

## POLICY WATCH – October 2016

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With Election Day almost here, we urge you to vote. It has been a brutal election season, but we can't let our faith in the democratic process be a casualty of this battle. Your vote counts – and has never been more important. The clearer the voters express their vision for our country's future, the better. We need to prove that trust in our democratic system is well-founded and to be respected.

In this issue, we look at what happens after the election. We explore the increase in hate, the Trump Effect, and the likelihood that it will linger post-election. We lament that hate, nationally and sadly, locally, as seen in the graffiti attack on a Windsor school. How do we heal the divides that have been revealed and unite as Americans? One way is to practice forgiveness. To move past hate, we must forgive.

There is much to celebrate about our country and the North Bay. Working together, we can be even greater!

Best,



Cynthia

### November 9<sup>th</sup>: Now What?

No one wishes that this election would last a second longer than November 8<sup>th</sup>. Look at the rawness of this election: polarity, vulgarity, hate, gloom and doom and attacks on the fundamentals of democracy. We all want it over!

We need to take the next step to what happens after the election. How do we heal our nation? How do we have civil discourse? How do we find our footing for facing the hate that has been unleashed in America?

Matt Wilstein's [How Trump 'Emboldened' Hate Groups in America](#) (The Daily Beast [Link](#)) profiles Jorge Ramos of Univision. Ramos describes what he dubs the Trump Effect: "I think hate is contagious. And I think it is very disturbing that there is a rise in the number of hate groups in the United States. I was checking the numbers for the Southern Poverty Law Center and from 2014 to 2015, the number of chapters of organizations affiliated with the KKK grew from 72 to 190. And that's really concerning. Last year, 20 people were killed by supremacist groups. Last year, 63 mosques were attacked. So clearly

something is going on in the country. And I think that what's happening is that hate groups and neo-Nazis and white supremacists used to live only on the internet; they used to have secret gatherings. That's not the case anymore. They're out in the open. They feel emboldened by the rhetoric of Donald Trump. It's like he has given them permission to speak. And, you know, everybody has prejudices and biases, but before Trump, those biases against immigrants and Muslims and women and people with disabilities were only expressed in homes and bedrooms. Now, they are all over the place. And that's the difference."

Ramos says, "Why do they hate me? Why do they hate us? In 2024, according to the census, non-Hispanic whites will become a minority, like any other. And they hate the fact that they will become a minority. They hate the fact that minority groups are growing in number and in economic and political power. And that's exactly what's happening. They are blaming immigrants, unfairly, but they are blaming immigrants and Muslims and African-Americans for this change in demographics. That's what they don't like."

And echoing others, Ramos says, "What I know for sure is that it won't disappear after Election Day because they feel emboldened, they feel strengthened, they feel validated by his campaign. So no, I don't think hate will disappear and I don't think hate groups will disappear after the election, regardless of who wins. And therefore, we truly need a national conversation on hate. And my proposition would be to start with immigration reform. If we can have a national conversation on immigration reform and find some sort of solution for Democrats and Republicans after the election, that would be a great first step. If we don't do that, hate will continue. Hate is real. Hate is something that you can actually touch."

Proving Ramos' point, a Windsor school was riddled with anti-immigrant, pro-Trump graffiti this week. The Press Democrat's J.D Morris writes in [Donald Trump and anti-immigrant graffiti hit Windsor Spanish-language school](#) (October 24, 2016), that Cali Calmecac Language Academy's campus was "marred early Monday by graffiti bearing the anti-immigrant message "Build the wall higher" and numerous references to Donald Trump."

