

# Pacific Citizen

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National Publication of the Japanese American Citizens League

Prescription  
for fiscal health—  
p. 9

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## Nikkei judges recall family internment days



Photo: JEM LEW

**PANEL OF JUDGES**—From left, Judges Lance Ito, Wallace Tashima, Robert Takasugi, Hiroshi Kashiwagi and Fumiko Wasserman talked about the internment experience on their families at a May 11 even spon-

sored by the Jewish Community Relations Committee of the Jewish Federation and the Japanese American National Museum in Los Angeles. Judge Ernest Hiroshige could not participate because of illness.

### O.J. trial judge Lance Ito takes part in discussion

LOS ANGELES—Five Japanese American judges recalled their own family stories concerning the mass incarceration of 120,000 Americans of Japanese ancestry by the U.S. Government during World War II, in a panel discussion held May 11 at the Miyako Hotel in Little Tokyo. The panel was sponsored by the Jewish Community Relations Committee of the Jewish Federation and the Japanese American National Museum.

The judges included Wallace Tashima and Robert Takasugi, who sit on the U.S. District Court, and Hiroshi Fujisaki, Lance Ito and Fumiko Wasserman of the Los Angeles Superior Court. L.A. Superior Court Judge Ernest

Hiroshige was also scheduled to appear but was absent due to illness. Loyola Law School professor Laurie Levenson acted as moderator and read a short statement from Judge Hiroshige.

Tashima was nearly 8 years old when he and his family were forced to live in a concentration camp in Poston, Arizona. He recalled that his family was confined to the camp from May of 1942 to August of 1945. He remembered young Japanese American men being drafted into the Army and going to war, many of whom never came back.

Of the mass incarceration, Tashima noted that it was a "racist act done for economic motives." He compared that situation to the present-day turmoil over anti-immigration sentiment, which he believes stems once again from economic motivations. However, he said, "One thing has changed.

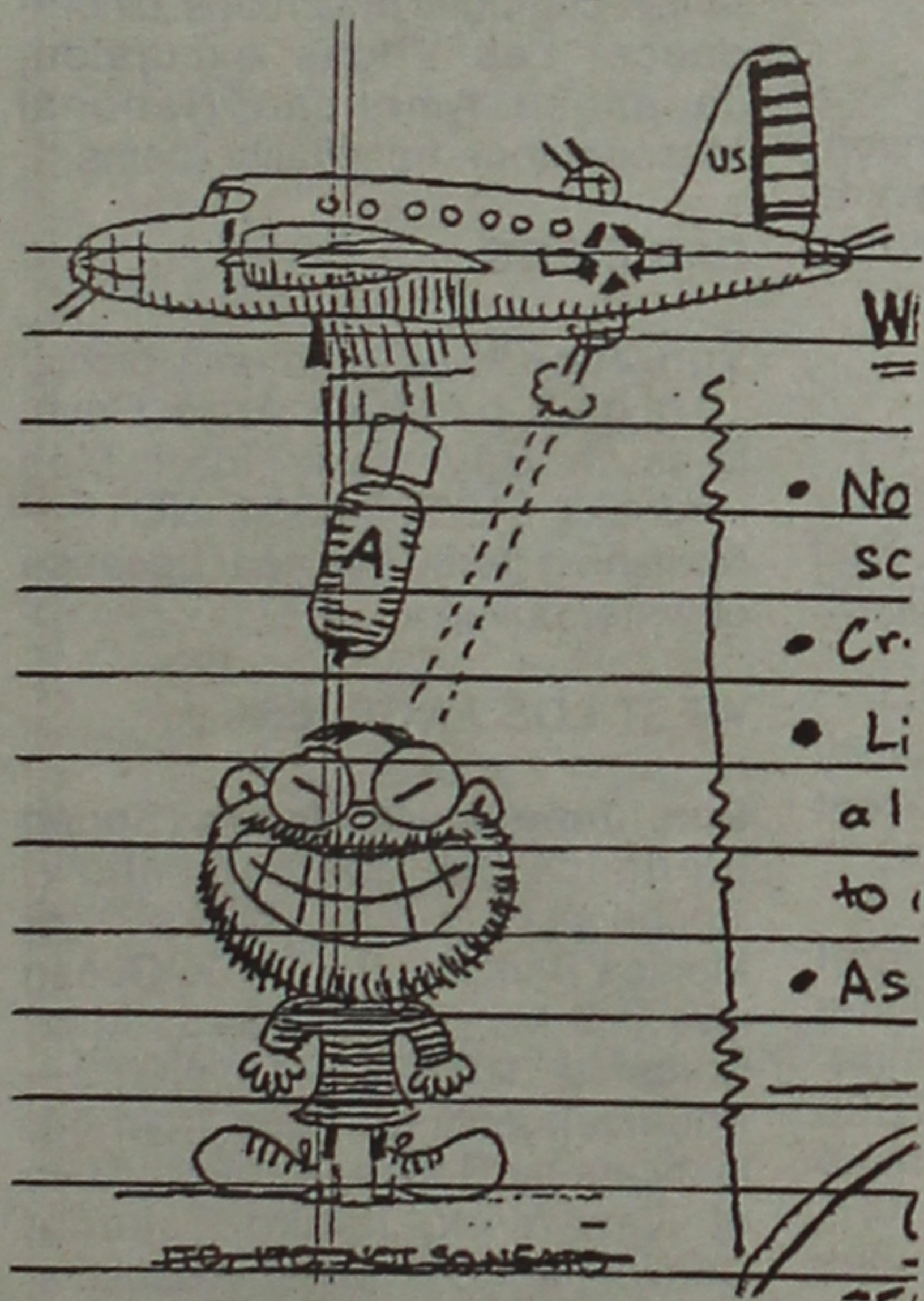
See JUDGES/page 6

## O.J. parody called racist

By GWEN MURANAKA  
Assistant editor

From live CNN coverage to "Dancing Itos" on the Tonight Show, Judge Lance Ito has become one of the most recognizable and parodied figures from the O.J. Simpson double murder trial. But when does humor and parody become a form of racism?

*O.J.'s Legal Pad*, written by Henry Beard, founder of *National Lampoon* magazine,



and John Boswell and illustrated by Ron Barrett, is a parody book purporting to represent the doodles and random thoughts of O.J. Simpson as he takes notes during his court proceedings. Among the cartoons are depictions of Judge Ito as a kamikaze pilot and a soldier with a bayonet. One cartoon shows a U.S. bomber dropping an atomic bomb on Ito's head. The caption under the cartoon reads, "Ito, Ito, bag of Fritos/Hiroshima, nuke Judge Ito/Banzai, banzai, Nagasaki/ Use his head for backyard hockey!"

JACL and other Asian American groups have protested the book published by Villard Books, a subsidiary of Random House, likening the cartoons to racist caricatures of the Japanese during World War II.

Denny Yasuhara, JACL national president  
See PARODY/page 6

## JACL National Board meeting, May 6-7, 1995

### Board reaffirms affirmative action

By LEIGH-ANN MIYASATO  
Acting JACL Washington, D.C.  
representative

At a meeting on May 6-7, 1995, the JACL National Board reaffirmed its strong support of affirmative action and voted to vigorously oppose, "any legislation that eliminates affirmative action programs. The board's vote was timely because affirmative action is under attack in Congress, in the media, and in California, where a measure to outlaw all state-sponsored affirmative action programs will probably be on the ballot next year. JACL will now take an active role in defending affirmative action.

#### Definition

"Affirmative action" means any measure, beyond simple termination of a discriminatory practice, adopted to correct or compensate for past or present discrimination or to prevent discrimination from recurring in the future.

Affirmative action does not mean quotas that force employers to hire certain percentages of mi-

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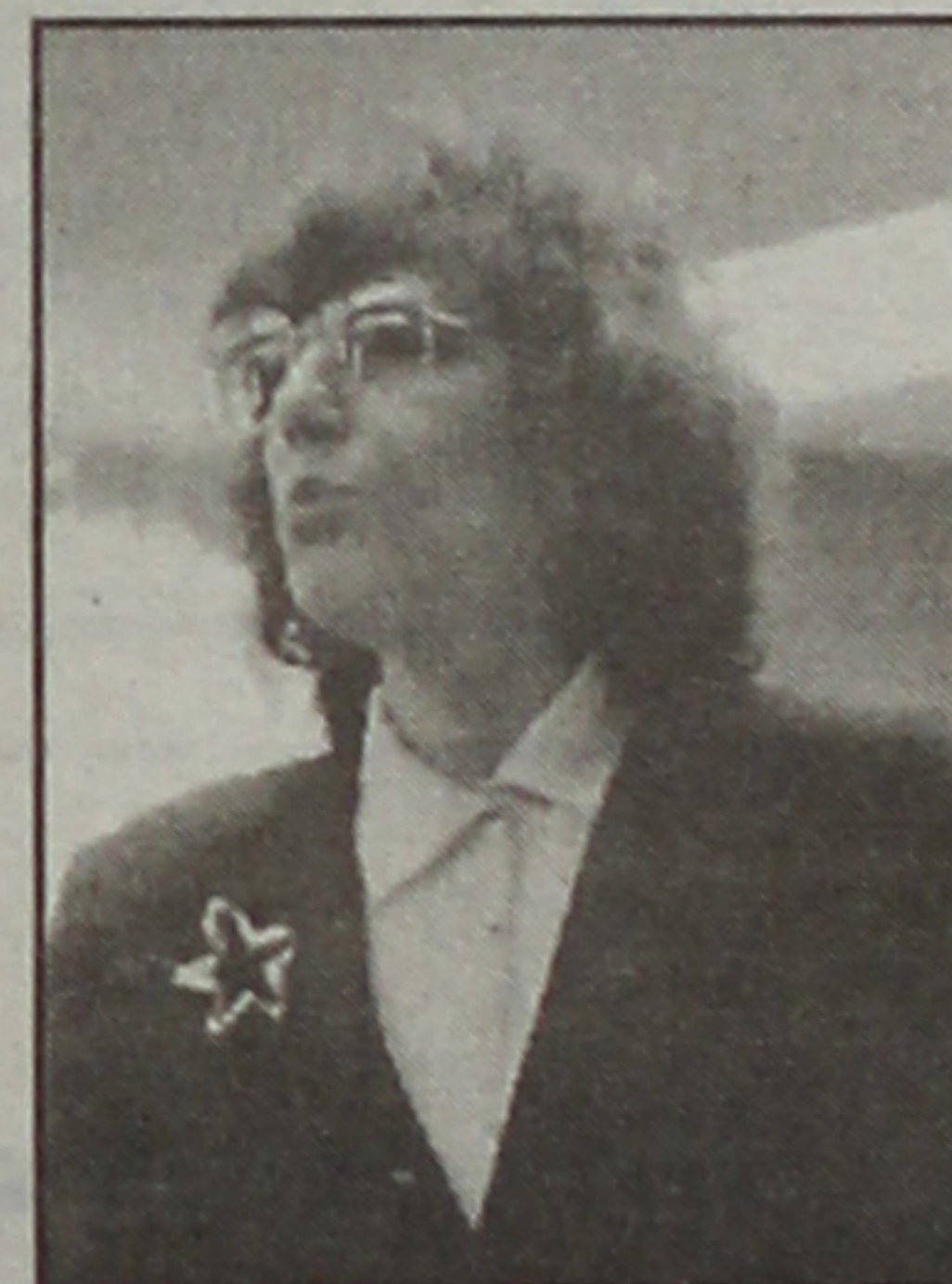
## More cuts needed says finance expert

By GWEN MURANAKA  
Assistant editor

Presenting a comprehensive report with ledger sheets, cash projections and bank statements, Cynthia Campbell, president and chief executive officer, Professional Exchange Service Corporation, told the National Board May 6 that it would have to make further tough decisions in order to resolve JACL's financial problems. Dubbing the presentation as a course in "Accounting 101," Campbell used an overhead projector to explain financial terminology and management strategies to the crowded room which included the National Board, JACL members, former and current national staff and some members of the press.

