

Annual report - the year 2000

We provide tangible benefits to members, including our email list, this newsletter, and discounts on our publications. But one benefit that cannot be easily quantified is the the experience of being part of a growing organization whose mission is to change society in a positive way. In this, our first annual report, we talk about the Center and yes, we indeed are growing. Our activities currently fall under a half-dozen headings: publications, training and speaking, membership, convention, Internet services, and administration. In the year 2000 we made significant progress in each area.

Publishing

We saw the development and release of three new publications. In January we published our first WHITENESS PAPER in two years with the release of *White Culture and Racism: Working for Organizational Change in the United States*, written by Center board member and long time advocate of white awareness, Judith H. Katz. Shortly thereafter we released our *Racial Awareness Quiz*. Both publications were well received and continue to be popular. Also doing well is our fourth WHITENESS PAPER, *White Antiracist Activism: A Personal Roadmap*, by Jennifer R. Holladay, in print since November.

The Center's new book was published in January 2001. However, virtually all our developmental work was completed by late 2000. *Unraveling the White Cocoon* is doing well by early reports. Though it is still too soon to make a firm assessment, we are hopeful the book will raise the visibility of the Center and the issues that concern us.

Training and speaking

Our training and speaking appearances are still too few and far between, but we were able to line up several in the year 2000. Center representatives appeared on a panel taking a multicultural look at domestic violence, sponsored by the University of Medicine and Dentistry of New Jersey; presented a paper titled "Managing Whiteness: Exploring Alternative Racial Structures in Organizations" at the Eastern Sociological Society Annual Meeting; facilitated a workshop on white awareness for the Journey Toward Wholeness group of a New Jersey congregation of the Unitarian Universalist Association; spoke at a "Town Meeting for Justice" in Plainfield, New Jersey; conducted our *Learning How to Talk About Whiteness* workshop for the New York City chapter of Outward Bound; presented our Racial Awareness Quiz to the Black Concerns Committee session at the New York Yearly Meeting (Quakers) at Silver Bay, N.Y.; consulted on issues of white awareness with residents and staff on the Pluralism Committee of Foulkeways Retirement Community in Gwynedd, Pa.; carried out an on-site consultation with the EEO Office of Goddard Space Flight Center in Greenbelt, Md.; and delivered a lecture on "Euro-American Identity" at Elizabethtown College in Elizabethtown, Pa.

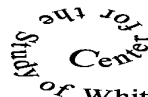
Some of these events, we performed for free, but others were paid engagements, covering expenses and fees for service.

Recently I received some feedback on a manuscript of the book. The writer, a friend, expressed some thoughts about what the Center is doing. I thought it would make a good op-ed piece - Jeff Hitchcock

Any thinking about the subject clearly tells me that the days of white domination of the culture will be ending. The key motivator in all race relations is power. Those who have it want to keep it, and those without it want it. Gradually, as whites lose power, and people of color gain it, there should be a time when power is "balanced." I hope they find a way to institutionalize that balance then so that it does not swing to people of color to the detriment of whites. I hope it is also gradual, too, because sudden shifts are usually bloody. Those losing power, if they are aware of it, put up walls of resistance. Those gaining power become impatient and expectations rise disproportionately.

The white culture needs to be made more than just aware of how the dominant white culture bestows privileges on them simply for being white. They need to be aware that they should not simply accept those privileges without recognizing and accepting concurrent responsibility to minimize the negative impact of those privileges on oppressed cultures. They need to understand that responsibility is not the same thing as blame. Just because the dominant culture gave me privileges does not mean that I am to blame. But I certainly have taken advantage of my privileges every day of my life without questioning them.

They have been my birthrights. However, by accepting my privilege, I must accept my responsibilities. That is why there is much for each white person to learn about what privileges I have because I am white, and how those privileges oppress people of color. I generally don't even recognize my privileges - I just accept them. I also do not know what white people can or should be doing to ameliorate the harms visited on people of color by the dominant culture. You've got a big job ahead of you.



Center for the Study of White American Culture, Inc.

The *Membership Newsletter* is a publication of the Center for the Study of White American Culture, Inc. sent exclusively to its members 4 times per year. The Center for the Study of White American Culture is a multiracial organization whose mission is to define and examine white United States culture and to address its role in, and impact on, the greater American culture.

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Members - new and renewing since last issue

Students

- Carolyn Braley
- Sharon Hwang Colligan
- Ismoon Maria Hunter-Morton
- Glen Manery
- David Nylund

Contributors

- Meg Bond
- Chris Brittan-Powell
- Gillian Burlingham
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- Ann E. Flescher
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- Vernellia R. Randall
- Carah Reed
- Daniel B. Singley
- Peter J. Stein
- Jim Wallace

Supporters

- Kathryn P. Bacon
- Mary Ann Borkowski
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- Jeff Hitchcock
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- David Ludlow
- Madeline McClure
- Lorrie N. Smith
- Douglas Sturm

Advocates

- Patti DeRosa
- Charley Flint

Membership

At the present writing our membership numbers 99 persons. Although the Center has not tracked membership figures, a quick survey shows that a year ago we mailed our winter newsletter to 65 members. Thus our membership grew by 52% in 2000.

We enroll members on a quarterly basis, and about half of all members enroll beginning in the first quarter of the calendar year. We looked at those persons whose enrollment expired at the end of December 2000. There were forty-six members, of whom thirty-six renewed their membership, making our renewal rate seventy-eight percent so far (additional renewals may come in). Eighteen members are now members for all three years of our membership program. Eighteen others are members for two years. Ten expiring memberships have yet to be renewed. Fourteen new members have joined for the first time this quarter.

