

WHO ARE THE CHILDREN IN NEED  
AND WHAT IS THEIR  
IMPACT ON ALL OF US

PRESENTED TO:  
AMERICAN GAS ASSOCIATION  
COMMITTEE FOR ECONOMIC DEVELOPMENT

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## WHO ARE THE CHILDREN IN NEED

### GOOD MORNING - SOME BACKGROUND

TODAY'S NATIONAL FOCUS ON THE EDUCATION OF CHILDREN IN NEED IS PARTIALLY AN OUT-GROWTH OF EDUCATION REFORM THAT WAS SPURRED BY PUBLICATION A "NATION AT RISK", PARTLY AN OUTGROWTH OF RAE GRAD'S EFFECTIVE WORK WITH THE NATIONAL GOVERNORS ASSOCIATION ON INFANT MORTALITY, AND PARTLY FROM MARION WRIGHT EDELMAN'S WORK WITH THE CHILDREN'S DEFENSE FUND, ALL OF THESE STRANDS WERE BROUGHT TOGETHER FOR THE FIRST TIME IN C.E.D.'S LANDMARK REPORT TITLED, "CHILDREN IN NEED -- INVESTMENT STRATEGIES FOR THE DISADVANTAGED", RELEASED IN 1987.

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THE FIRST WAVE OF EDUCATION REFORM IN THIS COUNTRY  
WAS MARKED BY THE PUBLICATION OF A "NATION AT RISK"  
A REPORT THAT GALVANIZED NOT ONLY THE PROFESSIONAL  
EDUCATORS BUT ALL MEMBERS OF THE COMMUNITY WHO WERE  
CONCERNED ABOUT EDUCATION.

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THIS LED TO AN UNPRECEDENTED COMMITMENT TO IMPROVING  
THE QUALITY OF PUBLIC EDUCATION BUT THE BEGINNING  
FOCUS WAS ON HIGHER STANDARDS AND TOUGHER COURSE  
REQUIREMENTS AT THE HIGH SCHOOL LEVEL,

AL SHANKER WAS AMONG THE FIRST TO UNDERSTAND THAT IF  
THE REFORM MOVEMENT ENDED HERE, IT WOULD DO NOTHING  
BUT INCREASE AN ALREADY PARALYZING HIGH DROPOUT RATE.

## WHO ARE THE CHILDREN IN NEED

THE SECOND WAVE OF REFORM FOCUSED ON IMPROVING THE QUALITY OF THE NATION'S TEACHERS, THIS HAS BEEN LED BY THE CARNEGIE CORPORATION WHICH IS RESPONSIBLE FOR SETTING UP THE NATIONAL BOARD FOR PROFESSIONAL TEACHING STANDARDS AND BY THE HOLMES GROUP, AN ORGANIZATION OF GRADUATE SCHOOLS OF EDUCATION, WHOSE PURPOSE IS TO BRING ABOUT CURRICULUM REFORM AT SCHOOLS OF EDUCATION BY REVERSING THE EMPHASIS FROM HOW TO TEACH TO THE CONTENT OF THINGS TAUGHT,

## WHO ARE THE CHILDREN IN NEED

THE C,E,D, "CHILDREN IN NEED" REPORT WAS THE FIRST TO RECOGNIZE THAT THESE TWO EARLIER MOVEMENTS LEFT OUT ENTIRELY THE EARLY AND SUBSTAINED INTERVENTION IN THE LIVES OF DISADVANTAGED CHILDREN, CHILDREN ARE DISADVANTAGED IF THEY CANNOT TAKE ADVANTAGE OF AVAILABLE EDUCATIONAL OPPORTUNITIES - OR IF THE EDUCATIONAL RESOURCES AVAILABLE TO THEM ARE

