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A 60th Anniversary

May 17, 1954, marked a turning point in America's journey toward a more perfect Union. On that day, the Supreme Court handed down a unanimous decision in *Brown v. Board of Education*, outlawing racial segregation in our Nation's schools. *Brown* overturned the doctrine of "separate but equal," which the Court had established in the 1896 case of *Plessy v. Ferguson*. For more than half a century, *Plessy* gave constitutional backing to discrimination, and civil rights organizations like the National Association for the Advancement of Colored People faced an uphill battle as they sought equality, opportunity, and justice under the law.

On the 60th Anniversary of *Brown v. Board of Education*, let us heed the words of Justice Thurgood Marshall, who so ably argued the case against segregation, "None of us got where we are solely by pulling ourselves up by our bootstraps. We got here because somebody...bent down and helped us pick up our boots." Let us march together, meet our obligations to one another, and remember that progress has never come easily -- but even in the face of impossible odds, those who love their country can change it.

--- from President Barack Obama's Proclamation for the 60th Anniversary of Brown vs. Board of Education

They Cannot Legislate Courage: Two DVD Reviews

1) "Battle: Change from Within" produced by University of Missouri Extension. Written & Directed by Michael Hicks, April 2012.

The Supreme Court makes a ruling. "Brown vs. Board of Education" had been decided in 1954 and ruled that segregated schooling was illegal. For eight more years nothing much happened to actually desegregate the public schools. But in Columbia, Missouri, someone decided that the time had come. Sometimes it takes one person inspired by the law, who then supplies specific, dedicated actions – it is actions that change the times . . . sometimes one person's actions are what reverses the inertia of past injustice and starts their community on a new way forward together.

One such person was Eliot Battle who, with his wife and their

Affirmative Action Here & Now

Valuing Diversity and Equal Opportunity

ANR Has New Compliance Officer

Join *Here & Now* in welcoming ANR's new Affirmative Action Compliance Officer, John Sims:

John I. Sims is the former Director of the Office of Employment Equity and Diversity at William Paterson University in Wayne, New Jersey. Reporting to the President, he served as the University's compliance officer and assisted the campus community in promoting affirmative action, equal employment opportunity and diversity. During his professional career, Mr. Sims has resolved numerous employment discrimination complaints filed in court, with federal and state agencies and internally. Previously, he served as Diversity Management Officer at Brookdale Community College in New Jersey, and the Director of Affirmative Action at the Community College of Beaver County (CCBC). Prior to CCBC, Mr. Sims served as a Trial Attorney for the U.S. Equal Employment Opportunity Commission in Los Angeles, California. Mr. Sims began his career as an attorney with the United States Navy, Judge Advocate General (JAG) Corps in San Diego, California.

Sims graduated from the University of South Carolina Law School, the University of Pennsylvania, and the Naval Justice School.



ANR at Veterans/Disabled/Diversity Job Fair

On May 14 the UC Davis Medical Center along with the UCD Office of Equity, Diversity and Inclusion sponsored a Veterans, Disabled and Diversity Career and Resource Fair. ANR was there.

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children, lived in Columbia, Missouri and who accomplished something remarkable. It is so easy to think that one person can't make a difference. One person can make a difference. This DVD shows that.

Subtitled: "a documentary about one man's resolve to advance desegregation," it is a truly (if quietly) inspiring story of someone who put into practice Dr. Martin Luther King's "weapon of love" and with persistent patience brought change and betterment and respect to a community. It is so easy to think that one person can't make a difference unless an angry throng joins him or her and together they engage in a grand confrontation. Sometimes one person can make a difference without a grand confrontation. The grand confrontation is one mode (and maybe the only mode when a nation needs to be moved) but for one community, for Columbia, Missouri, a grand confrontation was not the only mode possible or necessary as this DVD so ably demonstrates.

It is so easy to think that one person can't make a difference. One person can make a difference. Keeping his eye on the prize, Eliot Battle never let anger fuel his resolve. Hope fueled his resolve. When that hope would be temporarily thwarted still he kept his eye on that distant prize – the long view of things – and this allowed not anger but new hope to arise instead. This is patience. This is uncommon courage. This is love of another degree.

Highly recommended. 55 minutes.

2) An interesting contrast with "Battle: Change from Within" is the multi-disc set, "Eyes on the Prize" – a DVD reissue in 2010 of the original 1986 production. While "Battle" is a personal, almost intimate story of one man, his wife and family and their journey through the Great Struggle of the 1950's and '60's for civil rights – but always in the context of their local community – "Eyes on the Prize" offers a broader vision of events as they unfolded on a national stage. I have watched the first disc. It is an unblinking look at the times, the brutality, the cruelty – there are some graphic scenes of violence and the aftermath of violence, some rough language – all reflective of the times and often caught on live recordings and news footage of the period. (The DVD is rated TV-PG.)