The numbers are gratifying. They indicate we are doing something well, and that's good to know. We've worked hard to make it that way. Support by our membership affirms our sense of involvement in a collective project that people across the country find important. It encourages us to keep our program underway.

Members continue to enjoy benefits. The Whiteness email list has seventy participants, or nearly three out of four members. We will continue our newsletter. Members are encouraged to submit announcements for publication. The member discount on publications will remain as well. Finally, we occasionally act as a clearinghouse and go-between for members looking to connect with people with similar and specialized interests.

Convention

June 2000 saw the meeting of the 4th Conference on Whiteness in Boston. We were happy to have representatives attending, and it was a pleasure to see other members present. The conference was also an occasion to renew old acquaintances.

As proud as we are of our sponsorship of this event, we actually did little in the way of preparation and logistical support (outside of mailing announcements). Most of the planning and doing was handled

by groups on the scene in Boston.

This will change with the next conference. In late 2000 the Center committed to organizing the 5th conference as a white antiracist convention. Plans will unfold over the course of 2001, with the actual event being scheduled for 2002 or 2003. Leading up to the convention we hope to hold preparatory meetings and consultations at various sites and with various constituencies. Our wish is to develop an event that will catch the attention of the broader public, make a statement, expand the boundaries, push the envelope, raise the bar, broaden the reach (pick your favorite phrase, here). In all seriousness, we hope to deliver a message to the country.

Internet services

Members are acquainted with our whiteness email list. Our web site, www.euroamerican.org, continues to gather attention. In 2000 we received 29,000 hits, about 80 per day. Usage follows the academic cycle, dropping off during the summer and winter holidays, and reaching highpoints in the middle of spring and fall. The rate of visits continues to climb and during peak periods we receive around 130 visits per day. Considering that the web site design we use is very outdated, it still manages a strong presence. We are updating the site with the help of Center member and volunteer, Scott Barrett.

Administration

Our Pentium 75 computer had become so old we could not run up-to-date programs, and our software could not open the majority of Microsoft Word files we received. Our backup device was broken, and the computer made funny grinding noises whenever we turned it on. This summer we upgraded both our hardware and software to a reasonably modern standard. We now backup the system weekly, and our software is current.

Our accounting and legal status needed attention. We successfully applied for our permanent 501(c)3 status at the end of our 5-year provisional period.

We've taken steps to comply with New Jersey tax requirements. In the past this was not an issue, but our current growth and the availability of new (and unfortunately taxable) products like our papers and

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Financial report

The good news is we doubled our income from 1999. The bad news is that our expenses doubled as well. Still, we broke even for the year, even with a substantial expansion in our operation.

Income from publications increased more than five-fold, while income from engagements doubled. Membership donations increased by thirty percent. Reimbursed expenses increased four-fold, due to recovery of shipping costs and travel expenses.

Our expenses grew as well. More than half of the expense for board meetings was a 2-year travel subsidy for one member on a slim budget. The balance represented hotel room rental and service which, though at an airport hotel, stretched our means at the moment. The bank charges include a credit card penalty for late payment. These items bear closer scrutiny in 2001.

The bulk of our expenses are in line with our operation. We upgraded our computer system, paid trainers (consultants) and began to pay down accrued interest on loans taken at our founding, along with current interest on credit card purchases. Office operations included phone, printing, computer hardware and software, office supplies, and postage. Six people failed to pay for publications they ordered (unpaid invoices), despite our reminders. No salary was paid in 2000.

Income Statement, Year 2000

Income	
Contributions Income	205.25
Engagements	5,400.00
Membership Donations	3,748.00
Miscellaneous Income	79.20
Reimbursed Expenses	1,050.75
Sale of Publications	2,783.47
Total Income	13,266.67
Expense	
Bank Service Charges	116.25
Board meetings	915.80
Books, Articles, Publications	313.69
Conference Fees	90.00
Consultant expenses	162.50
Consultant fees	2,250.00
Contributions	25.00
Customer Refund	9.95
Interest Expense	150.42
Internet Operations	781.00
Member Discount	122.18
Miscellaneous	157.57
Office Operations	7,347.29
Travel & Ent	710.96
Unpaid Invoices	93.40
Total Expense	13,246.01
Net Income	20.66

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book require that we meet more detailed recordkeeping requirements.

The Center's Board of Trustees continues to work as a team. The year 2000 was the first complete year in which board oversight, guidance, and even hands-on assistance, was available to the organization. The success we experienced was attributable to this fact.

Outlook for 2001

The year 2000 was a time of development. We developed our publications and our management and operating capacity. For 2001, the major direction of our effort will be in marketing. We want to let people know who we are, why our concerns are important, and what resources we have to address the issues we raise.

We may publish another WHITENESS PAPER if we receive an appropriate manuscript. Otherwise, our publications catalog will likely remain as it is now. We hope to perform more training and speaking engagements for hire, and we will remain active in voluntary efforts. We also hope to develop a catalog of workshops.

Plans for the convention will unfold quietly but consistently this year.

Plans for the website include, a new design for the site, a searchable database in the library, online courses - discussion groups, and acceptance of credit card payments. We are acquiring broadband access (cable) and plan to begin Internet marketing of publications and training services.

To those members who were with us in 2000, thank you for a very good year.