INHERENTLY UNEQUAL, CONSERVATIVE ESTIMATES SHOW THAT A SHOCKING 30% OF OUR SCHOOL POPULATION ARE DISADVANTAGED,

## WHO ARE THE CHILDREN IN NEED

THE REPORT SHOWS THAT POVERTY CORRELATES CLOSELY WITH SCHOOL FAILURE, ESPECIALLY WHERE FAMILY STRUCTURE HAS BROKEN DOWN AS WELL, POOR STUDENTS ARE THREE TIMES MORE LIKELY TO BECOME DROPOUTS THAN STUDENTS FROM MORE ECONOMICALLY ADVANTAGED HOMES, THIS IS HARDLY SURPRISING: CHILDREN OF THE POOR SUFFER MORE FREQUENTLY FROM ALMOST EVERY FORM OF CHILDHOOD DEFICIENCY, INCLUDING INFANT MORTALITY, GROSS MALNUTRITION, RECURRENT AND UNTREATED HEALTH PROBLEMS, PSYCHOLOGICAL AND PHYSICAL STRESS, CHILD ABUSE, AND LEARNING DISABILITIES,

AND NOW FOR A FEW STATISTICS, WHICH I DO NOT EXPECT YOU TO REMEMBER, TO GIVE YOU AN OVERALL IMPRESSION OF THE MAGNITUDE OF THE PROBLEM.

## WHO ARE THE CHILDREN IN NEED

AS A GROUP, CHILDREN ARE NOW THE POOREST SEGMENT OF THE NATION'S POPULATION, THEY ARE NEARLY SEVEN TIMES AS LIKELY TO BE POOR AS THOSE OVER SIXTY-FIVE, OVER 20% OF ALL CHILDREN UNDER 18 CURRENTLY LIVE IN FAMILIES WHOSE INCOMES FALL BELOW THE POVERTY LINE, AND 25% OF ALL CHILDREN UNDER 6 ARE NOW LIVING IN POVERTY, ALTHOUGH ALMOST TWO-THIRDS OF ALL POOR CHILDREN ARE WHITE, BOTH BLACKS AND HISPANICS ARE MORE LIKELY TO BE POOR; 43% OF BLACK AND 40% OF HISPANIC CHILDREN LIVE IN POVERTY, BLACK CHILDREN ARE NEARLY THREE TIMES AS LIKELY TO LIVE IN POVERTY AS WHITE CHILDREN, AND THE AVERAGE BLACK CHILD CAN EXPECT TO SPEND FIVE OF THE FIRST FIFTEEN YEARS OF CHILDHOOD IN AN IMPOVERISHED HOME.



## WHO ARE THE CHILDREN IN NEED

THERE HAS ALSO BEEN AN EPIDEMIC INCREASE IN THE NUMBER OF CHILDREN BORN OUTSIDE OF MARRIAGE, ONE HALF OF THESE TO TEENAGE MOTHERS WHO TEND TO HAVE PREMATURE BIRTHS BECAUSE OF INADEQUATE NUTRITION AND MEDICAL CARE, LOW BIRTH WEIGHT IS THE SINGLE BEST PREDICTOR OF WHAT'S GOING TO HAPPEN DURING THE EDUCATION PROCESS, WEIGHT BELOW 5 LBS, COMBINED WITH INADEQUATE MEDICAL CARE HAS A TERRIBLE IMPACT, TODAY BETWEEN 20 AND 25% OF OUR ANNUAL BIRTHS ARE ALMOST ASSURED OF BEING EDUCATIONALLY RETARDED OR DIFFICULT TO TEACH AS THEY GO THROUGH OUR SCHOOL SYSTEM.

## WHO ARE THE CHILDREN IN NEED

AS A RESULT OF INCREASING RECOGNITION OF THESE FACTS,  
WE ARE BEGINNING TO ARRIVE AT A MORE REALISTIC  
UNDERSTANDING OF THE PROBLEMS FACED BY LARGE NUMBERS  
OF CHILDREN, WE ARE PUTTING ASIDE THE TRADITIONAL  
COMPARTIMENTALIZED VIEW THAT LOOKS AT EDUCATION AS ONE  
PROBLEM, HEALTH AS ANOTHER, FAMILY INCOME AS A THIRD.

