

CC: Right now, there's an effort to recruit people of color onto the different boards and committees. You know, just a big push for it, but there's not a big effort to learn what it takes to sustain your involvement. You're involving somebody in your organization, and you're operating with your good old boy culture. And then you start scratching your head by saying, "Well, why didn't so and so, why did they stop coming to meetings? Why aren't they involved anymore?" It's because they didn't take enough time to learn what it takes to keep these different communities engaged and/or to excite more deeper intimate involvement. It was, come on down. This is what we do. Find where you fit. And you go to a few meetings, you're like, "I don't fit here. They're speaking a language that I'm not speaking. They're accustomed to practices that I'm not accustomed to." There are a number of things that they just do automatically that they're not even thinking about that are foreign to me. So, they are not aware that they have this big wall that's between them and the communities that they're trying to invite. They haven't taken a look at themselves as being part of that barrier.