

A RECORD OF

SESSION 346

Race and Ethnicity: Models for Diversity

May 17-24, 1997

Session 346 *Race and Ethnicity: Models for Diversity* was convened at Schloss Leopoldskron May 17-24, 1997, to examine the complex issues of race and ethnicity in South Africa, Latin America, the Middle East, North American, Europe, and Asia. The weeklong session was chaired by Professor Njabulo Ndebele, vice chancellor of the University of the North, South Africa. Members of the faculty included Jaime Arias Ramirez, senator and former minister of health, Bogota, Colombia; Jane Delgado, president and CEO, National Coalition of Hispanic Health and Human Services Organizations, Washington, DC, USA; Enes Kujundzic, director, National and University Library, Sarajevo, Bosnia and Herzegovina; Hanmin Liu, president, United States-China Educational Institute, San Francisco, California, and member of the board of trustees, the W.K. Kellogg Foundation, Battle Creek, Michigan, USA; Glenn Loury, professor of economics, and director of the Institute on Race and Social Division, Boston University, Massachusetts, USA; Fathi Ahmed Sobh, director and founder, Tuffah Educational Development Center, Gaza Strip; Gloria Smith, vice president for programs, W.K. Kellogg Foundation, Battle Creek, Michigan, USA; and Amir Tadmor, director, Middle East Cooperation Projects in Jerusalem, Israel.

Sixty-five Fellows from forty-two countries participated in Session 346, demonstrating the broad geographic diversity so characteristic of Salzburg Seminar sessions. Three percent came from South East Asia, eight percent of the Fellows came from the North African-, Near Eastern-, and South Asian- region, twenty-four percent from Central and Eastern Europe, six percent from Western Europe, twenty-four percent from North America, seventeen percent from Central and South America, and thirteen percent from Sub-Saharan Africa. The professional backgrounds of the participants were similarly diverse and divided among the public, private, and educational sectors, with the educational sector having the largest representation. The public sector was represented by individuals holding senior positions in governmental ministries including: the European Commission, the Singapore High Commission in Malaysia, South African Human Rights Commission, Mexican Commission on Human Rights, the United States Information Service, Child Rights ASIANET, Thailand. Included also was a UNHCR humanitarian aid worker working in the refugee camps of Malawa, and a representative from Medecins Sans Frontiers. Individuals working in the private and NGO sectors added quite a different perspective to the discussions, drawing on their practical professional experiences gained at such institutions as the Institute of Indigenous Studies in Chile, Cultural Traditions Program, Northern Ireland Community Relations Council, National Public Radio, USA; Northern Muslims Rights, an NGO concerned with the restoration of the rights of the Muslim community in northern Sri Lanka; Organization of Africans in the Americas; the Croatian Psychiatrists Association, dealing with refugees in need due to the war in Croatia and in Bosnia-Herzegovina; East Bay Agency for Children, which provides mental health and social services to immigrants in California; the South African Institute of Race Relations; IAMA, another NGO which works with Indian populations in the Amazon; European Working Group for Gypsy and Traveller Education, Ireland; and the Center for Indian Education, an NGO concerned with the education of Native Americans. Research institutions in the USA, Jordan, Israel, Bulgaria, India, Slovenia, Yugoslavia, Sudan, Latvia, South Africa, Azerbaijan, Hungary, Albania, Kazakstan, Tajikistan rounded out the mix of highly qualified and engaged Fellows.

The professional and geographic diversity of the Fellows assured a rich and lively debate of the issues surrounding ethnicity and race. An atmosphere characterized by meaningful and stimulating dialogue prevailed throughout the week, one perhaps best captured in the following comments of session

participants:

At the end, I arrived at a place where at least the problems of race and ethnicity were clear to me, but especially I arrived to the conclusion that more work has to be done. I understood that no matter how the theory on the issue has developed, I need to do more, to work more because many things remain unresolved, many things are still in our way to construct a better and more comfortable world for all of us. One more thing: my experience at the Salzburg Seminar overcame my pessimism and skepticism about our capacity to alter the way we relate to each other. Salud!

Edmundo Urrutia García, Guatemala.

I was moved and touched by the pain and passion of those around me in the shadow of snow capped mountains beside a lake fragrant with hope, love and light.