There are two episodes per disc, each about 60 minutes long. The first disc contains "Awakenings (1954-1956)" (discussed above) and "Fighting Back (1957-1962)". There is some "review" of events that were covered in the first episode in the second. The "fighting back" in the second episode's title is not quite as exciting as it might sound. Lots of news clips of Southern governors acting badly and in resistance to federal law; but it provides an accurate depiction of the times. Most the "fighting" in this part of the disc was of a legislative and litigious kind – except for the riots when President Kennedy finally moved, with the help

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(This photo from UC Davis)

Karen Ellsworth of Academic Personnel and David White of Staff Personnel represented ANR.

Many new contacts were made, particularly among veteran organizations who, like ANR, were also vendors at the Fair. This is an annual event and this year it was held outdoors under a large tent.



Karen Ellsworth expounds on the opportunity in Cooperative Extension.



The ANR team functions like a well-oiled machine of information!



The Job Fair was well attended

of troops, to admit James Merideth as the first Black to enroll at the University of Mississippi in 1962. This disc's second episode ends with Merideth finally attending classes at Ol' Miss – the entire situation had been a major constitutional crisis – unbelievably violent and brutal but in the end the constitution was upheld; the individual rights of Man prevailed over a mob of (mostly) men. This second episode ends rather abruptly, it seemed to me. There was an unsettling kind of feeling . . . perhaps it was just me or perhaps it was the knowledge that this may have been a victory, another step forward, but this was still only 1962. There is much yet to overcome. This knowledge weighs heavily yet is a very compelling reason to view that next disc in the series.

"Eyes on the Prize" is history we must not forget; examples of valor we must not forget and examples of resolve we must hope are also within us.

"Eyes on the Prize" – 3 Disc set:

Disc 1

Awakening (1954-1956)

Rosa Parks, the city buses boycott and much more

Fighting Back (1957-1962)

Little Rock, Ole Miss, states' rights vs. federal authority

Disc 2

Ain't Scared of Your Jails (1960-1961)

The Freedom Riders, lunch counter sit-ins and much more

No Easy Walk (1961-1963)

Georgia, Birmingham, Alabama . . . the March on Washington, President Kennedy's Civil Rights Act

Disc 3

Mississippi: Is This America? (1962-1964)

Medgar Evers, the fight for the right to vote, the violence, the murder of Evers and three civil rights workers

Bridge to Freedom (1965)

Selma, Montgomery . . . Stokley Carmichael, George Wallace, Martin Luther King . . . 25,000 people march from Selma to Montgomery in support of the Voting Rights Act of 1965



(Next issue we'll have a review of another new diversity DVD about a modern day Native American community – with a sports angle. Don't miss it!)



ANR Affirmative Action Website Addition

There's a new link on the ANR Affirmative Action website: http://ucanr.edu/sites/anrstaff/Diversity/Affirmative_Action/

On the leftside gray navigation menu there's a new link called Veterans.

http://ucanr.edu/sites/anrstaff/Diversity/Affirmative_Action/Veterans_185/

Click it (or the link above) and you go to a page where vets can find the ANR job listings and ANR managers and supervisors can find helpful resources, guidelines, and promising practices for creating a welcoming environment for veterans and military members in a civilian workplace.

Cultural Resource Team Announcement

If you've been reading the *Here & Now* for a while, you know that ANR has a Cultural Resource team. And now they have a link on the Affirmative Action website:

http://ucanr.edu/sites/anrstaff/Diversity/Affirmative_Action/Cultural_Resource_Team/

Their link, "Cultural Resource Team," is also found in the left side gray navigation bar of the AA website.

If you speak a foreign language you could join the Cultural Resource Team (CRT). As a member of the CRT you will have no meetings to attend. Your name, other language(s) that you speak and contact information would appear on the list with the other members. Then, if an advisor or program coordinator, for instance, is having trouble reaching clientele in a community which they may be unfamiliar with and whose language they do not speak, they might contact you if you speak that language for a little help or cultural tips to enable them to produce a more effective outreach effort.

As you can see from the list of CRT members, we have several Spanish speakers and are very interested in other languages, such as any of the Asian languages. But anyone with any foreign language skills is welcome! Contact David White at dewhite@ucanr.edu and express your interest – that's all it takes!