"Many organizations have faced similar situations. As paid staff our job is to provide information to the board so it can make sound business decisions. The board's job is to ask questions on anything that they do not understand. Rely only on information that is fully docu-

**MORE**—Campbell offers recommendations for JACL action—page 7. Appointments, staff activities stories—page 4



CYNTHIA CAMPBELL  
Difficulties not over yet

mented and verified by facts," said Campbell.

Campbell, along with Helen McIntire, a CPA who worked for 9 years for the IRS, came up with preliminary first quarter '95 figures and '94 based on JACL's work-papers. She said she received JACL's work-papers on May 4 and was able to prepare her report based on those documents.

"The work papers were thorough. They answered many of the questions from the infamous Campbell Report. But there are still questions that need to be answered," said Campbell, who pointed out some discrepancies in the records.

Among their findings:

- On 1994 assets, accounts receivable of \$121,002 shown on JACL's draft 1994 year-end balance sheet do not reconcile to JACL's general ledger. Campbell said the difference may be attributable to accrued payroll for regional and district employees.

- Expenses accrued in 1994, but paid in 1995 totaling \$19,477.34 were not included on a list of '94 accrued accounts

See CUTS/page 5

## Highlights

### Gay chapter okayed by National Board

The National Board approved the charter of the Asian Pacific Islander Lambda JACL Chapter—the first JACL chapter devoted to gays and lesbians.

The vote was unanimous except for one abstention from Jeff Itami, governor, Intermountain District.

At the '94 National Convention in Salt Lake City, the National Council voted against a resolution which would have withdrawn the National Board's earlier

See HIGHLIGHTS/page 4

## Kaji outlines fund-raising needs

Jonathan Kaji, JACL national secretary-treasurer, did not give a report on JACL finances, but representing the four members of the board who had asked for President Denny Yasuhara's resignation, presented the national board with suggestions on how to raise more revenue.

Representing Trisha Murakawa, Kim Nakahara and Ruth Mizobe, Kaji's letter to the finance committee suggested:

- Organizing a national fundraising event in Northern California with all proceeds going to National JACL.

- Organizing fundraising efforts in each district similar to the December '94 fundraiser in PSW.

- Require the National Board to raise \$50,000 or \$2,800 per board member for National JACL.

- An across the board membership dues increase regardless of category of either \$1-\$4.

The four board members also asked about the expenses related to staff reorganization including severance, tempo-

See KAJI/page 11



## Plan for Albuquerque tri-district conference

"A World of Diversity" is the theme for the EDC-MPDC-MDC tri-district meeting in Albuquerque, New Mexico July 20-23.

Hosted by the New Mexico Chapter, the tri-district is scheduled to offer extensive workshops on chapter management on issues such as total quality management, grant writing and financial management.

Other workshops include: multicultural persons and families in JACL, the future of JACL,

inter-ethnic conflict and Japanese Americans and the Second Amendment.

Luncheon keynote speaker is Glenda Joe, 1994 awardee of the JACL Edison Uno award.

Booster activities include: a tour of Santa Fe and Albuquerque, a tri-district golf tournament, and a tram ride to Sandia Peak.

The meeting is scheduled to be at the Marriott Hotel, 2101 Louisiana NE, Albuquerque; 505/881-6804. Cost: \$79, per night, single

or double; make reservations under "JACL conference."

Registration cost: Before June 28—\$100 member; \$125, non-member. After June 28—\$125, member; \$150, non-member. Includes conference materials, Friday luncheon and Saturday night banquet.

Send checks to: JACL Tri-District Conference, c/o Moss and Jean Kishiyama, 7624 Osuna Rd. NE, Albuquerque, NM, 87109. Information: 505/883-1258.

## 'PC-SAVE' is name of fund-raising campaign

PC-SAVE (Support and Assist Volunteer Effort) is the new moniker for the fund-raising campaign for the *Pacific Citizen*. This is not an endowment fund, but a fund to support the semimonthly publication this year and eventually fund a return to a weekly publication.

The winning entry was submitted by PC Editorial Board member from IDC, Yas Tokita, who has been a long-time JACLer active in the Mt. Olympus Chapter. Yas says he wants time to think about where he wants his prize subscription to the *Pacific Citizen* to go.

Satisfying two of his life-long goals—to own his own business, and to speak the Japanese language—Yas now operates the Mountain West Travel agency in Salt Lake City, catering to the

tourist trade of Japanese nationals who want to sightsee nature's attractions such as the Grand Canyon and Yellowstone National Park. Born and raised in Seattle, Yas' wartime experience in the Minidoka camp began as a three-year-old and ended when he left at the age of eight. Yas earned a B.S. and M.S. in aeronautical engineering from the University of Washington and was employed with Boeing for more than 10 years. He then earned an MBA and worked for Hercules, a chemical company, in financial management and technical sales. Married to Elaine, nee Minato, they have four children. Yas strongly believes JACL membership recruitment begins right at home—his son and daughter are not only chapter members, but his son currently serves on the chapter board.

## Funds sought for memorial to Colorado governor, internees

As part of a renovation of the east grounds of the Colorado State Capitol building, the Colorado Bar Association has undertaken a project to erect a memorial commemorating Gov. Ralph L. Carr. Funds have been raised from the legal community to erect a circular monument with two plaques, one commemorating Carr and the other memorializing Japanese American internees of the Amache internment camp and the valor of the 442nd Regimental Combat Team.

Funds are needed from the general public to erect a low wall to finish the memorial, which was

designed by Phillip Flores & Associates as part of the legislature's State Capitol Development Plan. The cost of the wall will be approximately \$11,000.

Tax deductible donations may be sent to: Mile-Hi JACL Gov. Carr Memorial Fund, c/o NORwest Bank, attention: Lori Nakata-Dighero, P.O. Box 5247, Denver, CO, 80217-8674.

Any surplus will be used to renovate other Carr memorials, including the bust of the late governor at Sakura Square. All donations must be received by May 30, 1995.

## CALENDAR

(Continued from page 2)

Mabel.

**Sat. June 10**—MIS Highway dedication luncheon, Simi Valley Raddison Hotel; info: George Kanegai 310/820-5250.

### Community calendar

#### East Coast

##### NEW YORK CITY

**Through July 16**—"The View from Within: Japanese American Art from the Internment Camps, 1942-1945," Queen's Museum of Arts.

#### Midwest

##### INDIANAPOLIS

**May**—NJAS 'Go For Broke' photo exhibit, Ransburg Gallery, University of Indianapolis.

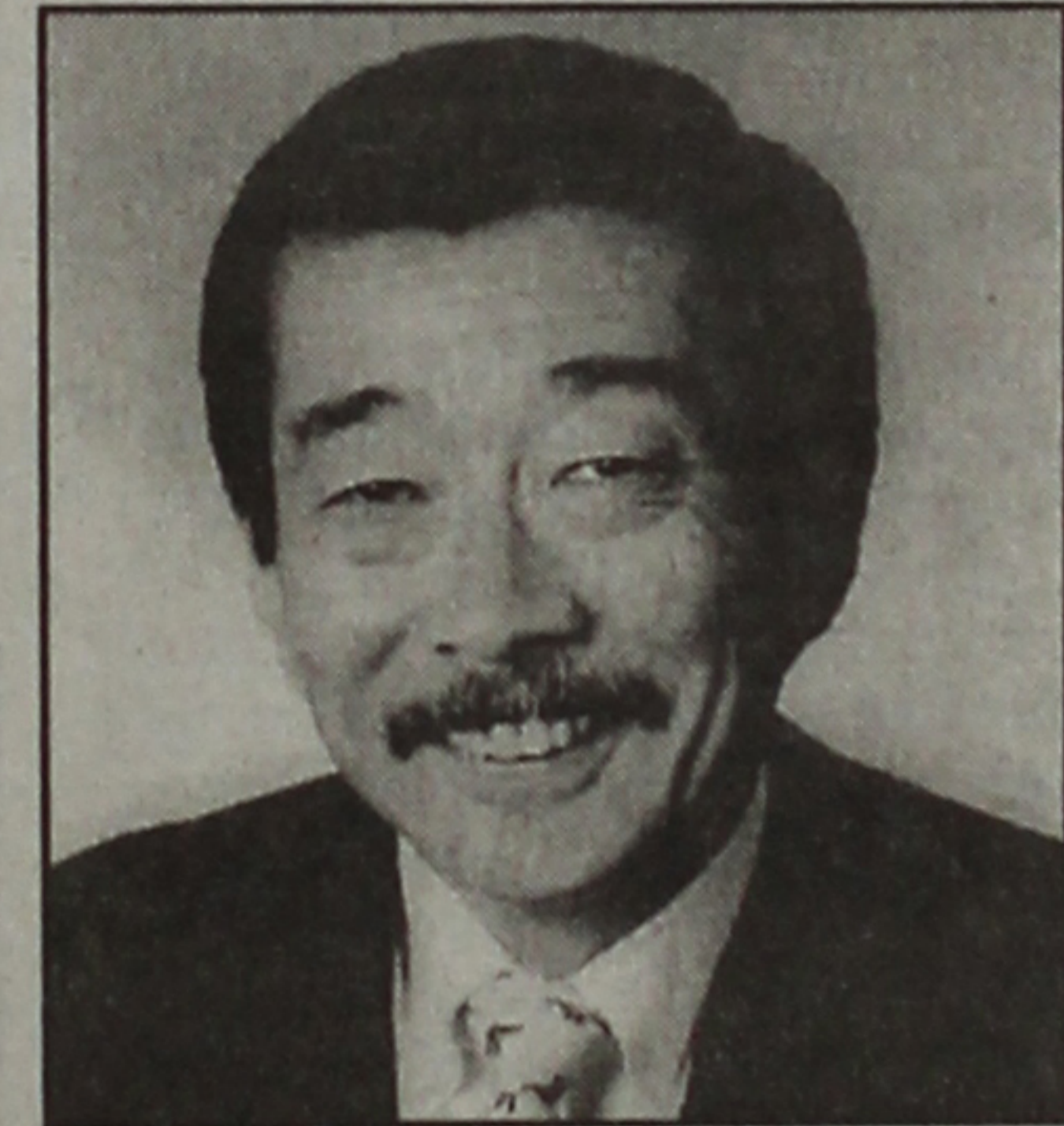
#### Rocky Mountains

##### UTAH

**Fri.-Mon. May 26-29**—Topaz Pilgrimage. info: Jiro Yamamoto, San Francisco 415/863-8141.

##### WYOMING

**Fri.-Sun. May 19-21**—Northwest College Symposium: "After 50 Years - The Heart Mountain Experience," info: Steve Thulin, P.O. Box 781, Powell, WY 82435, 307/754-6038 or 754-6111.