Umesh Bawa, South Africa

Faculty

Njabulo Ndebele (Chair), Vice Chancellor, University of the North, Sovenga, South Africa

Jaime Arias Ramirez, Senator, Bogotá, Colombia

Jane Delgado, President and CEO, National Coalition of Hispanic Health and Human Services Organizations, Washington, DC, USA

Enes Kujundzic, Director, National and University Library of Bosnia and Herzegovina, Sarejevo, Bosnia and Herzegovina

Hanmin Liu, President, United States-China Educational Institute, San Francisco, California, & Member of Board of Trustees, W.K. Kellogg Foundation, Battle Creek, Michigan, USA

Glenn Loury, Professor of Economics, Boston University, Massachusetts, USA

Fathi Ahmed Sobh, Director and Founder, Tuffah Educational Development Center, Gaza Strip.

Gloria Smith, Vice President - Programs, W.K. Kellogg Foundation, Battle Creek, Michigan, USA

Amir Tadmor, Director, Middle East Cooperation Projects, Jerusalem, Israel

Resource Persons

Gloria T. Meert, Program Director, W.K. Kellogg Foundation, Battle Creek, Michigan, USA

LaJune Montgomery-Talley, Controller, W.K. Kellogg Foundation, Battle Creek, Michigan, USA

Delores A. Parker, Program Director, W.K. Kellogg Foundation, Battle Creek, Michigan, USA

Miguel A. Satut, Program Director, W.K. Kellogg Foundation, Battle Creek, Michigan, USA

Group Statistics

Fellows:	Number: 65		
	Gender:	Male	62%
		Female	38%
	Average Age:	40	

Nationalities (from 42 countries):

			Jamaica	2
	Albania	1		
1	Argentina		Jordan	1
	Azerbaijan	1	Kazakhstan	1
	Belarus	1	Latvia	1
			Liberia	1
Botswana		1	Macedonia	1
	Bulgaria	1	Mexico	11
	Brazil	2	Peru	1
	Canada	1	Portugal	1
	Chile	1	Romania	1
	China	1	Russia	1
	Colombia	1	Singapore	1
	Croatia	1	Slovenia	1
	Dominican Republic	1	South Africa	6
	Egypt	1	Sri Lanka	1
	Guatemala	1	Sudan	1
	Georgia	1	Tajikistan	1
	Hungary	1	Thailand	2
	India	1	United Kingdom	1
	Ireland	1	USA	15
	Israel	2	Yugoslavia	1
	Italy	2		

Professional Sector:	Public	20%
	Private	23%
	Educational/Research	57%

Academic Format

The academic format of Session 346 was structured around several components: a series of seven lectures, each followed by ninety minutes of plenary discussion among faculty and Fellows; a series of afternoon working group meetings devoted to specific areas of the session theme; numerous informal presentations and panel discussions initiated by Fellows; and a final summary session in which each working group presented its findings.

Lectures:

Introductory overview: *Gloria Smith*

What Will Lead to a Multi-Cultural Society: *Njabulo Ndebele*

Hidden Racism in Latin America: *Jaime Arias*

Arab-Israel Reconciliation at Community Level: *Amir Tadmor/ Fathi Sobh*

Access & Opportunities – The North American Experience: *Glenn Loury*

Cultural Pluralism in Bosnia & Herzegovina: *Enes Kujundzic*

Coalition Building – The Hispanic-American Experience: *Jane Delgado*

Capitalizing on Diversity: Cross-Cultural Exchanges & the Asian-American experience:
Hanmin Liu

Thematic Focus

“The problem of the twentieth century,” wrote W.E.B. Du Bois early this century, “is the problem of the color-line, - the relation of the darker to the lighter races of man in Asia and Africa, in America and the islands of the sea.” Ethnicity has plagued the century in the same way: In Africa, Asia, Europe, and the Americas. As we look toward a century close to its end, casting our eyes forward towards the twenty-first century, we wonder if we can resolve the issues related to the divides between race, ethnic and cultural groups, and learn how to capitalize on our diversity. As we assess also just how much we have been able to learn from our experiences, something is gradually finding its place in the collective wisdom of the global society: diversity as a democratic value.