Principal Jeanne Acuna said there was "graffiti on buildings, walls, doors, garbage can lids and elsewhere. Aside from the phrase about the wall, a reference to the Republican presidential nominee's plans to prevent immigrants from coming to the country illegally, the rest of the graffiti involved Trump's name painted in various spots. About 75 percent of the more than 1,100 students at the dual immersion school, which serves kindergarten through eighth grade and teaches in both Spanish and English, are Latino, according to Acuna. "

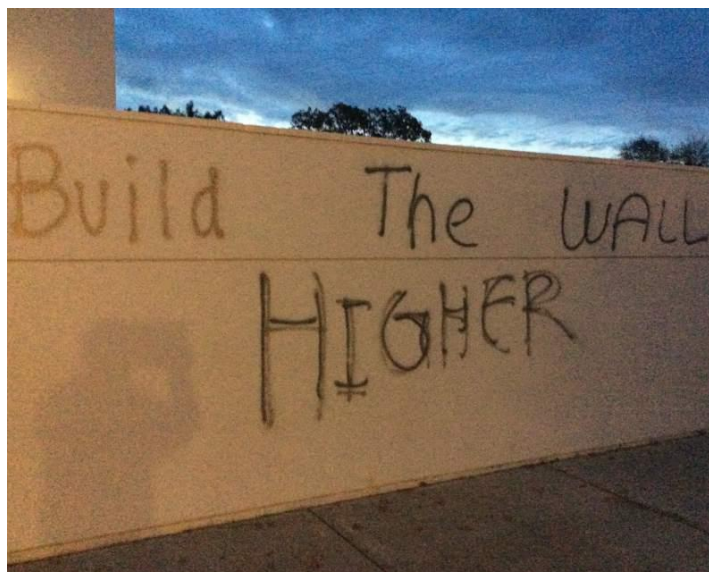


Photo by: Jeanne Acuna

## The Church/College Divide

To help unite the country and better understand why we got so divided to begin with, let's look at some demographic research. In [Religion And Education Explain The White Vote](#) by Milo Beckman (FiveThirtyEight blog: [link](#)), Beckman asks: "Which demographic traits affect how white Americans vote?" The research shows, "the two most predictive variables are religious attendance and education. Crucially, these two variables are still more explanatory when considered together. Roughly speaking, a white voter will lean left if she is "more college than church" and will lean right if she is "more church than college." Interestingly, Beckman says, "Despite the myth that Trump's base is poor whites, income is the least predictive of white voter support among the seven demographic variables tracked by the poll."

Beckman says, "understanding the massive college-church divide helps explain why this election feels less like a debate over policy and more like a war of worldviews." He digs into the data and comes up with three theories on why the college-church variables are so potent. The three theories are:

Theory No. 1: Different values. College whites and church whites are taught different moral values in their respective houses of learning, values which trickle up into policy preferences. Members of white Christian congregations are more likely than any other racial-religious group to rank personal responsibility above structural factors, such as unequal access to education, in explaining racial disparities in income. And while secular universities rarely purport to give moral teachings to their students, research has found that college education increases tolerance.

Theory No. 2: Different knowledge. Another possibility is that college whites and church whites disagree not only on value judgments but on empirical claims about the world. The statement "climate change is caused by human activity" is slightly more likely to be affirmed by those with a college degree; the statement "life begins at conception" is more likely to be affirmed<sup>5</sup> by those with regular church attendance.

Theory No. 3: Different bubbles. The flip side of Theory No. 2 is that both college whites and church whites exist in ideologically pure bubbles, where like-minded friends uncritically reinforce each other's beliefs. Indeed, college graduates have few less-educated friends; it is also true that liberal professors outnumber conservative professors nearly 5-to-1. The development of public policy in universities and think tanks, then, may not be a crusade for objective knowledge so much as a cartel of secular elites peer-reviewing and advising secular elites for the benefit of secular elites.

Beckman concludes, "These theories aren't mutually exclusive, of course, and there may be some element of truth to each of them. But understanding the massive college-church divide helps explain why this election feels less like a debate over policy and more like a war of worldviews." And if you agree it is more a war of worldviews, to heal this divide means understanding worldviews and trying to bring more people into a common worldview about the future of America.

