

**MS. KAUFMANN:** Thank you very much. It's an honor to be here with you today.

I was asked to talk about a couple of things, and I'm going to be different from some of the other speakers for a few minutes. I was asked to talk about the impact of Proposal 2, the anti-affirmative action ballot initiative and, also, to look briefly at women and gender in Detroit in the last 40 years.

In order to think about what we can expect from Proposal 2, I looked a lot at what happened in California and Washington after they passed similar initiatives. California passed one in '96. It was an affirmative action ban based on race, sex, color, ethnicity, or nation origin in employment, education, or public contracting, just like Prop. 2 here.

Washington passed a similar law in 1998; and, as you all know, we passed ours last year. None of those laws affect the legality or enforceability of state or federal anti-discrimination laws or federal affirmative action requirements.

I'm sure you all know that there are mobilizations now underway, led by Ward Connerly, who led the effort here, to put similar initiatives on ballots in 2008 in Colorado, Missouri, Arizona, South Dakota, Oklahoma and possibly other states. And clearly I think they're going for either national legislation or a Supreme Court decision that would outlaw affirmative action across the country.

In California, following several lawsuits, targeted outreach, recruitment, or funding programs designed to increase the participation of girls or women or underrepresented people of color became illegal. In general, references to race or gender in the programs they had had were eliminated or replaced by socioeconomic status, which is a poor proxy for race in increasing access and a useless proxy for gender. I think we need to think about access in economic terms. We need to broaden access for all classes of people, but it's not an effective replacement for affirmative action that takes race into account.

Prop. 209 in California resulted in the elimination of services such as targeted college preparation programs for students of color, outreach to the majority of women-owned businesses to notify them of government contracting opportunities, and funding for training of minority professionals in fields where they were underrepresented.

It ended the requirement that state boards reflect the population of the state and ended numerous voluntary K-12 school integration efforts.

It led to significant decreases in government contracts awarded to minority- and women-owned businesses, hiring of female and minority university professors, and the percentages of women and minorities working in the construction trades.

In addition, it led to decreases in the percentages of African-Americans and Native-Americans enrolled in the University of California system, and seems to have done the same thing in the Cal state system; with particularly sharp drops in graduate enrollments

in law, business, and medicine, which is creating real worry about where the doctors and the lawyers of color are going to come from in the future.

Following steady declines last year, UCLA, which is located in the county with the second largest African-American population in the country, enrolled the smallest number of entering African-American freshmen since 1973. While some of those trends have begun to reverse more than a decade after Prop. 209 passed, there is strong evidence of an eroded access to services, education, job training, and other opportunities for women and for men of color.

This history is a cause for concern in Michigan for a number of reasons. Women in Michigan who work full time year-round in 2005 earn 70 cents for every dollar earned by a man working full-time; ranking Michigan 46th among the states for wage equality. Because of the large Michigan wage gap, education is particularly important for women. A Michigan woman with a college degree working full time earns only slightly more than a man with a high school degree.

As men's wages have failed to keep pace with inflation in the last 35 years, families have increasingly come to rely on two incomes in order to reach or remain in the middle class, and increases in real income for Michigan families since 1979 are mostly the result of more women moving into the workforce. Of course, as Michigan loses manufacturing jobs, those trends are just accelerating. Michigan also ranks fairly low for the percentage of women with a Bachelor's degree or more.

We rank fairly low for the percentage of all Michigan residents with a college degree, and women still lag significantly behind men in physical sciences, computer technology, engineering, math, and business degrees as well as in the skilled trades.

As we've heard many times this morning, pervasive racial segregation is a major factor in low educational attainment, the poverty of Detroit and other Michigan citizens, and out-migration from the state.

As I said at the beginning, I was also asked to take a look at gender in the city in the last 40 years, and before I tell you what I've found, I want to say a couple of things. One is that it was shockingly difficult to find information about women in the city of Detroit or information that took gender into account, looking at men's and women's experiences.

And I feel silly talking to you about your own experience, which you know so much better than I do. What I found was very spotty and obviously incomplete and really inadequate in painting a full picture, but I'll share with you what I found. In 1970, 23 percent of children in Detroit lived in single-parent families. In 2000, 63 percent did. In 1993, the peak year, 40 percent of Detroit families were below the poverty line. In 2003, 27 percent were. In 1969, median family income in Detroit in 2005 dollars was \$53,400. By 1999 it had dropped to just under 40,000. As of the 2000 Census, Detroit was the only one of the 70 largest cities in the U.S.

in which women worked more than men, although only a little bit, with the full-time workforce being 50.3 percent female. It was also the city in which women earned more college degrees than men by the widest margin; 11.4 percent of women and 9.1 percent of men.

Detroit also had the highest rate of female-headed households at 55.

Looking at Detroit residents over the age of 18, there are 85 men to every 100 women. Single-parent births peaked in the city at 68 percent in 1990 and fell to 43 percent in 2004 -- a 37 percent decrease. Births to women under 18 fell 26 percent from 1990 to 2004, and the birth rate fell by a third. In 2000, black and white women in the Detroit metropolitan area were equally likely to work at 72 percent. Black and white women were equally likely to complete high school at about 90 percent.

And I'm -- there's more. Time is short. I'm not going to share it all, but I'm going to leave you with one final word about poverty.

A couple years ago, 2004, I calculated what had happened to the purchasing power of the basic welfare grant and comparing what folks were getting in 2003 with what they were getting in 1976. The purchasing power had fallen by two thirds. It would have taken a grant of \$1,256 in 2003 equal to the purchasing power in 1976.

To close I want to say that we don't live in bubbles. Despite extreme segregation in Michigan, our fortunes really are bound together. Our state is going to rise or fall according to how well we manage despite Proposal 2 and despite all the barriers you've been talking about this.

To create equitable access to opportunity for men and women of all races, improve educational attainment, revitalize our cities, and navigate difficult economic transitions without leaving large segments of our population behind, we are in this together.

Thank you.