LEO K. GOTO

## Denver leader named to redress education board

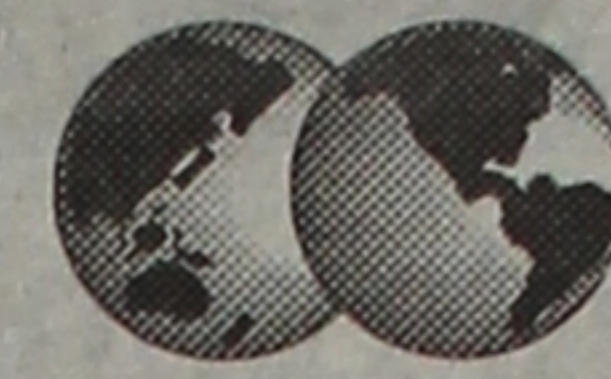
Leo K Goto, a Denver, Colo., businessman and civic leader, has been nominated by President Clinton to the Civil Liberties Public Education Fund Board of Directors.

Goto is a trustee of the University of Denver, a director of the Colorado Tourism Board, owner of the Wellshire Inn, and director of the Colorado Restaurant Association.

The nominee is also actively involved with the Colorado State Advisory Committee to the U.S. Commission on Civil Rights, JACL and the District Attorney's Citizen Advisory Commission.

He earned his undergraduate and MBA degrees from the University of Denver.

The board will sponsor research and public education activities so that the events and circumstances surrounding the internment of Japanese Americans will be remembered.



## Pacific Citizen

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## GIFT FOR PC DONORS

Thanks to the generosity of PC cartoonist, Pete Hironaka of Dayton JACL, the first 100 who contribute \$100 or more to support the *Pacific Citizen* will receive a signed full-color lithographed poster, "Issei". It measures 21 x 28 inches.

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## Questionnaire response sought by JACL Education Committee

The JACL Education Committee requests chapter response to its April 19, 1995, questionnaire regarding the use of the organization's Curriculum and Resource Guide. The committee is exploring ways to support and assist chapters in use of the guide in schools, at conferences, for school boards, libraries, and workshops.

Chapters are reminded to fill out and return the questionnaire by May 13. Send the

questionnaire to: Teresa Maebori, 2807 Midvale Ave., Philadelphia, PA., 19129.

The committee also announced that its special offer of video purchases which is included in the guide is valid until June 30, 1995. Available are *Days of Waiting*, *A Family Gathering* and *A Personal Matter*.

Chapters are encouraged to buy these award-winning videos at discounted rates.

## PSW to discuss affirmative action at May 21 district meeting

PSW is scheduled to present a workshop at its district meeting Sunday, May 21 at the San Fernando Valley Japanese Community Center, 12953 Branford St., Pacoima, Calif.

Scheduled panelists include: ● Jeff Chang, currently teaching a course on affirmative action at UCLA.

● Ronald W. Wong, a public affairs, public relations consult-

ant, to speak on business and contracting.

● Ron Osajima, moderator, founder of Asian Americans for Affirmative Action.

The panel is scheduled to start at noon. Registration for the district meeting: 8:30 a.m. District meeting: 9 a.m.

Information: PSW district office, 213/626-4471.



**National JACL**  
CREDIT UNION

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## JACL National Board meeting, May 6-7, 1995

### New staff appointments announced by Yoshino

Bill Yoshino, Midwest regional director temporarily in charge of staff, presenting the staff report to the National Board May 6 said that the top priority has been to ensure day-to-day operations.

Yoshino, who has been given authority to hire temporary staff, announced the following hirings:

- Leigh-Ann Miyasato—engaged on a contract-basis Feb. 15 to work as interim Washington representative. Miyasato was a partner at the firm Erickson, Beasley and Hewitt in San Francisco. She also served as a law clerk for then California Supreme Court Chief Justice Rose Bird.

- Emily Ishida—retired on Dec. 31, 1994, she returned to headquarters Feb. 21 on a part-time basis.

- Amy Yamashiro—hired March 13 as the membership director. Yamashiro is a 1991 graduate of Wellesley College. She served two years in the private sector in marketing.

- Emily Nishi—hired March 14 as the administrative assistant. A '94 graduate of Skidmore College, she lived in Cleveland and Philadelphia prior to moving to San Francisco.

Yoshino introduced Yamashiro who gave an update on the mem-

bership renewals.

Yamashiro said that first membership renewal notices were sent out through May and that 1000 Club renewals were done through June. New members through February should have already received their membership information.

Yamashiro said she hoped to have chapter reports and rosters done soon, but that there have been some difficulties with the membership computer and the membership program created by Rick Momii.

"Unfortunately, the system has

been coded and encrypted so we don't know how to generate some reports," said Yamashiro.

The membership director said that Peter Harris, Sequoia Chapter and John Yamada, Eden Township Chapter, both worked on the computer to try and generate reports.

For members worried about getting their *Pacific Citizen* or their health insurance, Yamashiro assured them that PC has a two month grace period and that Blue Shield will not cancel the health insurance unless membership dues are very late.

### Volunteers recognized for assistance

While much has been said about what's wrong with JACL, the volunteers who have come to the organization's assistance represent what is right with JACL. Denny Yasuhara, JACL national president, recognized the volunteers May 6 at the National Board meeting in San Francisco.

The volunteers have helped national staff in areas such as data entry, filing, phones, accounting and technical support on the computers. Volunteers include: Peter Harris, Sequoia; Virginia Tanakatsubo, San Mateo; John

Yamada, Eden Township; Aki Yamamoto, Sequoia Chapter; and Milo Yoshino, Diablo Valley.

Speaking to *Pacific Citizen*, Karyl Matsumoto, JACL office administrator, said that more volunteers are always welcome.

"We welcome any type of skills. Volunteers of any type of background are encouraged to come in, even if it's a couple hours a week. Regardless of skills there's always something to do," said Matsumoto.

Information: 415/921-5225.

## HIGHLIGHTS

(Continued from page 1)

support of same-sex marriages.

May Yamamoto, who was accompanied by her partner Diane Okabayashi, said, "We've worked really hard to try and get this chapter started. It's about 50-50 male and females. We are currently getting together information for chapters to hold workshops."

Yamamoto said that it was because of JACL's support for same-sex marriages that the chapter began formation.

"I'd like to thank JACL for supporting this chapter. Especially in '94 with your support of same-sex marriage," said Yamamoto.

## Mae Takahashi named PC chair

Mae Takahashi of the Clovis Chapter, JACL, was unanimously approved by the National Board May 7 as the chair of the Pacific Citizen Editorial Board.

Takahashi is a former district governor from the Central California District and most recently served as chair of the ad hoc Budget Analysis Committee. She takes over the position from Cherry Kinoshita, Seattle Chapter, who had to resign due to an illness in the family.



TAKAHASHI

Gary Mayeda, APAN

Chapter, was conditionally approved by the National Board to serve as the youth representative to the PC Editorial Board pending a ruling by legal counsel over the action taken by National Council at the 1994 convention regarding youth/students.

Other appointments include:

Lillian Kimura, former JACL national president and member of the New York Chapter, and June Arima Schumann, Portland Chapter, were approved by the National Board to serve as co-chairs of the Legacy Fund Grants Committee.

The committee oversees the awarding of Legacy Fund Grants to chapters for programs. In a departure from previous years, the chairs will create their own committees from their own districts—in the same manner that the JACL scholarships are se-

lected. In the past, a national committee with representatives from each district served on the committee.

## San Jose prepares for '96 convention

Tom Shigemasa, San Jose Chapter, reporting to the National Board May 6, said that plans are well underway for the '96 convention in San Jose. Scheduled to be at the Fairmont Hotel Aug. 6-11, 1996, the theme for the convention is "Kodomo no tame."

"We've tried to incorporate a log of things. There will be an early bird special, Japantown tour, fashion show, wing ding. We want to make it a first class affair," said Shigemasa.

The National Board passed a resolution to accept Shigemasa's report and support the San Jose Chapter up to and including the hiring of a convention planner at national expense by the National Board.

Because of the staff reorganization, Shigemasa reported that San Jose has done most of the preparations without help from National JACL. Carole Hayashino, former associate national director, has offered to help the chapter on the convention. In addition, Shigemasa reported that Denny Yasuhara, JACL national president, and Jim Miyazaki, vice president of general operations, met with the chapter and offered their help.

West Valley, Gilroy, Fremont, Sequoia and Berkeley Chapters have also volunteered their assistance.

The National Board also voted to sponsor four workshops at next year's national convention.

## Asian American studies supported

The National Board passed a motion May 7 supporting the students at Northwestern University in Evanston, Ill. who have been demanding Asian American studies. The motion also reaffirmed the JACL's commitment to Asian American studies and recognized the efforts of student protesters at Northwestern, Princeton and Stanford.

Speaking to *Pacific Citizen*, Rev. Mike Yasutake, Chicago Chapter, reported that the hunger strike by students is over, but that the community is still working on incorporating Asian American studies into the curriculum.

"We are meeting with the students May 20. We are going to expand our support groups and keep the pressure on Northwestern administration," said Yasutake.

"They have promised to set aside money for Asian American studies for a course this fall," said Yasutake.

The chapter recently donated \$100 to the Northwestern University Asian American Advisory Board.

A coalition including Yasutake, Bill Yoshino, Midwest regional director, Daphne Kwok, executive director, OCA, Sandra Yamate, Asian American Bar Association and Kwang Min Jang, Young Koreans United of Chicago recently sent a letter to Henry Bienen, president, Northwestern University.

Calling for a meeting to discuss their concerns, the coalition said, "As a coalition of organizations, we represent a variety of interests and constituencies within our respective communities. We consist of national civil rights organizations, legal associations, public policy entities and community-based social service organizations. We are all acutely aware that our educational systems have a responsibility to provide opportunities to create a better understanding than currently exists of Asian Pacific American history, sociology, psychology and other related disciplines."

### Other news:

- The National Board voted May 7 to give the PSW district the authority to screen and make recommendations on a PSW regional director to Jim Miyazaki, vice president of general operations for hire at a salary range of \$30,000-\$37,000. The position has been vacant since last year.

- Cherry Kinoshita, chair, *Pacific Citizen* Editorial Board, handed out copies of the PC's editorial guidelines during her report to the National Board. She said that according to the constitution, the PC board is responsible to the National Council and that the guidelines are to be published in the PC.

- The National Board voted to become an organizational sponsor of the May 18 Asian Pacific American Congressional Institute dinner. Keynote speaker is scheduled to be President Bill Clinton. A motion to have JACL sponsor a \$500 ad for the dinner died after concerns were raised about cost.