	MOST CLINTON-LEANING		MOST TRUMP-LEANING	
	DEMOGRAPHIC GROUP	CLINTON'S VOTE SHARE	DEMOGRAPHIC GROUP	CLINTON'S VOTE SHARE
<b>Religious attendance</b>	Never	71%	Weekly	31%
<b>Education</b>	Post-grad	64	HS grad or less	35
<b>Pop. density</b>	Urban	64	Rural	42
<b>Region</b>	Northeast	59	South	41
<b>Gender</b>	Woman	56	Man	43
<b>Age</b>	18-29	56	65+	47
<b>Income</b>	30k-50k	51	50k-75k	46

Two-party vote share among 3,048 respondents; survey conducted Jun. 2-8, 2016

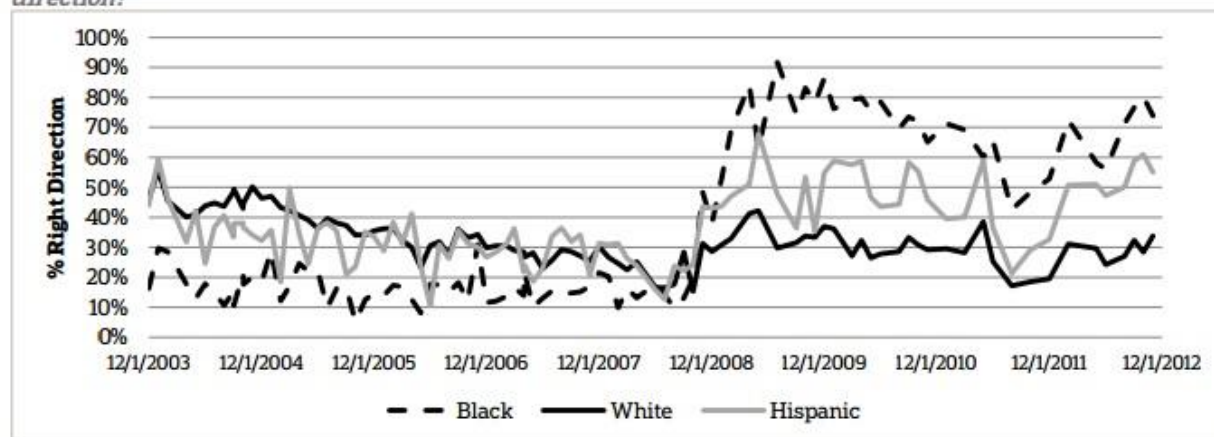
SOURCE: SURVEYMONKEY AUDIENCE

## The Future Looks Brighter

One worldview that we may want to adopt is the optimistic view of millennials and Latinos and African-Americans. [Donald Trump is the white boomers' last gasp — believe it or not, the future looks brighter](#), by David Masciotra (Salon: [Link](#)), gives us reason for hope post-election. Masciotra says, “The same polls that show whites are cynical about politics, depressed about the economy and worried for the future, also show that an overwhelming majority of black and Latino citizens are hopeful about their own lives and the trajectory of the United States. The title that the University of Chicago gave its report on the emotional divide of the country offers a definitive summary: “The Public Mood: White Malaise but Optimism Among Blacks, Hispanics.”

**Exhibit 2: Right Direction/Wrong Direction Series, The Associated Press 2003-2012**

*“Generally speaking, would you say things in this country are heading in the right direction or the wrong direction?”*



Masciotra says, “Meanwhile, the Wall Street Journal reports that the most optimistic group of Americans, regardless of race, comprises those under the age of 35. The hope of the dreaded millennials, whom the boomers love to target with endless sanctimony, is actually helping to “power the economy,” according to the story.”

“When commentators repeat the cliché that Americans are “angry” and “want change” – some important policy debates aside – what they are really doing is presenting the despair of white male baby boomers as if it represented the entire country,” says Masciotra. “The same enraged masses who supposedly want to flip over all the tables give President Obama a 58 percent approval rating, yet Americans are subjected to exhausting discussion of “working-class anger,” as if only white working-class people mattered, and “manufacturing jobs,” as if anyone under age 40 dreams of employment in a textile mill.”