Session 346 provided an opportunity for participants to share and reflect on experiences from South Africa, Latin America, the Middle East, North America, Europe, and Asia on issues of race and ethnicity. Reflection was made on the racial and ethnic conflicts. Realizing the increasing ability not only to accept diversity but also to recognize diversity as a positive element in sustaining a democratic environment, the session enabled participants to seek models of diversity in sustainable social arrangements. In that way, other voices were not only different, were not simply to be tolerated, but had legitimate space to flourish and to enrich.

Reflecting on how numerous societies the world over are undergoing profound changes, this session asked, among others, the following questions:

- How have different societies evolved mechanisms of reconciliation?
- What are the demands of leadership in such transitions?

- How do such societies engage future generations in thinking through and working out sustainable multi-cultural democracies?
- How can community-level initiatives promote a culture of equality?

Gloria Smith began the academic portion of the session with a twenty minute overview lecture on racism, discussing pervasive and insidious forms of racism in American society and their effect on attitudes both at the personal and societal level. Gloria Smith emphasized the role of grass-roots movements when she said “What I have drawn from these experiences, the second message that I wish to underscore, is the fact that true change, lasting change, occurs at the grass-roots level. It is at this community level where the most candor is to be found; where the most contact is to be had between and among people; and where it is most difficult to hide behind shadows. And it is from these grass-root efforts that there is reason to be optimistic”. She then framed the goals of the session for the week.

In the second plenary lecture, *What Will Lead to a Multi-Cultural Society: The South African Experience*, Njabulo Ndebele summarized the history of racism in South Africa, focusing primarily on the healing process that was taking place through the Truth and Reconciliation Commission (TRC). Unlike the Nürnberg Tribunal, which tried war criminals, the TRC was established to disclose injustices and offer amnesty to those who are repentant. Ndebele explained that the TRC was not created to exact revenge, but rather to provide closure to the apartheid era. The concept provoked lively debate, as well as discussion as to the feasibility of implementing such a system in other countries.

A joint plenary lecture, *Arab-Israel Reconciliation at Community Level*, by Amir Tadmor, an Israeli political activist, and Fathi Sobh, a Palestinian educator, intended to showcase a model for community-based reconciliation. Together, they presented their “Sons of Abraham” project, a joint Arab-Israeli curriculum for nurturing understanding among young people. Sobh spoke of Palestinian projects to improve the quality of life in the Gaza Strip, and to seek reconciliation with the Jews. Tadmor reported on his personal meetings with Yassar Arafat and King Hussein of Jordan. Both said the time had come to look forward toward peaceful solutions rather than arguing about the past. As became evident in the course of the plenary discussion, there remain many historical and emotional hurdles to overcome in the region.

The plenary lecture, *Hidden Racism in Latin America*, given by Senator Jaime Arias from Colombia, generated a great deal of discussion on hidden as well as flagrant racism in Latin America. The lecture prompted a further session on this topic, in which a panel of five Latin Americans detailed the injustices and ethnic divisions within Latin America. The panel provided an opportunity to explore the diverse experiences of Latin America’s multi-cultural populations and the many social, political and economic barriers that continue to obstruct their search for equality.

Access and Opportunities – The North American Experience, an exploration of the African-American experiences, was presented by Glenn Loury. Loury eloquently and at times poignantly told his own story of his growing consciousness as an African-American, and the complex dilemmas he has faced. He explored the fault-line between “black and white” and its central role in American political and cultural history, as well as in contemporary American politics. His observations provoked a lively, sometimes contentious discussion, with a broad range of views being expressed.

An afternoon plenary lecture was presented by Enes Kujundzic on *Cultural Pluralism in Bosnia & Herzegovina*. As director of the National and University Library of Bosnia and Herzegovina in Sarajevo, Kujundzic gave a thorough historical overview of the ethnic composition of the region, and the difficulties among the various group. A series of respondents from other

countries of the former Yugoslavia provided differing perspectives on the developments in the region.

Jane Delgado, a Washington lobbyist, spoke on *Coalition Building – the Hispanic-American Experience*. Delgado detailed her personal experience in coalition building within the Hispanic and Black American communities. She said that the threat of a Black-Hispanic voting block, which will represent 25% of the US population in the next ten years, was the most effective tool in overcoming racial discrimination. Delgado outlined various ways in which coalition building can be effectively used, which in some instances, could be applied to other cultures as well.