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## ACTION

(Continued from page 1)

norities and to limit the numbers of white employees. Quotas are illegal and should not be confused with goals and timetables, which are targets set for the employment of minorities and women, along with time frames for achieving the targets. There are no legal penalties as long as employers make good-faith efforts to meet the goals.

Moreover, affirmative action does not mean giving preferences to unqualified minority applicants over qualified white applicants. Affirmative action programs apply only to qualified persons.

### History and Background

Affirmative action has its roots in the civil rights movement. After the Supreme Court declared segregated schools to be unconstitutional in *Brown v. Board of Education* (1954), the federal courts recognized that the government had an "affirmative duty" to desegregate the public schools and eliminate the last vestiges of discrimination against blacks. Title VII of the Civil Rights Act of 1964 was then enacted to ban discrimination in employment, and in 1965 President Lyndon B. Johnson issued Executive Order 11246, requiring federal contractors to undertake "affirmative action" to increase the number of minorities they employed. In 1969, after Labor Department hearings revealed widespread racial discrimination in the construction industry, the Nixon Administration adopted the concept of "goals and timetables" to measure the progress made by federal construction contractors in increasing the numbers of minorities on their payrolls. In 1970, President Nixon extended the use of goals and timetables to all federal contractors, and in 1974, such programs were also expanded to benefit women.

In 1985, a majority of President Ronald Reagan's Cabinet successfully fought efforts by Edwin Meese and Clarence Thomas to undermine affirmative action in federal contracting. They were joined by strong bipartisan majorities in Congress. President Bush vetoed a civil rights bill in 1990, saying it would lead to "quotas," but he signed substantially the same bill a year later.

Thus, affirmative action has a long history of bipartisan support. It is ironic that many of the programs currently under attack by Republicans, such as goals and timetables for federal contractors, were instituted by Republican presidents. Moreover, many in the business community find that affirmative action programs widen the labor pool, increase competition for jobs, and allow companies to compete domestically and internationally with a workforce that reflects the diversity of the markets they serve.

### The Need for Affirmative Action in the Asian Pacific American Community

White males still control most of the positions of power and influence in this country: in Congress, the executive branch, state legislature and governors' mansions, large corporations, the judiciary, and university faculties. America is not a color-blind society, and discrimination on the basis of race and sex persists. For this fundamental reason alone, affirmative action programs that take race and sex into account are still necessary. And programs based solely on economic disadvantage will not compensate for current discrimination based on race or gender.

Some people believe that, because many Asian Pacific Americans and in particular Japanese Americans have become successful in American society, affirmative action programs should not include Asians. But many Asian Pacific Americans, especially those who recently immigrated from China and Southeast Asia, live in poverty and are financially as well as socially disadvantaged. Moreover, even for relatively suc-

cessful Asian Pacific Americans, a "glass ceiling" prevents their advancement to higher management; stereotypes persist that Asian Pacific Americans are well suited for technical positions but not for management jobs; and statistics show that Asian Pacific Americans earn significantly less than similarly situated white engineers, managers, Ph.D.'s, and college graduates. Specifically:

- Asian Pacific Americans comprise only 1/2% of upper management in the Fortune 1000 companies.

- 10% of practicing physicians are Asian Pacific Americans, and Asian Pacific American doctors and nurses comprise 25% of the health providers in public hospitals in major metropolitan areas. Yet they are not well represented in management of these hospitals.

- No Asian Pacific American has ever served in a U.S. president's cabinet or on the Supreme Court. There are only a handful of Asian Pacific Americans among federal judges, among partners in major law firms, or in top leadership roles in major labor unions.

Some Asian Pacific Americans may be concerned that affirmative action will limit their own opportunities in education and employment. There have been instances in which universities, concerned that Asian Pacific Americans are 'over represented' in their student bodies, have come close to imposing quotas to limit the numbers of Asian Pacific Americans they admit. These quotas are wrong and illegal, but they are no reason to eliminate affirmative action programs. The universities' admission policies can and should be changed without disturbing their obligations to provide education opportunities to members of minority groups and to maintain a diverse study body.

### Conclusion

Affirmative action is an emotional and highly politicized issue. It is sometimes difficult to focus on the fundamental reason why we must not abandon our commitment to the principle. JACL is dedicated to the protection of all Americans' civil rights, and until race and sex discrimination are entirely eliminated, we will need affirmative action to ensure that all of us have the opportunity to benefit from our free and democratic society.

## CUTS

(Continued from page 1)

payable.

- The 1994 year end balance sheet does not match with the general ledger.

- Audit adjustments from 1993 were "conspicuously absent" from JACL's 1994 general ledger.

- Campbell suggested "aggressive management" of JACL's investment portfolio by an investment committee. She noted as of year-end the fair market value of JACL's portfolio is \$200,000 less than when it was acquired at.
- JACL at year end had a reserve fund of \$71,246. She reported that 92% of the fund was in stocks at Dean Witter and suggested that the investment strategy on a reserve fund should be more conservative with 50% in stock and 50% in securities.

Campbell, whose earlier report (PC, April 7-20 issue) outlined problems in JACL's accounting system, suggested a number of accounting software packages that would modernize JACL's finances. The National Board voted to accept her report and passed a resolution asking her to come up with a series of recommendations for installing proper financial controls.

Referring back to earlier controversies over JACL's finances, Campbell said, "An audited financial statement does not guarantee you anything. It's not going to prove there is a \$31,000 surplus or a \$187,000 deficit. It is a review of a small percentage of financial transactions and is not

a substitute for appropriate internal controls."

To solve budget deficits, Campbell suggested:

- Brainstorm new ways of doing business.

- Streamline programs and services. Assess the costs and benefits of each program.

- Explore new ways to generate revenue.

- Monitor budgets monthly. Adjust expenses immediately if projected revenue lags.

- Respond to changes immediately. Streamline and empower the chain of command.

She enumerated a number of roadblocks to turning around deficits including, the following ideas:

- Business can/will continue as usual.

- Programs can/will continue without changes. There will be the same level of service, the same level of operations.

- Budget cuts alone can/will solve the problem.

- We can continue doing things the same way, even though the old way caused the deficit.

- Budgets don't include the cost of staff/overhead.

Campbell said that information such as staff salaries and related expenses should not be withheld from the board.

"You as board members are elected to represent members. You have a fiduciary responsibility to the members. Getting salary and benefit information is important. To have comprehensive information, you must have full disclosure," said Campbell.

She presented to the board a series of projections of cash flow for 1995 based on the assumption that membership revenue would be 76% of budget and 85% of budget.

According to Campbell, if membership revenue were 85% of budgeted and a national director were hired in June there would be a projected deficit of \$115,069. If a national director were not hired in '95 and membership revenue were 85% of budgeted then there would be a deficit of \$55,359.

Throughout the presentation, Campbell told the board that it must demand total disclosure and must not rely solely on any one person's view, including her own.

Eunice Kaneko, JACL bookkeeper, said that the first quarter books have not been closed yet and that volunteer accountants will be helping her. She briefly explained the lockbox system in which membership checks that come into JACL are automatically deposited into an account at Sumitomo Bank.

During the question and answer session, Ruth Mizobe, PSW district governor, said, "I am very concerned with this presentation. You're saying that it was bad work, bad everything. I know you're not necessarily saying that, but I'm concerned about tone."

In response, Campbell said, "As I said, don't take my word for it. You can go back and look at the ledger, check the facts for yourself."

Grayce Uyehara, chairwoman, Legacy Fund, said JACL has to have full disclosure on its finances.

"All of us who are here are here because we want facts and information. You cannot clear up this bad situation unless we have facts. As the person in charge of Legacy Fund and Annual Giving I feel responsible to the people who have contributed. Bill Mukai (Legacy Fund investment committee chair) has spent time at headquarters going over the books. He has not been able to make heads or tails of it," said Uyehara.

David Hayashi, Midwest district governor and governor's caucus chair, said he could verify Campbell's assessment of JACL's accounting system.

"I spent a day and a half looking at workpapers. I didn't come up with exact figures. This is no reflection on Patti (Paganini, former JACL business manager), it's coming from a concern for the organization. If there are problems with accounting controls, then it's important to know where we're at. What you're pointing out is what I'm seeing," said Hayashi.