IN ITS PLACE, WE ARE ADOPTING A MORE COMPREHENSIVE  
VIEW THAT TAKES INTO ACCOUNT THE WAYS EDUCATION,  
HEALTH, NUTRITION, HOUSING, FAMILY INCOME, SOCIAL  
SUPPORTS AND EVEN POLITICAL DECISIONS ALL INTERACT TO  
FORM THE ENVIRONMENT IN WHICH YOUNG PEOPLE LIVE AND  
THE OPPORTUNITIES THAT ARE AVAILABLE TO THEM,

## WHO ARE THE CHILDREN IN NEED

THESE ARE IMPORTANT SIGNS OF PROGRESS, BUT IF OUR  
OUTLOOK HAS CHANGED, THE OBSTACLES BEFORE US HAVE  
NOT CHANGED,

ONE OF THEM IS OUR OWN HISTORY,

WHEN IT COMES TO DEVELOPING RHETORIC ABOUT CHILDREN,  
I DOUBT WE HAVE AN EQUAL IN THE WORLD, EXCEPT FOR A  
BRIEF PERIOD IN THE SIXTIES WHEN WE DEVELOPED AND  
IMPLEMENTED A RANGE OF PROGRAMS AIMED AT PROVIDING  
ALL CHILDREN WITH A RELATIVELY EQUAL OPPORTUNITY IN  
LIFE, OUR RECENT PERFORMANCE HAS NOT COME CLOSE TO  
OUR RHETORIC,

WHO ARE THE CHILDREN IN NEED

TAKE INFANT MORTALITY AND CHILD HEALTH,

EVERYONE AGREES THAT CHILDREN WHO RECEIVE EARLY HEALTH CARE FARE BETTER IN LIFE THAN CHILDREN WHO DO NOT; FOR 60 YEARS WE HAVE KNOWN THAT QUALITY PRENATAL CARE CAN REDUCE INFANT MORTALITY AND ELIMINATE MANY OF THE PROBLEMS THAT LEAD TO HIGH-RISK BIRTHS AND SUBSEQUENT POOR HEALTH AMONG INFANTS, AS WELL AS PROBLEMS IN LATER LIFE THAT ARE ASSOCIATED WITH POOR CHILD HEALTH.

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## WHO ARE THE CHILDREN IN NEED

YET THE UNITED STATES CURRENTLY RANKS 19TH AMONG INDUSTRIALIZED NATIONS IN INFANT MORTALITY, AND 15 MILLION WOMEN OF CHILDBEARING AGE HAVE NO PRIVATE OR GOVERNMENT HEALTH INSURANCE THAT COVERS MATERNITY CARE .

IN ADDITION, WE MAKE THE HEAD START PROGRAM AVAILABLE TO LESS THAN 20 PERCENT OF THE CHILDREN WHO NEED IT, PLACE SHARP RESTRICTIONS ON THE NUMBER OF WOMEN AND CHILDREN WHO RECEIVE THE BENEFITS OF FOOD AND NUTRITION PROGRAMS AND DRAMATICALLY LIMIT THE CHAPTER 1 ASSISTANCE WE PROVIDE OUR PUBLIC SCHOOLS.

## WHO ARE THE CHILDREN IN NEED

IF THESE AND OTHER TRENDS CONTINUE, THEN BY THE YEAR 2000, WHICH NOW IS JUST 11 YEARS AWAY, ONE OF EVERY FOUR YOUNGSTERS IN THIS COUNTRY WILL BE POOR, ONE IN FIVE WILL BE AT RISK OF BECOMING A TEENAGE PARENT, AND ONE IN 4 WILL BECOME A DROPOUT, MOSTLY LIKELY BEFORE JUNIOR YEAR IN HIGH SCHOOL,

THAT'S THE HISTORY WE HAVE TO OVERCOME,

THE NATURE OF THE POVERTY IN WHICH SO MANY CHILDREN NOW LIVE IS THE SECOND MAJOR OBSTACLE IN OUR PATH.