Hanmin Liu lectured on *Capitalizing on Diversity: Cross-Cultural Exchanges & the Asian-American Experience*, offering the Asian experience as one model for the success of an ethnic group finding its place within the context of a larger society. Liu also organized a panel that addressed the issues of Tibetans in China, minorities in India, ethnic divisions in Sri Lanka, successful tools for cultural diversity in Singapore, and relative ethnic tranquility in Thailand. The panel concluded with three ethnic Americans: one discussed the Hmong Chinese in Minnesota, another the plight of the native Americans in Arizona, and a poignant account of the colonization of the Hawaiian Islands by the United States.

Working Groups

Each working group met four times during the course of the week for at least two-hour sessions to focus on session-related themes in regional and global contexts. The working groups were convened by faculty members and resource persons and consisted of approximately 15 Fellows each. Seminar staff assigned Fellows to groups according to their stated pre-session preferences, keeping a professional and geographic balance in each of the four working groups. Each group selected a rapporteur who presented a summary of the group's deliberations on the final afternoon of the session.

WORKING GROUP A:

Multi-ethnic Societies: Reflecting Diversity

This working group explored models of diversity in various regions of the world. Fellows compared and contrasted the experiences from their own countries and societies, and attempted to identify successful models for diversity, and their applicability to other regions of the world.

WORKING GROUP B:

Reconciliation and Transformation

This working group considered models for reconciliation in societies that have been torn by socially divisive events ranging from political oppression to economic and social discrimination to violence and warfare. Fellows explored means by which societies can heal the "wounds" of past wrongs, and work towards nurturing a culture of respect and tolerance.

WORKING GROUP C:

Challenges of Leadership in Multi-ethnic Societies

This working group explored the roles that individuals can play both at the community and national level for responsible and effective leadership within a multi-ethnic society. Fellows considered the ways in which leaders can promote the interests of a particular ethnic or racial group while at the same time contributing to the general benefit of the society at large.

Working Group D:

Generational Differences – From Obstacle to Opportunity

This working group explored the evolving circumstances of racial and ethnic groups from one generation to the next. Fellows considered how political, social and economic

developments can change the situation of racial and ethnic groups within a society, and explored the advances made by particular ethnic and racial groups within their societies.

Informal Presentations and Panels

The evenings allowed time for numerous and lively additional informal presentations which were initiated and directed by the Fellows. The presentations included:

- Issues in Development Assistance (Claire Nelson/José-Manuel Pinto-Teixeira)
- Role of the Media in Ethnic and Racial Issues (Rose Crozier/Joyce Davis)
- Cross Cultural Models of Diversity: A Participatory Process (Hanmin Liu)
- The Mostar Project: Reconciliation and Youth (Mladen Knezevic)
- Travellers and Gypsies in Ireland (Mary Moriarty)
- The Search for Unity on Diversity: Experience (Feizi Milani)
- Ethnic Issues in Albania (Albana Shala/Albert Musliu)
- Racism and Endo-racism: Being Black in a White World/Being Black in a Black World (Umesh Bawa/Blas Jimenez/Lora-Ellen McKinney)

Library Resources

During the course of the week, Fellows enjoyed access to Salzburg Seminar library holdings and to the Internet on the library's computer facilities. Session participants also received in-depth training on the identification and location of resource materials pertaining to world trade on the World Wide Web.

Additional Activities

In addition to the academic program of Session 346, Fellows participated in a variety of other scheduled activities including a guided tour of Schloss Leopoldskron, a walking tour of Salzburg, cocktail parties hosted in the academic directors' apartments, an informational tour of the Salzburg Seminar's American Studies Center, a classical concert followed by a candlelit reception in the Venetian Room, an American-style barbecue, and a festive farewell banquet.

Observers

Shinichiro Aso, President, The Japan Foundation

The Honorable Nozipho Mxakato-Diseko, Ambassador of the Republic of
South Africa to Austria

Henry Fernandez, President and CEO of the Association of University Programs in
Health Administration, USA

Hiromi Sato, Second Secretary, Japanese Embassy in Austria

Funding

Session 346 was made possible in part by a generous grant from the W.K. Kellogg Foundation.

Timothy Ryback
Session Director

Kathleen Schendl
Program Assistant