The data shows that manufacturing jobs are not coming back, mostly because of automation, not outsourcing. We need to prepare the workforce for the jobs in industries that are growing and viable, and raise their skill sets to do work in partnership with machines.

## Men Need Help



Along those lines, in [Men Need Help. Is Hillary Clinton the Answer?](#) (New York Times: [Link](#)) , shares that Lawrence H. Summers, “the former Treasury secretary and now a professor of economics at Harvard, estimates that a third of men between 25 and 54 without college educations could be out of work by midcentury. Well-paying jobs that don’t demand a college degree have been shrinking for generations — and technology is accelerating that trend. Driverless cars, for instance, could eliminate trucking as we know it, a refuge for many blue-collar men.”

What is the answer to helping these men? The article says, “In the short term, liberal economists and even some conservative ones back an idea that Mrs. Clinton has said she would push in her first 100 days — a \$275 billion infrastructure jobs plan, which could provide at least temporary employment to a key segment of those hurting the most: blue-collar men.

Other solutions include “raising the minimum wage and expanding eligibility for the earned-income tax credit, a proven way to reduce poverty. Mr. Summers is one of many who would push the Federal Reserve to continue stimulating the economy to boost employment, rather than focusing on curbing inflation. He also argues for government subsidies to bolster the wages of less-skilled employees. Wage insurance could address the plight of men; payroll taxes could be used to make up some of the gap between the higher hourly wages earned in manufacturing and the lower wages more common in the service industry.”

The article also says, “Liberal and conservative economists agree on the failings of the education system and urge more focus on the school-to-work transition, since so many men without a college education are flailing. Apprenticeship systems and expanded access to community colleges — both ideas backed by President Obama — could help train workers for high-demand jobs without requiring four-year colleges.”



“Re-examining the effects of mass incarceration — on black men in particular — and reconsidering mandatory sentences have attracted bipartisan support, though such efforts stalled in Congress. Mr. Summers calls for improving incarceration-to-work programs.”

“But in the long term, Isabel V. Sawhill and Richard V. Reeves, senior fellows at the Brookings Institution, argue that men must resign themselves to working in “pink collar jobs” — those known by the acronym HEAL, for health, education, administration and literacy. Men make up just 20 percent of elementary and middle-school teachers, 9 percent of nurses, 16 percent of personal aides and 6 percent of personal assistants, Ms. Sawhill and Mr. Reeves noted.”

## The Forgiveness Boost

Another way to help feel better on November 9<sup>th</sup>, is to forgive. Holding on to a grudge or wanting revenge is bad for your health and the health of our nation. In [The Forgiveness Boost](#), by Olga Khazan, (The Atlantic: [Link](#)), Khazan gives a method of how to forgive. Citing a man whose mother was brutally murdered, Edward Worthington, who is also a psychologist, she says, “Worthington used his own, five-step “REACH” method of forgiveness. First, you “recall” the incident, including all the hurt. “Empathize” with the person who wronged you. Then, you give them the “altruistic gift” of forgiveness, maybe by recalling how good it felt to be forgiven by someone you yourself have wronged. Next, “commit” yourself to forgive publicly by telling a friend or the person you’re forgiving. Finally, “hold” onto forgiveness. Even when feelings of anger surface, remind yourself that you’ve already forgiven.”



Worthington says it is important to forgive right away. Khazan says, “First, there’s a sizable and immediate mental-health boost. Worthington says that an eight-hour forgiveness workshop can reduce subjects’ depression and anxiety levels as much as several months of psychotherapy would.”

Khazan says, “But beyond that, forgiving people are markedly physically healthier than unforgiving ones. A 2005 study published in the Journal of Behavioral Medicine found that participants who considered themselves more forgiving had better health across five measures: physical symptoms, the number of medications used, sleep quality, fatigue, and medical complaints. The study authors found that this was because the process of forgiveness tamped down negative emotions and stress. “The victim relinquishes ideas of revenge, and feels less hostile, angry, or upset about the experience,” the authors wrote.”