## WHO ARE THE CHILDREN IN NEED

IT IS A POVERTY UNLIKE ANY WE BECOME FAMILIAR WITH IN THE PAST, IT IS NOT A POVERTY THAT HAS A TEMPORARY HOLD OVER ITS VICTIMS. IT IS A POVERTY THAT IS BOTH EXTENSIVE AND DEEPLY INGRAINED, IT IS FAR MORE SEVERE AND OPPRESSIVE THAN MOST OF US IMAGINE, AND IT OFTEN DEFEATS THE BEST EFFORTS OF DEDICATED AND HARD-WORKING PARENTS.

ALTHOUGH THE NATIONAL POVERTY RATE HAS BEEN HELD STEADY AT 14 PERCENT, CONSIDER THESE FACTS:



- o THE "POVERTY GAP," THE AMOUNT BY WHICH THE INCOME OF THE POOR FALLS BELOW THE POVERTY LINE, IS LARGER THAN AT ANY TIME IN 27 YEARS, EXCEPT FOR THE HIGH UNEMPLOYMENT YEAR OF 1983,
  
- o THE PROPORTION OF POOR WHO FALL INTO THE CATEGORY OF THE POOREST OF THE POOR IS AT THE HIGHEST LEVEL IN MORE THAN A DECADE,
  
- o THE POVERTY RATE AMONG YOUNG FAMILIES WITH CHILDREN DOUBLED BETWEEN 1974 AND 1983. BY 1985, HALF OF ALL YOUNG FAMILIES WITH CHILDREN WERE LIVING IN POVERTY.

## WHO ARE THE CHILDREN IN NEED

THIS ISN'T JUST POVERTY, THIS IS A POVERTY IN WHICH CHILDREN FREQUENTLY END UP WORSE THAN THEIR PARENTS,

THE AMERICAN ECONOMY, AND THUS THE AMERICAN SOCIETY, HAS BEEN BUILT AROUND THE IDEA THAT TOMORROW'S GENERATION WILL DO BETTER THAN TODAY'S, THE POOR BELIEVED THAT, TOO, BUT IF THOSE AT THE BOTTOM OF THE ECONOMIC LADDER STOP BELIEVING THE CHILD'S FUTURE HOLDS MORE PROMISE THAN THE PARENT'S PAST, WE WILL BE IN SERIOUS TROUBLE.

## WHO ARE THE CHILDREN IN NEED

WE CANNOT ALLOW THE NUMBER OF PEOPLE WHO ARE NOT  
RECOGNIZED AS EQUAL PARTICIPANTS IN OUR SOCIETY,  
EITHER BY THEMSELVES OR OTHERS, TO GROW LARGER,

NOBODY IS SUGGESTING WE START FROM SCRATCH AND BUILD  
A NEW SOCIAL AND ECONOMIC STRUCTURE. BUT WE CAN  
IDENTIFY THOSE AREAS WHERE WE CAN MAKE A SUBSTANTIAL  
DIFFERENCE AND BEGIN TO BUILD ON THOSE SUCCESSES.

## WHO ARE THE CHILDREN IN NEED

AT THE PRESENT TIME, THE MOMENT SEEMS RIGHT FOR SOME INTENSIVE EFFORTS TO IMPROVE THE EARLY LIVES OF CHILDREN; TO PUT INTO PLACE, ON A MORE EXTENSIVE SCALE THAN CURRENTLY EXISTS, PROGRAMS THAT WILL IMPROVE THE ODDS THAT CHILDREN WHO ARE DISADVANTAGED TODAY WILL HAVE A BETTER FUTURE TOMORROW.

