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2 November 2006

Dr. Anthony P. Carnevale
<carnevales@starpower.net>

Dear Tony:

TAFM invites you to lead a session on alternative approaches to diversity at its important workshop on A New Conversation on Race and Ethnicity, to be held December 8, 2006 at the St. Francis Retreat Center in DeWitt, Michigan. This event was conceived as a response to the then pending ballot initiative that offers a constitutional amendment to ban race, gender, and ethnic preferences in education, employment, and contracting. The attached press release explains the purpose of the workshop.

I am asking you to speak to the issue of practical ways to pursue affirmative action in a context of equal opportunity. We have invited the major civic, business, educational, and non-profit leaders in Michigan to participate in this workshop, with the end in view of launching a pro-active effort to work within the law without abandoning the goal of fundamental fairness and inclusion. Your participation would be of immense value. It would be a valuable opportunity to urge good faith efforts on the part of state agencies and others to make equal opportunity work to the betterment of all citizens.

As the main substantive contributor, TAFM would provide compensation for your travel and lodging and an honorarium of $1,500. We would need to receive addressing information and social security information in order to make those arrangements, but we can follow up on those points.

It is important for me also to emphasize that TAFM has **in no way** been involved in the political campaign (published allegations to the contrary notwithstanding). It is not a part of MCRI nor in any way responsible for MCRI's appearance on the ballot. We have not engaged in the political campaign. As the closing paragraph of the press release reiterates, TAFM is a non-profit educational charity.

What we seek now to do is to move beyond the level of discussion into active planning and direction that can avert the kinds of pitfalls to which similar activities in California and the State of Washington have been previously subject.

We hope that you will be able to join us.

Most sincerely,



William Barclay Allen
Chairman
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