



City of Rochester



FAX (585) 428-6059
TDD/Voice 428-6054

William A. Johnson, Jr.
Mayor

City Hall, Room 307-A
30 Church Street
Rochester, New York 14614-1284
(585) 428-7045

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To Whom It May Concern:

I am writing to express the City of Rochester's wholehearted endorsement of the Mosaic Partnerships Program. We launched this unique Program (known here as Biracial Partnerships for Community Progress) in 2001, and it has been a tremendous asset to our community. I believe this initiative will have a profound and lasting impact on our community's future.

Rochester, along with most large communities, is experiencing a demographic shift in its racial and ethnic makeup. The cooperation of the various groups is essential to move toward an inclusive and global mindset. If this increased diversity is not embraced, the community will suffer from lack of collaboration, fragmented planning, continued racial estrangement, and become mired in social and economic stagnation. In instituting the Biracial Partnerships Program, we wanted to build our social capital to enable us to draw strength from our diversity by mobilizing our diverse resources. With this Program, we are on our way to realizing this lofty goal.

Many of the 250 leaders of the Rochester community who participated in the Program have said that it changed their lives forever. Here are some of the things they have said:

"It's about people connecting. If we did this as a community, people engaging across lines, we'd be a stronger community."

- Wade Norwood, Rochester City Councilman

"The rewards are spectacular. It takes us out of our normal routine. Insanity is doing the same thing and expecting better results. Well, if we want better results, we better do things differently... and this is a great example of that."

- Danny Wegman, President of Wegmans Food Markets

"There is value in the Program. I think it does enhance diversity, understanding and I hope it continues not only here but in other places in the country."

- Sandra Frankel, Supervisor, Town of Brighton, NY

The effect of this Program, however, has extended beyond the participants. It has rippled throughout the Rochester community. For example, Dr. Al Simone, President of the Rochester Institute of Technology (RIT), participated in Rochester's program during 2001. After completing the Program, Dr. Simone decided to implement Mosaic Partnerships at his university. Recently, RIT made national news for Dr. Simone's diversity initiatives for hiring and retaining minority personnel. RIT was featured in *Black Issues in Higher Education* and *Hispanic Outlook in Higher Education* as the role model in the U.S. for recruiting and retaining faculty of color. Dr. Simone attributes this accomplishment in part to the Mosaic Program.

EEO/ADA Employer



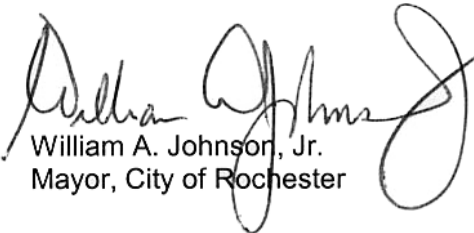
The Mosaic Partnerships Program has become a model for bridging the racial and cultural divide that blights our society. Its proven success has already spurred replication in Greensboro, North Carolina, where city leaders initiated it in December 2004. As in Rochester, the Program in Greensboro has received much praise from both the participants and from the community at large.

Other cities around the nation are also taking notice and are looking into the possibility of implementing this Program. News of its impact has even reached across the Atlantic to South Africa, where several inquiries about the Program have been made.

I strongly encourage any community that has a sincere desire to address the persistent separateness of the groups within its borders to take a close look at the Mosaic Program. This Program, like no other I have seen, brings people together and helps them develop the types of relationships that endure. In time, this will produce the kind of systemic change that is long overdue in communities around this country.

I believe this Program's unique, yet simple, approach to building community is extremely important for the future health of our cities... and all it takes is some will and some time. It is the best money I know that can be invested in a community's future.

Sincerely,



William A. Johnson, Jr.
Mayor, City of Rochester