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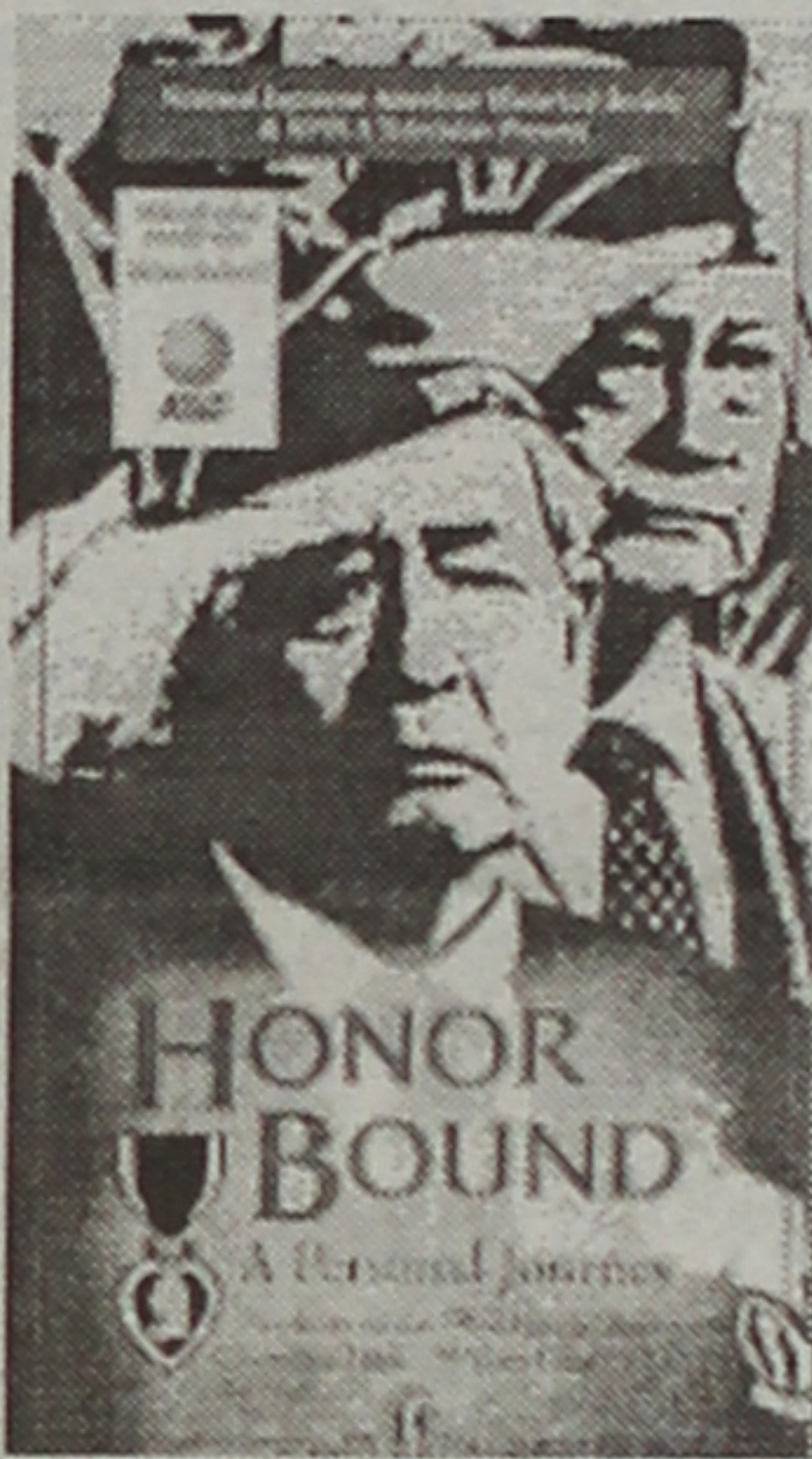
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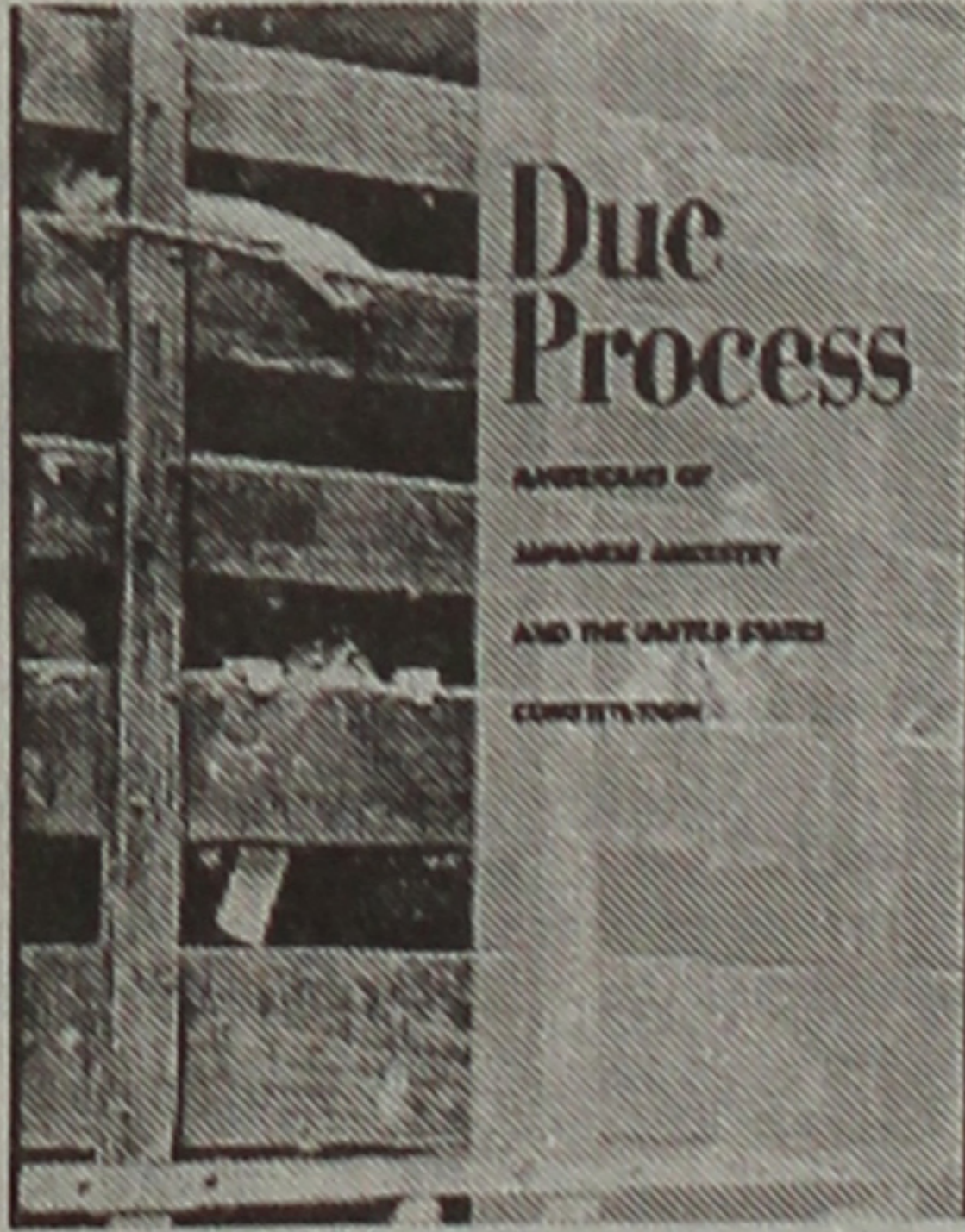
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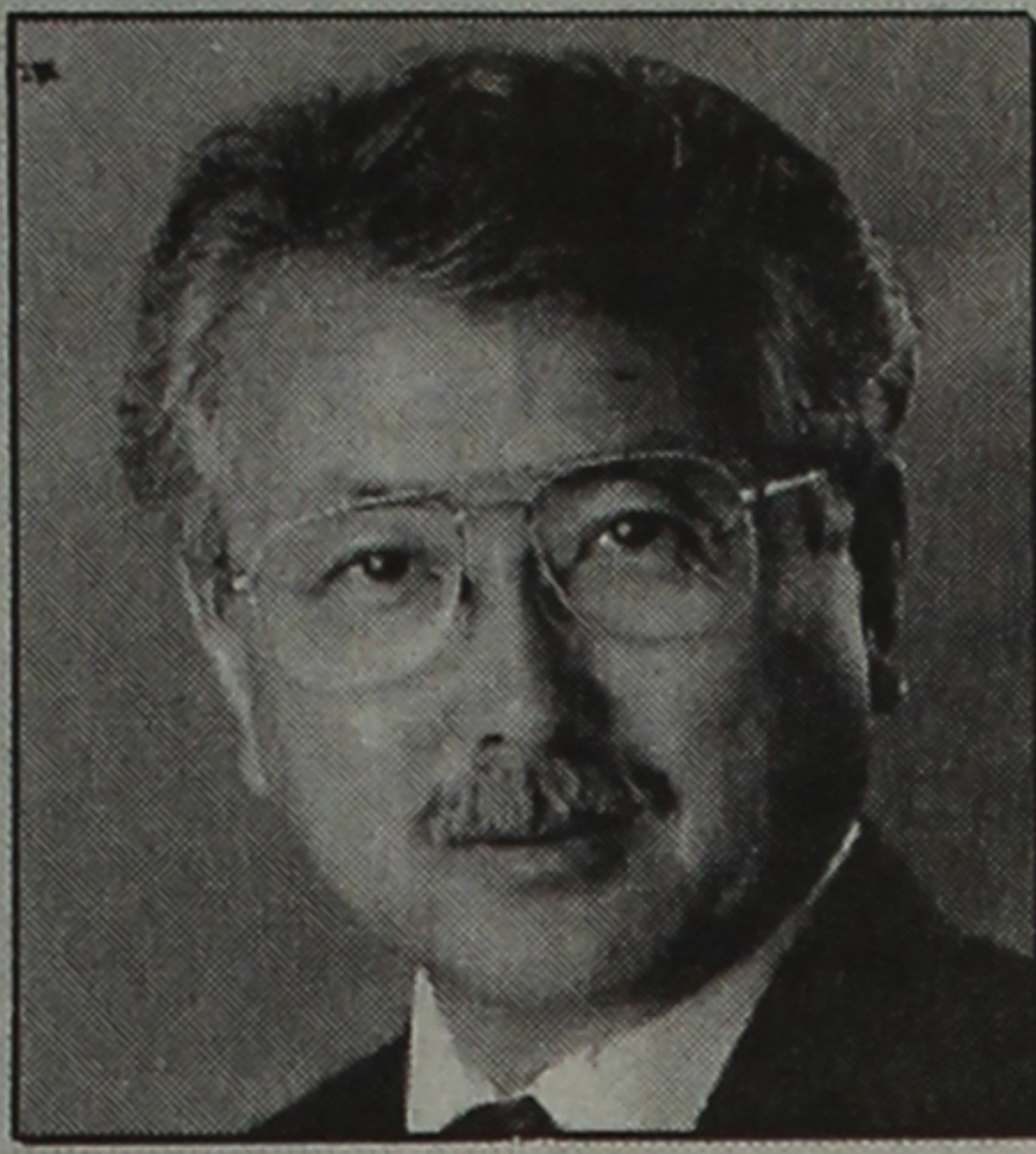
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# Nikkei to block O.J. book in Torrance, Calif.

George Nakano, Torrance mayor pro tem and city councilman, has asked that the parody book *O.J.'s Legal Pad* be withdrawn and at press time was going to present a resolution May 16 before the Torrance City Council to hold all purchases from Random House.

In a letter to Random House, Nakano said, "For your information, I have requested the Torrance City Council to put on hold all purchases from Random House and its subsidiaries. Moreover, I have contacted mayors and city councilmembers from other cities, as well as school board members, to do likewise."

Speaking to *Pacific Citizen*, Nakano, a member of the Tor-



**GEORGE NAKANO**  
Resolution against book

rance Chapter, JACL, said he wants to put economic pressure on the publishing house.

"We need to take an economic position. They think they could

make money selling these books. They will realize that they could also lose a lot of money when they publish this sort of material."

According to the 1990 Census, the city of Torrance is 22% Asian American. It is the fourth largest city in Los Angeles County with 31 schools including four high schools and a library system. According to Nakano, there are currently approximately 13,000 Japanese and Japanese Americans living in Torrance.

"This is so blatant, it's ridiculous. I couldn't believe when I saw it, it's just vicious. As an Asian American member of the city council, I have to take a position on this," said Nakano.

to its existence," said Yasuhara.

The Media Action Network for Asian Americans (MANAA) pointed out that there were no racist drawings in the book of defense attorney Johnny Cochran or O.J. Simpson, who are African American.

MANAA said, "The books' drawings are so outrageously offensive that it raises the question: what would have happened if African Americans were drawn in a similar manner? A cartoon showing Johnny Cochran with a bone in his nose and carrying a spear would never have been published by Villard Books, a branch of Random House. The publisher apparently thought these drawings of Ito were acceptable or that Asian Americans would not complain."

Villard Books, an 'appendage' of Random House, illustrates racial bias in the crudest parody form, by mocking Judge Ito in pre-war stereotypical sketches, complete with A-bomb, militarism and kamikaze attacks. How distorted must a parody become before the discrimination is finally recognized?"

Yasuhara has asked that Villard Books cease publication of *O.J.'s Legal Pad* and pull all remaining copies from book shelves.