Let’s hope that post-election, we are able to forgive and forge a new national discourse and civility so that we can address the issues raised in this presidential campaign about race, immigration, misogyny, and equity, and develop a positive worldview that is inclusive and built on foundation of acceptance and raising all of the people up.

## Members in the News

### North Bay Leadership Council is Working on Public Policies to Make Education Better

Newsmakers Host, Aubrey Aquino talks with Cynthia Murray, Executive Director of the North Bay Leadership Council.

### **Redwood Credit Union Gives Back to Community Garden**

RCU Volunteers Make a Difference at Harvest for the Hungry Garden

### **Redwood Credit Union Exceeds United Way Campaign Goal**

RCU's Employee Giving Campaign Contributes Over \$105,000 to Local United Way Chapter

### **Ghilotti Construction Company Helping Bring Stability to Novato with Oma Village Project**

GCC has been instrumental in the construction of Oma Village in Novato.

### **Congratulations to NBLC Companies Named as one of 17 North Bay Latino Business Leadership Awards**

North Bay Business Journal announced 17 honorees for the first Latino Business Leadership Awards, recognizing outstanding leaders from throughout the North Bay. They will be honored during National Hispanic Heritage Month.

### **College Of Marin High School Entrepreneur Wins Second Place in National Business Competition**

Sixteen-year-old College of Marin entrepreneur Amanda Gordon, who launched a successful jewelry business last year, has placed second in the 2016 National Association for Community College Entrepreneurship (NACCE) competition.

### **Redwood Credit Union Advisers Recognized for Outstanding Performance in Investment Services**

Redwood Credit Union (RCU) announced that Mike DeFazio earned the 2015 Gold Pacesetter Award, while Christine Foster and Clark Matthiessen earned the Silver Pacesetter Award, and Steven Kerston earned the Bronze Pacesetter Award at the CFS/SPF "No Boundaries!" 2016 Annual Conference, recently held in San Diego, California. In addition, RCU received a Gold Impact award for their geo-targeted wealth management/investment services marketing campaign.

### **W. Bradley Electric makes San Francisco Business Journal's Bay Area's 20 largest women-owned businesses for 2016**

There's no question that Bay Area business is booming, but a large part of that success is due to women-owned business in the region, our research has found.

### **Sonoma-USA Named North Bay's "Top Innovator"**

Sonoma-USA minimizes commercial waste by diverting post-production and packaging materials to the production of luggage and accessories.

### **Kaiser Permanente Gives Marin Students an Edge With Their Medical Assistant Program**

In a unique program, Marin high school juniors and seniors learn from a Kaiser Permanente health educator at Terra Linda High School during the school year, then work full-time at Kaiser during the summer, graduating in August with medical assistant certificates.

### **Lucas Museum of Narrative Art Gives a First Glimpse**

An exclusive first look at the collection of the Lucas Museum of Narrative Art

### **Kaiser Permanente Announces More Than \$450,000 in Grants to Local Organizations**

Kaiser Permanente in the Marin-Sonoma Area is awarding \$487,000 to local non-profit organizations that provide community programs for improved health care access, healthy eating and active living, oral health, mental health services and substance abuse services.

### **Sutter Health Named 2016 Most Wired**

Most Wired Hospitals Use Technology for a Better Patient Experience

**Read more online at [www.northbayleadership.org/news](http://www.northbayleadership.org/news)**



**Who We Are**

Over twenty years ago, business leaders founded the North Bay Leadership Council on a simple premise: We can accomplish more by working together. Today, the Council includes 47 leading employers in the North Bay. Our members represent a wide variety of businesses, non-profits and educational institutions, with a workforce in excess of 25,000. As business and civic leaders, our goal is to promote sound public policy, innovation and sustainability to make our region a better place to live and work. For more information: Call

707.283.0028 / E-mail [info@northbayleadership.org](mailto:info@northbayleadership.org)

**[www.northbayleadership.org](http://www.northbayleadership.org)**