## WHO ARE THE CHILDREN IN NEED

### THOSE INITIATIVES THAT FOCUS ON THE EARLY LIVES OF

### CHILDREN SHOULD INCLUDE THE FOLLOWING:

- 1, ACCESS TO PRENATAL CARE FOR ALL PREGNANT  
WOMEN,
- 2, FULL PARTICIPATION IN THE WIC PROGRAM  
AND SIMILAR STATE PROGRAMS,
- 3, ENDING CHILDHOOD HUNGER IN AMERICA,
- 4, IMMUNIZING EVERY CHILD AGAINST INFECTIOUS  
DISEASES,
- 5, MAKING QUALITY DAY CARE ACCESSIBLE TO  
CHILDREN OF PARENTS WHO MUST WORK,
- 6, EXPANDING HEAD START AND CHAPTER ONE  
TO ALL ELIGIBLE CHILDREN,
- 7, EFFECTIVE TEENAGE PREGNANCY PREVENTION  
PROGRAMS,

WHO ARE THE CHILDREN IN NEED

NOT A NEW IDEA IN THE LOT AND ALMOST ALL PROVEN TO BE  
VERY COST EFFECTIVE.

## WHO ARE THE CHILDREN IN NEED

ARE THEY EXPENSIVE? MY ANSWER IS--COMPARED TO WHAT?  
THE NUMBERS FOR THE MOST IMPORTANT-- PRENATAL CARE,  
CHILDCARE AND HEADSTART -- NET OUT TO \$11.5 BILLION.  
IS THIS A LOT OF MONEY? YES -- BUT IT'S NOT MUCH  
MORE THAT ONE YEAR'S COST OF LIVING INCREASE IN  
SOCIAL SECURITY, WE KNOW PRENATAL CARE AND NUTRITION  
PROGRAMS SAVE \$3 FOR \$1 SPENT. WE KNOW THAT HEAD-  
START PROGRAMS RETURN \$6 FOR EVERY \$1 SPENT. RECENT  
ESTIMATES ARE THAT IT COSTS THE NATION \$240 BILLION  
IN FOREGONE TAXES OVER THE LIFETIME OF EACH YEAR'S  
CLASS OF DROPOUTS, AND THIS NUMBER DOESN'T INCLUDE  
THE BILLIONS MORE FOR CRIME, WELFARE, AND HEALTH CARE  
THAT THIS GROUP COSTS THE U,S, THE COSTS ARE FAR  
GREATER TO ACCEPT THE SYSTEM AS IT IS RATHER THAN TO  
TRY TO CHANGE IT.

## WHO ARE THE CHILDREN IN NEED

I'M NOT SUGGESTING THAT ALL WE HAVE TO DO IS SPEND A FEW BILLION AND EVERYTHING WILL BE GREAT, IT WILL TAKE YEARS OF CONTINUED COMMITMENT OF ENERGIES AND FUNDS TO MAKE MAJOR IMPROVEMENTS IMPACTING THE EDUCATION OF DISADVANTAGED KIDS AND THE POVERTY FROM WHICH THEY EMERGE.



## WHO ARE THE CHILDREN IN NEED

IS THIS TRIP NECESSARY? YOU CAN BET YOUR SURVIVAL IT IS! I MENTIONED EARLIER THAT THE DROPOUT RATE FOR U.S. IS 25%, BUT ITS 50% IN MAJOR CITIES WHERE MANY OF YOU ARE LOCATED, WHERE WILL YOUR FUTURE WORK FORCE COME FROM OR ARE YOU WILLING TO SETTLE FOR NEW YORK TELEPHONE'S EXPERIENCE OF 18,000 APPLICANTS TO FILL 2,000 ENTRY LEVEL JOBS? WHAT WILL HAPPEN TO THE CRIME RATE, THE TAX BASE, THE CITY'S CULTURE UNLESS WE DO SOMETHING TO HELP ENSURE THAT WE PRODUCE EDUCATED AND TRAINED YOUNG ADULTS WHO CAN PLAY A MEANINGFUL ROLE IN OUR SOCIETY?