"We find it sad that a major publisher condones such blatant insensitivity toward racial groups. As a leading publisher, it seems to us that you have at least, a moral responsibility to provide some understanding of the nature of bigotry rather than contributing

## PARODY

(Continued from page 1)

dent, in a letter to Random House CEO Alberto Vitale, said, "The drawings in *O.J.'s Legal Pad* seem almost calculated to offend. They are clearly reminiscent of the propaganda produced during World War II which was designed to depict the Japanese enemy as less than human. In the caricatures, Judge Lance Ito is shown in military garb with clear associations to the Japanese enemy during World War II. Judge Ito is not the enemy, nor is he a foreign national."

Barry Saiki, JACL vice president of public affairs, added, "*O.J.'s Legal Pad*, issued by

professions and their goals and educations." His voice broke as he related a happier story of his grandmother becoming a naturalized citizen and his attending the ceremony. (Japanese immigrants could not be naturalized until after 1952).

Ito has visited the Dachau site two times, once with his parents during a trip to Germany when he was 13 and again last year with his wife.

Takasugi was 11 when he was taken to Tule Lake with his family. Calling himself a prisoner of war, he noted that people often ask him if this could happen again and he asks them, "Why did it happen in the first place?" He added that "might isn't always right" and what happened to him and his family left an indelible mark on his life.

Citing the many conflicts between people all over the world, Takasugi told the audience that he has "truly dedicated my life to that goal" of helping people to get along and understand each other better. He later said that recent incidents, such as New York U.S. Senator D'Amato's mockery of Judge Ito and the slurring of criminalist Dennis Fung by Simpson attorneys Robert Shapiro and Johnny Cochran had brought out his ire. "What a disgrace!" he said.

Fujisaki remembered his family living on Sawtelle in West Los Angeles and having to assemble near the local gakuen or Japanese language school before going to camp. He recalled eating his first meals in Manzanar out of old Army mess kits, a task that proved difficult as he dropped his food three times. He poignantly re-

See JUDGES/page 7

## JUDGES

(Continued from page 1)

The five of us are sitting here" (as judges). Tashima feels that if there had been Japanese American judges in 1942 there would have been no mass removal and no incarceration.

Ito, who is presiding over the O.J. Simpson murder trial and was the focus of television cameras and news photographers all evening, joked that "there aren't too many things that could get me out on a school night." But, more seriously, he noted that this is a subject close to his heart. Although he was born after the war, he was named after a San Francisco lawyer (Lance) who had tried to sue the federal government to recover property his family had lost. His middle name, Allan, came from a Hollywood minister who looked after his parents' home during the war.

Ito earlier had toured the Museum and had walked through the exhibits, "America's Concentration Camps: Remembering the Japanese American Experience" and "Witness: Our Brothers' Keepers—Japanese American and Jewish American GIs". The latter concerns the discovery of the Dachau death camp by Japanese American and Jewish American soldiers.

Ito became emotional when he related the story of his maternal grandfather who had worked for an insurance company before the war.

After the war, "he couldn't get his job back, went bankrupt and subsequently committed suicide," Ito said. He added that his parents "were unable to pursue their

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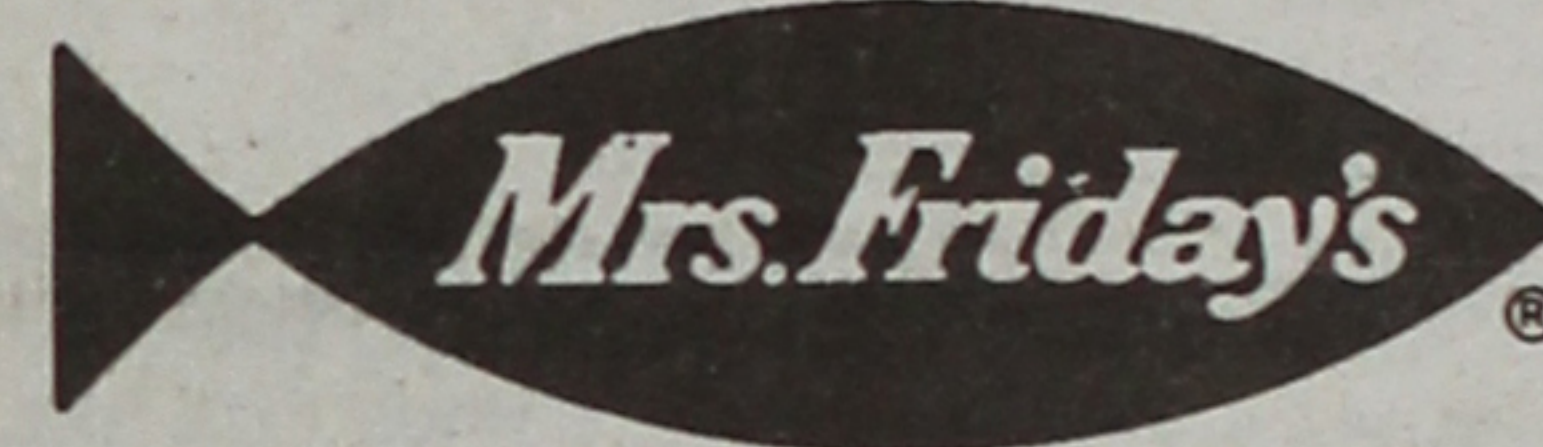
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# Getting JACL's financial house in order

## Cynthia Campbell makes list of recommendations in business, administrative areas

The National Board voted May 6 to request Cynthia Campbell, president and CEO of the Professional Exchange Service Corporation, to compile a list of recommendations on financial and management policies. Here are those recommendations:

In response to your request at the May 6, 1995, JACL National Board meeting, we recommend the following to restore JACL to sound fiscal and operational health.

### Finance and accounting

#### For immediate action:

1. Install a computerized accounting system to facilitate accurate accessible financial reports and information (we recommend either MAS 90 or Yardi).
2. Direct National staff to provide the National Board with monthly financial reports (on an accrual basis). This will enable the National Board to monitor membership renewals and investment income and if necessary, make immediate adjustments in expenditures to avoid mounting deficits.
3. Refine 1995 cash flow and expense projections and adopt a final version to provide necessary budget guidelines for all aspects of National and regional operations. Notify National and regional staff in writing that budgets are **NOT** to be exceeded without prior written authorization of a majority of the National Board.
4. Convene a National Investment Committee meeting to develop investment guidelines and strategies for maximizing investment income. Implement more aggressive investment strategies immediately in an attempt to increase revenues.
5. Appoint a committee to analyze the costs and benefits of **ALL** JACL programs and services. Direct the committee to investigate every avenue for streamlining and reducing program and service costs. Ask the committee to produce written rec-

ommendations for presentation at the next National Board meeting.

#### For completion by year end:

1. Develop and implement comprehensive written financial management and accounting policies and procedures. Appoint a National Audit Committee to provide ongoing oversight and liaison with JACL's outside audit firm.

### Personnel administration

#### For immediate action:

1. Adopt a National Board resolution deferring hiring of a national director until the beginning of 1996. In the meantime, complete all necessary organizational work to insure recruitment, selection, and retention of the best candidate for the position.
  - A. Develop a comprehensive job description for the national director emphasizing excellent administrative skills as the single most important criteria for this key position.
  - B. Develop a process for recruiting highly qualified candidates from a broader base than just JACL members or existing staff (for example, run ads in American Society of Association Executives publications). Incorporate projected costs of recruitment into 1995 cash flow projections (recruitment costs might include transportation to preliminary and secondary interviews and relocation costs for the candidate to whom the position is offered).
  - C. Develop a written annual performance evaluation process by which the National Board will assess the National Director's overall job performance and communicate areas for improvement.
2. Appoint Karyl Matsumoto to fill the position of Interim National Director through the end of 1995. Charge Karyl with the following responsibilities:
  - A. Insuring the production and dissemination of monthly financial reports to the

National Board.

B. Overseeing the installation of a computerized accounting system.

C. Coordination of membership dues renewals.

D. Supervision of National staff and oversight of volunteers.

E. All necessary operational and administrative functions for programs and services are handled and that financial, accounting, payroll, lobbying, and other reports are filed on a timely basis.

F. Removal and storage of files which are more than five years old.

#### For completion by year end:

1. Review and update JACL's personnel manual, policies and procedures. Establish in writing that **ALL** employment contracts require prior written approval of the National Board. Define what documents will—and will not—be retained in personnel files.
2. Prepare detailed written job descriptions for all National and regional staff members. Require all JACL employees to sign their job descriptions in acknowledgment of the responsibilities and duties they are expected to perform.
3. Develop and implement a written procedure to insure that **ALL** JACL employees receive annual performance evaluations.
4. Develop and implement written policies and procedures to insure compliance with all applicable state and federal laws (injury and illness prevention and safety plans; pension administration; equal opportunity employment; harassment policies, etc.).
5. Evaluate JACL's employee benefits package to insure that benefit levels are commensurate with job skills and responsibilities.

### Membership

#### For immediate action:

1. Upgrade the membership computer to

a 586 PC with CD Rom; install Windows to interface with JACL's existing membership database; and install a high-speed printer with large capacity memory. This will eliminate backlogs in data entry by speeding up printing of membership renewals and allowing data to be entered simultaneously as the renewal notices are printed.

#### For completion by year end:

1. Explore conversion of JACL's DBASE III+ membership database to Approach (or some other database that interfaces with spreadsheets and accounting software).

### General administration

#### For immediate action:

1. Obtain bids and award a contract for painting JACL's National headquarters office before the rainy season this fall.

#### For completion by year end:

1. Review and update JACL's operations policies and procedures.
2. Develop and implement a records management plan to insure proper storage and maintenance of records.
3. Develop and implement policies covering retention of corporate records (Board meeting minutes and financial reports). Assign access and responsibilities for maintaining and updating corporate records.

Our most important recommendation is that each National Board member verify **ALL** facts for himself or herself rather than relying on "feelings." Instead of taking a staff member's (or consultant's) word for anything, each Board member has a fiduciary responsibility to require irrefutable evidence before reaching conclusions or making decisions.

Hopefully, these recommendations (which were compiled and mailed pro bono) will be helpful. If we can be of further assistance, please don't hesitate to call.

## JUDGES

(Continued from page 6)

lived his first days in camp—getting straw for the mattresses for his family of five, and going to the communal bathroom his first night and then being unable to locate his family's compartment, since all the barracks looked identical.

Fujisaki noted that the effects were more devastating on his parents and their generation. One uncle was transferred from Manzanar to Tule Lake and wound up being sent to Japan. Fujisaki's own father was considering that alternative, and that was when young Hiroshi realized that the

situation had become too much for his father, "that he had given up. The greater deprivation [of the camps] was of the spirit."

Judge Wasserman spoke of her parents' "reluctance to talk about the camps" except in passing. Her father, a Kibei who had been a voice major and even an operatic performer, found he could no longer pursue his artistic career after the war. Born after camp, Wasserman said that when she was a little girl her neighborhood friends were warned not to play with "the dirty Jap."

The overt prejudice turned her mother to become even Japanese, and though many of her hopes and dreams "were dashed, my

mother did something very brave"—she started a Japanese language school. She was also a "blockbuster," someone of color who would move into all-white neighborhoods.

