and movements. Publishes a newsletter and other educational material.

Community Relations Service, United States Department of Justice, 915 2nd. Ave., Rm. 1898, Seattle, WA 98174, TEL: 206-442-4465. Mediates community disputes involving racism or religious intolerance.

Ten Ways To Fight Hate in Your Community, Project Lemonade, 1136 W. Jefferson St., Suite 111, Springfield, IL 62702.

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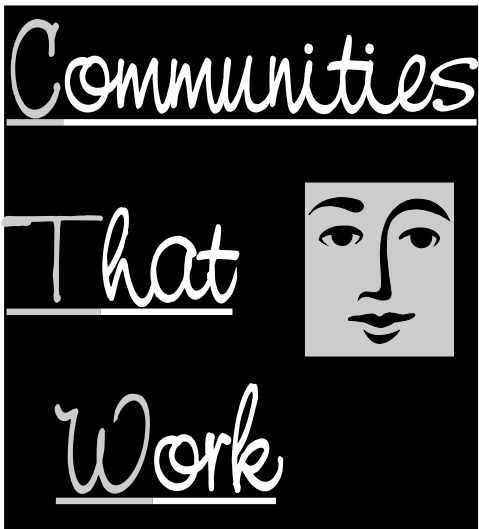
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Historical Facts about Idaho

- Prior to the arrival of European and Mexican explorers, roughly 8,000 Native Americans representing two distinct groups inhabited Idaho: the Great Basin Shoshone and Bannock tribes and the Plateau tribes of the Coeur d'Alene, Nez Perce and Kootenai. Today, Idaho's Native American heritage, their tribes and their chiefs are reflected in the naming of Nez Perce, Benewah, Shoshone, Bannock and Kootenai counties and the communities of Shoshone, Pocatello, Blackfoot, Nezperce, White Bird, Kamiah, Lapwai, Weippe, Kooskia, Picabo and Tendoy.
- Spanish explorers made trips to the Northwest beginning in 1592. Spaniards introduced pigs, horses, domestic fowl, tomatoes, beans, corn and garlic to the Native Americans of the Northwest.
- Lewis and Clark were the first Euro-Americans to set foot on what is now known as Idaho. They encountered Spanish-speaking Native Americans as well as those who spoke their tribal language. They were followed by French-Canadian fur trappers, resulting in names of communities like Coeur d'Alene (French for "heart of an awl") and Boise (French for "wooded").
- Even the impact of Hawaiian Islanders employed as laborers in the Northwest fur trade received recognition through the naming of Owyhee County. Almost the entire staff of Ft. Boise from 1834-1844 were from the Hawaiian Islands.
- Mountain men, including some Spaniards and Mexicans, lived off the land as trappers and hunters. In the 1860s, there were a number of Mexican vaqueros (cowboys) living in the Treasure Valley. By 1863, Mexicans were mining at Spanishtown, a camp near Rocky Bar, and other Idaho mines. Jesus Urquides, one of several successful Mexican businesspeople, came to Boise in 1863, became a prominent Pacific Northwest packer, and built the Spanish Village in the 1870s to house his Mexican packers. The 1870 census included 60 Mexican-born individuals.
- York, William Clark's Black servant, traveled through what is now Idaho in 1805 with the Lewis and Clark expedition. Respected by the Indians, York today is credited as being of great value to the success of the trip. Some of the fur trappers, traders and miners who followed were Black, including one who helped build the first mission in the Northwest. Until after the Civil War, only free Blacks or escaped slaves came West unless brought by their owners. The entry of the railroad through southern Idaho starting in the 1880s resulted in a number of Blacks settling in



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Pocatello. Four companies of troops from the 24th Regiment (a Black unit) were sent to Idaho in 1899 to maintain order during the Coeur d'Alene mining strikes. The 1900 Idaho census listed 940 Blacks.

- At one time during the Gold Rush of the early 1800s, Idaho's population was one-quarter Chinese. By 1870, a majority of all Idaho miners were Chinese.
- In the mid-1800s, as with other western states, most early Idaho settlers fled the East to escape what they saw as officially sanctioned harassment of individuals for their beliefs. This was true of Mormons fleeing persecution and Union and Rebel supporters desperately seeking to flee the Civil War.
- During the 1890s, there were several thousand Japanese laborers constructing the railroad through Idaho.
- Idaho in 1896 became the fourth state in the nation to give women the right to vote. The territorial legislature had come close to giving women the right to vote as early as 1869. The territorial legislature in 1867 passed a statute making Idaho a community property state. It was not until the turn of the century that women in more than a handful of states had equal rights to the family assets. In 1972, Idaho became the first state in the Nation to ratify the Equal Rights Amendment.
- Between 1900 and 1920, a large number of Basque immigrants came to Idaho from the Pyrenees to work as sheepherders. Today, Boise, Idaho's capital, has the largest Basque community in the United States.
- Idaho was the first state in the nation to elect a Jewish governor. Moses Alexander was elected in 1914 and re-elected in 1916.
- In 1990, Larry EchoHawk was the first Native American to be elected attorney general.



**Letter of Intent to Become a
“Communities That Work” Coalition Member**

(Organization)

is fully committed to “Communities That Work” and will strive to promote positive human relations in this community. It is our intent to strengthen our neighborhoods and community by supporting individuals and groups who make this effort.