## WHO ARE THE CHILDREN IN NEED

IF WE SPREAD OUR VISION FURTHER, WE CAN SEE THAT WE ARE DOOMED AS A WORLD POWER, DOOMED TO A CONSTANTLY FALLING STANDARD OF LIVING UNLESS WE DO A BETTER JOB WITH OUR DISADVANTAGED YOUTH, THERE HAS NEVER BEEN A CASE IN HISTORY WHERE A LEADING NATION WAS NOT ALSO AN ECONOMIC LEADER, AND YET HOW CAN WE COMPETE WITH JAPAN AND GERMANY, IF 25% OF OUR WORKFORCE DOES NOT EVEN HAVE A HIGH SCHOOL EDUCATION AND THAT, AN INADEQUATE ONE.

## WHO ARE THE CHILDREN IN NEED

- o IN 1950 - THERE WERE 17 WORKERS FOR EACH RETIREE.
- o IN 1992 - THERE WILL BE 3 WORKERS FOR EACH RETIREE.

## WHO ARE THE CHILDREN IN NEED

MOST IMPORTANTLY, I THINK WE'RE TALKING ABOUT SURVIVAL OF DEMOCRACY IN THE U.S. THE 2 TIERING OF OUR SOCIETY IS DESTROYING THE SHARED VISION OF OURSELVES TOWARD WHICH WE'VE BEEN STRIVING FOR 200 YEARS AND WHICH IS THE ESSENCE OF OUR DEMOCRATIC PROCESS. IF WE ARE NOT PREPARED TO ADDRESS THESE ISSUES, SOONER OR LATER WE WILL WIND UP IN 2 ARMED CAMPS, THE WORLD HAS MANY TRAGIC EXAMPLES OF THIS -- MEXICO, PHILIPPINES, PUERTO RICO, VENEZUELA -- ALL PLACES WHERE THE HAVES LIVE IN COMPOUNDS WITH WALLS, BARBED WIRE, BROKEN GLASS AND ARMED GUARDS, TO PROTECT THEMSELVES FROM THE HAVE NUTS, NONE OF US WANTS OUR CIVILIZATION TO BE DESTROYED IN THIS WAY,

WHO ARE THE CHILDREN IN NEED

WHAT CAN YOU DO ABOUT IT--AS INDIVIDUALS, AS  
COMPANIES?

FIRST I'D LIKE YOU TO UNDERSTAND THE IMPORTANCE OF  
HAVING YOU PLAY A ROLE, I KNOW OF NO EFFECTIVE LOCAL  
EDUCATION REFORM MOVEMENT I KNOW OF NO MAJOR

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ECONOMIC REDEVELOPMENT THAT DOES NOT INVOLVE THE  
BUSINESS COMMUNITY IN A MAJOR WAY, AND I THINK THE  
REASONS ARE CLEAR. YOU ARE A SOURCE OF JOBS, OF  
MONEY, OF MANAGEMENT SKILLS, OF LEADERSHIP STRENGTHS  
AND OF ADVOCATING POWER. IT IS IRONIC BUT TRUE THAT  
BUSINESS TESTIMONY ON EDUCATION CARRIES MORE WEIGHT  
THAN DOES TESTIMONY OF EDUCATION PROFESSIONALS.

## WHO ARE THE CHILDREN IN NEED

BUSINESS TESTIMONY BEFORE CONGRESS 2 YEARS AGO ON THE NEED FOR MORE FUNDS FOR DISADVANTAGED SCHOOL DISTRICTS RESULTED IN AN \$800 MILLION INCREASE AFTER YEARS OF SLOW DECLINE, AND POWERFUL ADVOCATING, AS I'M SURE YOU ALL KNOW, IS EQUALLY IMPORTANT AT THE STATE LEVEL,

THESE ARE GENERAL THINGS, HOW ABOUT SPECIFICS, HERE'S ONE SUGGESTED SHOPPING LIST IN NO PARTICULAR ORDER, HAVE NOT INCLUDED WITH ONE EXCEPTION ANY OF THE PROGRAMS YOU WILL BE HEARING ABOUT TODAY, THERE IS AN ENORMOUS RANGE OF ISSUES TO INTEREST YOURSELVES IN.