When Wasserman told her parents she was converting to Judaism to marry her husband, Ron, her parents were concerned but understood that if the children were to be Jews, she had to convert. Her parents had seen Japanese American families split over such things and didn't want that to happen to their daughter's family.

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## JACL opposes cuts in benefits for legal immigrants

The Japanese American Citizens League announced its opposition to the welfare reform proposals that would deny legal immigrants access to SSI, Medicaid, food stamps, and AFDC. The JACL also opposes proposals to require federal, state and local governments to deem the income of the immigrant's sponsor to be available to the immigrant for **all** means-tested programs until he or she becomes a citizens. At the National Board meeting May 6, the JACL voted to oppose H.R. 4, the Personal Responsibility Act passed by the House of Representatives on March 24, and any other welfare reform legislation that punitively eliminates benefits to needy groups or individuals.

Denny Yasuhara, JACL national president, said, "These proposals will hurt elders and others

in the Asian Pacific American community who came here legally, paid taxes, and contributed to society. We cannot stand by and allow legal immigrants to suffer this discriminatory and unfair treatment."

Leigh-Ann Miyasato, JACL's acting Washington, D.C., representative, said, "The safety-net programs targeted by H.R. 4 are already closed to illegal immigrants. To cut off benefits for legal immigrants who have followed the rules is a disgrace. It is alarming to see our legislators pandering to the growing anti-immigrant fervor in this country."

**MORE THREATS**—Acting JACL Washington, D.C., representative Leigh-Ann Miyasato writes about the growing anti-immigration legislation in her column—page 9.

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Individual should possess

—broad sensitivities to deal with the variety of views of a diverse organization

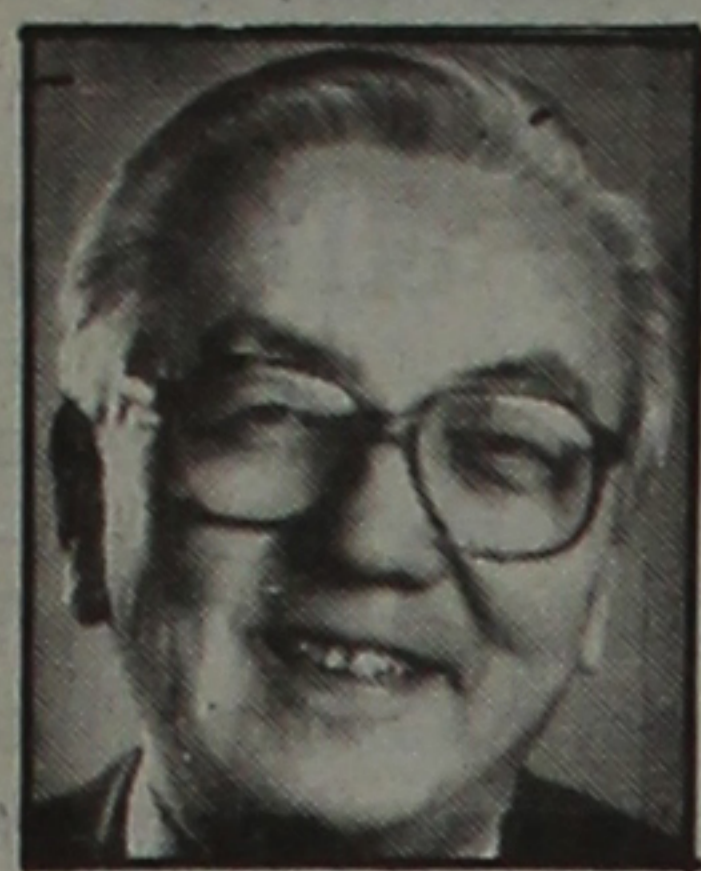
—strong people skills to represent those perspectives on the local level—and be able to translate and package them on the national level

—skills to maintain and expand JACL's visibility as a force in American politics.

Salary negotiable. Send cover letter and resume to Jim Miyazaki, JACL VP, Operations, 2034 Pleasant St., Wauwatosa, WI., 53213.

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Opinions



From the frying pan

BILL HOSOKAWA

A good man at the right time

If you are weary and heartsick as I am about the bitter turmoil within JACL, you must have been cheered by the news in the March 3-16 issue of this newspaper. Rather than suffering paralysis as a result of the mass departure of top headquarters staff following the organization's decision to cut costs, JACL is off and running under an acting national director. Regional employees have taken on additional duties. Volunteers have come forward to help out.

Bill Yoshino of Chicago, who stepped down voluntarily from the national directorship in 1991 to go back to his home in Chicago as regional director, agreed to return to headquarters temporarily. His assignment is to supervise routine activity while a new director is being recruited. Quickly he won the support of the remaining staff. They, with the help of volunteers, are maintaining day-to-day operations of JACL. Meanwhile, as PC reports, chapters nation-wide are busily proceeding with their own activities.

This is testimony both to Yoshino's mana-

gerial skills and the popular support that JACL's program still command despite its well-publicized problems. What Yoshino is doing is an encouraging step toward taking the organization out of the hands of a top-heavy bureaucracy and returning it to the membership.

JACL started as an organization run by volunteers. There was no need for a paid staff in the early years. But in 1941, as it became evident an impending war between the United States and Japan would create serious problems for Japanese Americans, JACL hired Mike Masaoka as a one-man staff. The Evacuation made it necessary to give him help. In view of the meager salaries the staff might as well have been called volunteers.

After the war, while Masaoka and his wife Etsu worked countless hours for JACL in Washington, Masao Satow and his wife Chizuko ran headquarters with the help of a secretary or two. In essence it was a Mom and Pop operation which at the time was all that JACL required. When work piled up, the Satows took papers home and labored

into the night at their kitchen table. Some of the records were squirreled away in cigar boxes. But times were changing, JACL was growing and the system had to catch up. Satow's successor, Dave Ushio brought JACL operations into the modern age.

Gradually, control of JACL shifted from the membership to the professional staff. It was easy to let "headquarters" run the organization, and that inattention led to the present crisis. Unfortunately the problem was allowed to escalate until it was almost too late to correct it. Today, efforts to clean up the mess are marked by bitterness and vicious personal attacks while chronic JACL-haters snicker.

Fortunately, Bill Yoshino, his temporary staff and volunteers are demonstrating that JACL and its program are too important to be destroyed. They are taking the organization back to its roots. That's encouraging news.

*Hosokawa is the former editorial page editor the Denver Post. His column appears in the Pacific Citizen.*



BILL MARUTANI

'See-Eye-See' in post-war Japan

I DON'T KNOW how it came about, but upon arrival to post-war Japan, I was assigned to the 9th CIC Area (counter intelligence corps). A basic infantry trainee (Camp Robinson, Ark.) plus the MIS language school (Ft. Snelling, Minn.), there was nothing in my background to suggest competence for intelligence work. The crash course on intelligence did little to narrow that vast void. Some facets of the training I recall were techniques for setting up a room to detect any intrusions; use of a lock-picking kit which looked like dental picks; the use of a sidearm, namely an Army .45—a portable cannon. It did not take long for me to conclude that a .45 was too heavy and obtrusive; I switched to a non-regulation Belgian automatic.

Thereupon having been certified, assignments—such as they were—came.

THE FIRST ASSIGNMENT was to investigate a rumor that a plot was brewing to assassinate General MacArthur. The rumor was that the plotters were gathered in Nara, so we hopped into a jeep and headed for Nara. Result: nothing. Then there was another rumor that diehard militarists had a cache of arms hidden under the rubble of a former arms factory. With a truckload of backup, we raided the site and came up with nothing. We followed through on every rumor no matter how improbable.

Better to be safe than sorry.

A FAR OUT rumor, which persisted from several sources, involved a purported hoard of gold and other treasures, said to be held in readiness to finance an uprising against the American military. The hoard was said to be secreted up in the hills in Mie prefecture which involved driving up a narrow road to its very end, then up a shallow river in a flat-bottom propeller boat to a remote village. Our squad of (armed) men checked the area, and—yes, you guessed it: nothing. The local denizens were unaware of the focus of our visit, so we turned the occasion into a goodwill session. Being invited to speak English to the school children, we attended a class, much to their delight. This was their first sight of American soldiers, perhaps their first viewing of any *gai-jin's* (foreigners). I remember the teacher speaking with a slight British accent.

So if you're ever up Mie-ken way and run into adults who speak English with a British slant, you'll know why.

THEN THERE WAS a tour by Soviet "journalists." The first chills of the Cold War were already upon us, with Soviet Russia and the growing threat of China going communist—which it subsequently did with the Kuomintang forces being defeated in 1949 by Mao's Red Army. It was evident that communists were seeking to envelop Japan into their orbit. In order to

keep an eye and open ears on these Soviet "journalists," a few of us were assigned as drivers to chauffeur the group around. I changed into a corporal's outfit, using my old dog-tags which I had saved. (I think I still have that thing somewhere among old boxes stored away.) Although during the entire time I spoke only English, these Soviets weren't fooled. I'm sure they knew that I was keeping tabs on them. In fact, there was an unspoken cat 'n mouse game going throughout the day and evening.

I'M NOT SURE just how it came about, but during this tour by the Soviet entourage, the first post-war prime minister of Japan, Shigeru Yoshida, joined the group for a period of time. With his rimless spectacles on his rounded face with a torso to match, he was unmistakably identifiable. That was the first time that I had ever been in the company of the top political leader of a foreign government.

Months later, with a team of interpreters, to gain up-to-date information on China and Siberia, I was assigned to the task of screening repatriates and Japanese troops primarily from Manchuria and parts of Russia. We were gearing up for the Cold War era.

*After leaving the bench, Marutani resumed practicing law in Philadelphia. He writes regularly for the Pacific Citizen.*

PC won't reprint opinions, letters sent to other media

*Pacific Citizen frequently receives letters and opinion articles which are sent to many or all of the vernaculars.*

*Such duplication needlessly reduces the amount of space available. PC repeats its established policy of publishing only those letters sent to this newspaper.*

Leadership attendees call for JACL to refocus

We, the participants of the 1995 Japanese American Citizens League (JACL) Leadership Conference in Washington, D.C., have hereby unanimously reaffirmed our commitment to the basic principles of the JACL.

The Leadership Conference's week long activities underscored to all of us the importance of continuing JACL's viability as a leading national human and civil rights organization. We have realized that we must look ahead to the future as well as address the concerns of the present.

The recent turmoil in our organization has distracted the energies and attention of our most talented leaders and membership away from the urgent matters confronting our community and our nation. The success of JACL and the greater Japanese American community in the struggle for redress and reparations, along with the ongoing changing demographics, have removed the unifying theme for our organization. It is imperative for us to work together to achieve our common goals.

Under such circumstances, we urge our leaders and members to refocus on:

- vigorous advocacy on human and civil rights issues for all Americans,
- political empowerment and leadership development,
- fostering positive images of JACL,
- aging and retirement programs,
- enhancing our Japanese American Youth programs,
- cultural preservation,
- multi-ethnic family issues, and
- educational programs.

The impact of the Washington, D.C. Leadership Conference on each of us was very powerful. It is our intention to share this enlightening and positive experience with our respective chapters around the country. At the same time, we encourage each of you to work together with us today to build a strong JACL and share in our vision for the future.