We will make a special effort to support parents by:

Company/Church/Organization

Contact Person

Mailing Address

Telephone

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Certificate of Commendation

presented to

*in recognition of outstanding efforts in
fostering positive human relations for*

Communities That Work

Dated this _____ day of _____, _____

_____, Mayor



“Communities That Work” Coalition Members Activity Tracking Form



DATE	ENTITY	NUMBER	CONTACT	TELEPHONE
		1		
		2		
		3		
		4		
		5		
		6		
		7		
		8		
		9		
		10		



Press Release

For more information, contact:

Name _____

Title _____

Telephone _____

For Immediate Release

_____ (Name of Mayor) today kicked off "Communities That Work," a community-wide advocacy and awareness campaign to encourage residents to work toward more positive human relations.

"Communities That Work" will recruit individuals, neighborhood groups, local businesses, schools, churches and civic organizations to become members of a coalition to support community-friendly activities that promote the interests of our diverse population.

Members of the coalition become involved in the campaign by signing a "Letter of Intent" and returning it to _____, "Communities That Work" coordinator in (name of community.) Members will implement activities that lead to a more peaceful community, because strong families, neighborhoods, schools and community groups increase stability and safety for everyone who lives in _____ (name of town). Ideas for these activities are included on "Shopping Lists" available from the CTW coordinator.

For example, when a local business becomes a coalition member, issues of human rights and non-discriminatory hiring can be addressed. Churches and schools can provide peaceful conflict resolution skills training. Civic organizations can organize positive activities for youth and sponsor speakers to share positive ways for individuals, families and neighborhoods to solve conflicts peacefully.

Many businesses, schools, churches and civic organizations already create and support activities that benefit our community. "Communities That Work" will highlight these programs and spread their ideas for more activities.

The local media also will be asked to participate in this effort by publishing calendars of family-oriented events, sponsoring public service announcements through the CTW campaign, developing feature stories on the "How-To's" of peaceful conflict resolution and the success stories.

For additional information about "Communities That Work," contact _____ at _____.

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Press Release

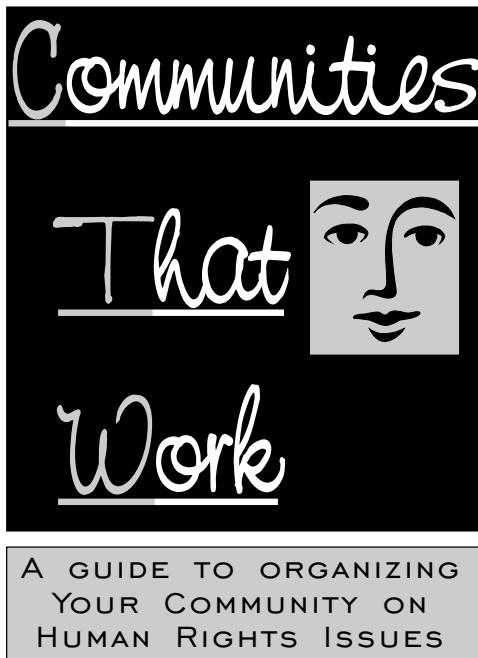
For more information, contact:

Name _____

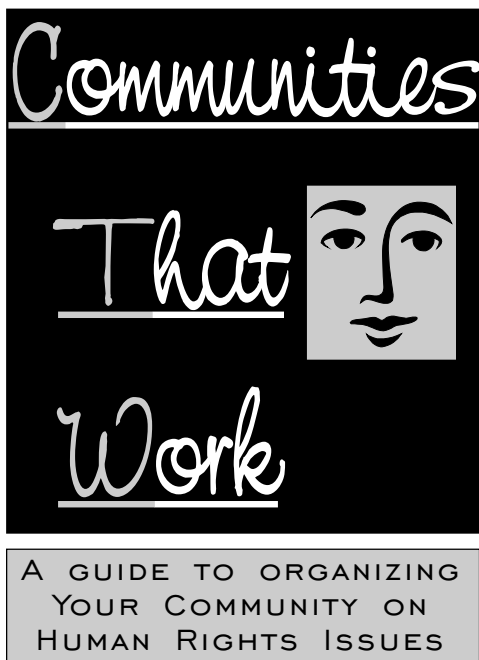
Title _____

Telephone _____

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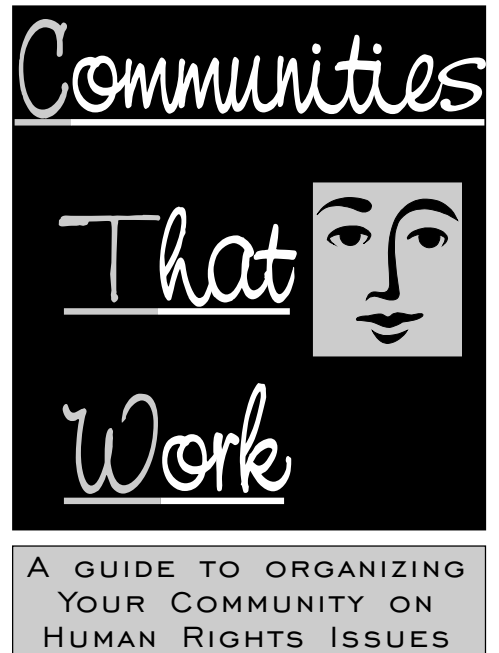


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COMMUNITIES THAT WORK
OVERVIEW

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SHOPPING LISTS
ACTIVITY TRACKING FORM
SAMPLE PRESS RELEASE
LETTER OF INTENT
LOGO SHEET
CERTIFICATE