## WHO ARE THE CHILDREN IN NEED

- o SCHOOL BOARDS: AN ABSOLUTELY ESSENTIAL INSTITUTION THAT NEEDS AN ENORMOUS BOOST FROM TALENTED MEMBERS,
  
- o JOIN-A-SCHOOL PROGRAMS: AN IDEAL WAY TO PUT A TOE IN THE WATER, IT WILL BE AN EYE-OPENING, HAIR-RAISING EXPERIENCE WHICH WILL CHANGE YOU FOREVER,
  
- o COMMUNITY WIDE BUSINESS/SCHOOL PARTNERSHIPS: THE BOSTON COMPACT, SCHOOL & BUSINESS ALLIANCE OF N.Y., DADE COUNTY IS SCHOOL-BASED MANAGEMENT PROGRAM AND MANY, MANY OTHERS.

## WHO ARE THE CHILDREN IN NEED

- o JOIN BUSINESS GROUPS ACTIVE IN  
EDUCATION: NATIONWIDE --  
NATIONAL COUNCIL ON LITERACY,  
C.E.D., NATIONAL ALLIANCE OF  
BUSINESS: LOCALLY -- ALLEGHENY  
CONFERENCE, NYC PARTNERSHIP AND  
MANY OTHERS,
- o I HAVE A DREAM PROGRAM: A STOP  
GAP MEASURE BUT A GOOD FINGER IN  
THE DIKE UNTIL MAJOR EDUCATION  
REFORMS ARE IN PLACE, 125  
SPONSORS IN 24 CITIES (6500  
KIDS). A POWERFUL & COSTLY  
MENTORING PROGRAM WHICH FOLLOWS  
40 TO 60 KIDS FROM 6TH GRADE  
THROUGH GRADUATION.



## WHO ARE THE CHILDREN IN NEED

- 0 LITERACY & NUMERACY PROGRAMS:  
BIG COMPANIES -- FORD, XEROX AND  
MANY OTHERS ARE INTO THIS,  
  
JOIN THE FUN. IT'S ANOTHER  
ESSENTIAL SHORT-TERM PROGRAM,
  
- 0 MENTORING: ENCOURAGE EMPLOYEES  
TO GET INVOLVED IN COMMUNITY  
MENTORING PROGRAMS,

## WHO ARE THE CHILDREN IN NEED

THROUGHOUT THE REST OF YOUR MEETINGS TODAY, YOU WILL HEAR ALL OF THE THINGS I'VE SAID THIS MORNING, DISCUSSED IN MUCH MORE DEPTH, JUST REMEMBER THAT THE PROBLEMS AND THE SOLUTIONS HAVE A TERRIBLE URGENCY, I

WOULD LIKE TO CLOSE WITH A POEM BY CHILEAN POET, GABRIELA MISTRAL WHO WON THE NOBEL PRIZE FOR LITERATURE IN 1945, I HOPE THAT HER WORDS CAN SERVE AS A GUIDE FOR OUR EFFORTS. HERE IS WHAT SHE WROTE:

## WHO ARE THE CHILDREN IN NEED

'MANY THINGS WE NEED CAN WAIT,  
THE CHILD CANNOT,  
NOW IS THE TIME HIS BONES ARE BEING  
FORMED,  
HIS BLOOD IS BEING MADE,  
HIS MIND IS BEING DEVELOPED,  
TO HIM WE CANNOT SAY, 'TOMORROW,'  
HIS NAME IS TODAY."

THANK YOU VERY MUCH,