Robert Taniguchi, Merced, Calif.  
Eileen Namba Otsuji, Sacramento

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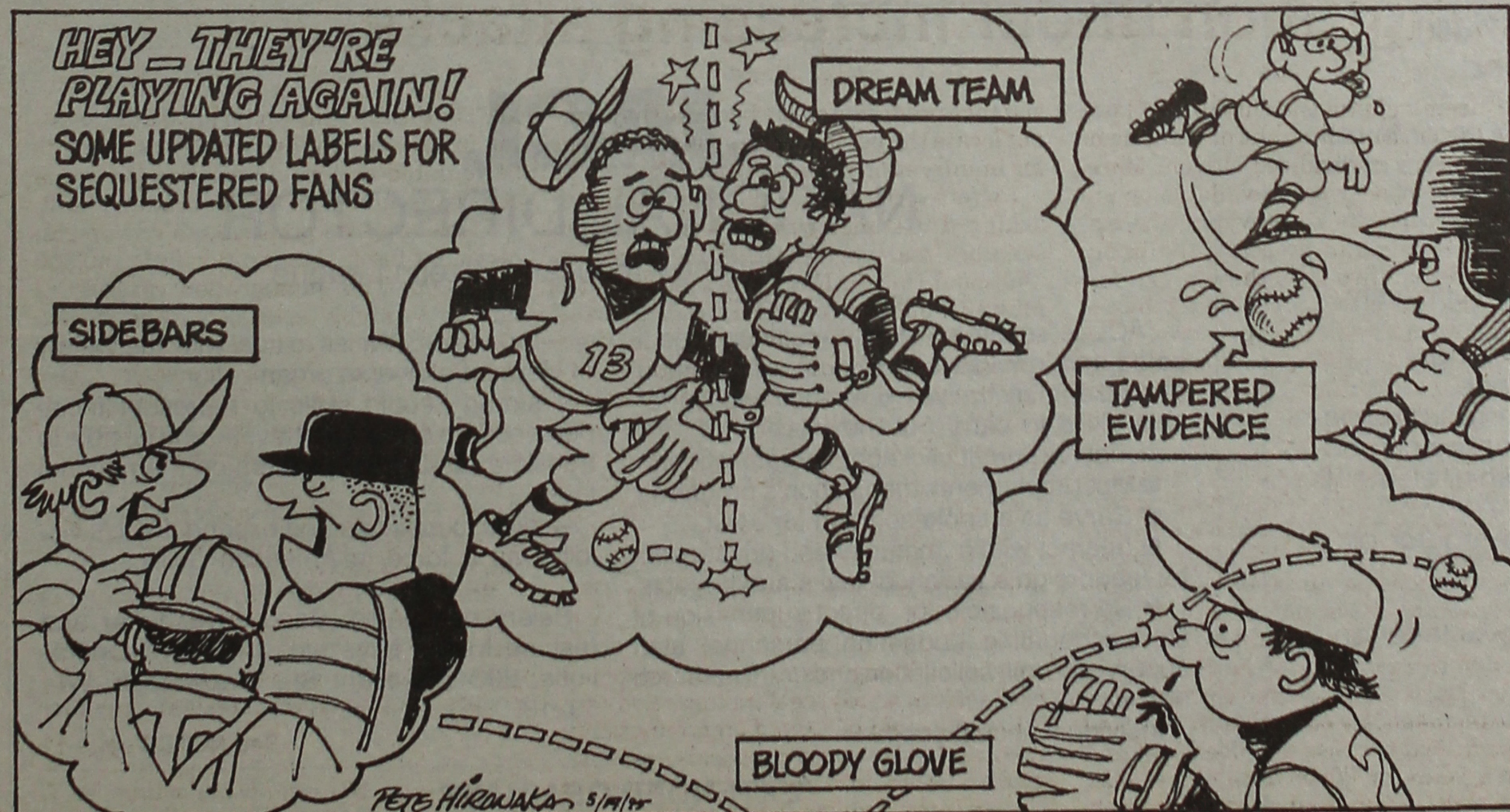
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*Pacific Citizen* welcomes for consideration editorials and columns from members of the Japanese American Citizens League, the Japanese American community at large, and beyond. They should be no longer than approximately 750 words. Send them to: Editorial Opinion, *Pacific Citizen*, 2 Coral Circle, Suite 204, Monterey Park, CA, 91755.

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*Pacific Citizen* welcomes letters to the editor. Letters must be brief, are subject to editing and those unpublished can be neither acknowledged nor returned. Please sign your letter but make sure we are able to read your name. Include mailing address and daytime telephone number. Because of limited space we may condense letters that are accepted for publication. We do not publish form letters, copies or letters written to other publications. Fax letters to 213/725-0064 or mail to Letters to the Editor, *Pacific Citizen*, 2 Coral Circle, Suite 204, Monterey Park, CA, 91755.

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# Viewpoint

## JACL fiscal health

By HARRY KAJIHARA

*Viewpoint is a Pacific Citizen forum for in-depth analyses of key issues affecting the JACL or the Japanese American community in general. Opposing views are welcome.*

**1. Income Ceiling of \$1.3 million.** The 1994, JACL+PC revenue totaled \$1,401,431 (Feb. 13 '95 05:23 PM JACL 415 931 4671). This includes the Annual Giving Campaign totaling \$81,578 and Sweepstakes of \$13,122. Grayce Uyehara said as of mid-April, 1995, the total is shy of \$100,000. Then there is about \$18,500 left for 1995, thus far. There is no sweepstakes in 1995. So a projection of 1.3 million (\$1,400,000 minus \$100,000) revenue for 1995 would be a prudent one, and expenditures should be limited to this maximum. Any revenue exceeding \$1.3 million can be put into the reserve account. The Barrington report states that organizations like JACL need a reserve account to pay for unexpected expenses. Wouldn't you all agree? I do. It would be a good idea to create a line item in the annual budget (beginning in calendar year 1996) and make a planned effort to restore the reserve account to a target amount, say \$50,000 per year until \$400,000 is reached.

**Action needed:** It seems to me that the Governors collectively must actively monitor current JACL revenues and expenditures status to enact National Board approval for implementation of necessary actions to circumvent deficit spending in 1995. Is there any amount (not committed) in the reserve account which can be used to cover an unintended shortfall in 1995? If not, extra attention must be given to overspending.

**2. Question:** Will the consolidation of five to three positions at National headquarters achieve a \$200,000 reduction in expenditures in 1995 relative to 1994 (The expenditures in 1994 have reached nearly \$1.5 million. \$1.5 million minus \$1.3 million requires a \$200,000 cutback.) If not, what else needs cutting back? Some staff person should be assigned the responsibility to periodically make these computations and provide resulting information to the National Board.

**3. Sustained attention needed.** Barrington's first scenario of "flat revenue" and modest expenditure growth of 5% (which fits JACL's scenario in recent years) projects deficit spending for JACL beginning in 1996. JACL + PC spent \$1.5 mil-

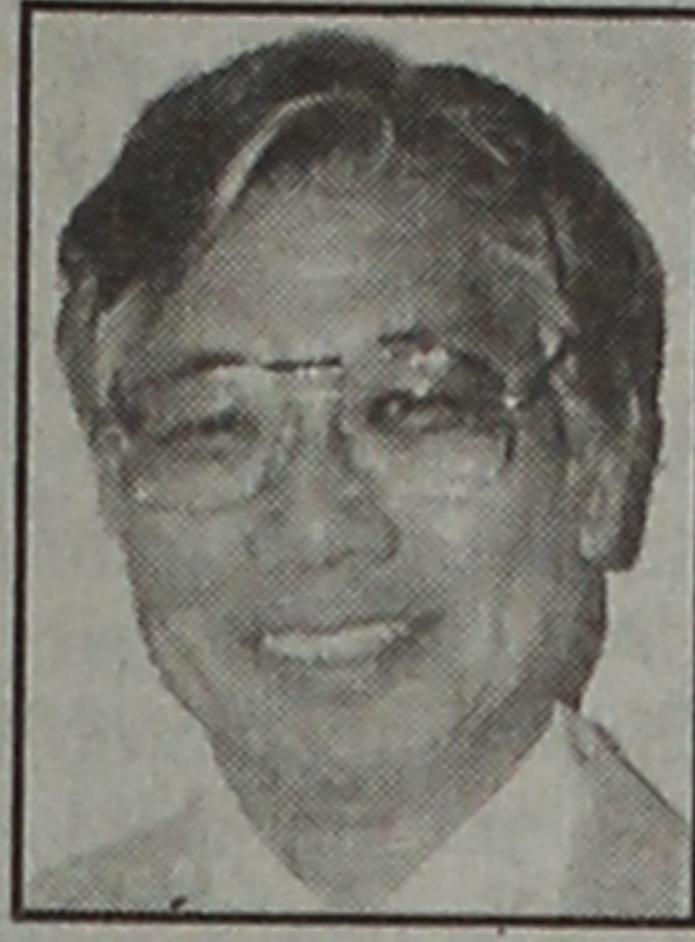
lion in 1993 and nearly the same amount in 1994 (\$1,476,300). Cash flow reports show that the 1993 and 1994 yearly revenues were about 1.3 million each year necessitating drawing out of the reserve nearly \$400,000 over these two years and using most of the Annual Giving money to cover the shortfalls. So even if this painful downsizing reduces JACL expenditures to \$1.3 million in 1995, it will once again grow as follows: \$1,300,000 in 1995, \$1,365,000 in 1996, \$1,433,250 in 1997, and \$1,504,913 in 1998. Another painful downsizing in 1998?

**Action needed:** Attention must be given now to establish/explore realistic ways for JACL to increase revenue by about \$65,000 yearly from now to forever to keep up with the inherent inflationary expenditure increases (nominally, 3-5%) and concurrently establish realistic ways to reduce expenditures.

**4. Membership dues increase.** A membership dues increase of approximately \$4.00 per year is necessary yearly to keep up with a 5% per year expenditure increase. This assumes that the membership can be sustained at 17,000 (this is the current combined dues paying single and family membership number) and all the current revenues from investments, donations, annual giving program, PC revenues does not decrease. Any decreases in any one of these revenue sources will have to be made up by other ways. So we can see clearly the amount of sustained revenue increases needed yearly to maintain JACL operations at the present level.

**5. Downsizing the National Board.** How about leaving the positions of VP's of Membership and Services, Public Affairs, Planning and Development, and one of the Youth Council positions vacant during this period of financial difficulty for JACL starting with the 1996-98 biennium? Someone should figure out the amount of savings which results. Also, a determination can be made during the 1996-98 biennium if the functioning of the board is materially hampered by this downsizing. If no, the Constitution can be changed deleting these positions. If yes, these positions can be filled by election during a subsequent biennium.

**6. Decentralization.** With tight funding, governments at all levels, corpora-



tions, and businesses are all downsizing and decentralizing. What do you and your constituents think about decentralizing the JACL organization? In brief, change the organizational operation so that each district operates more autonomously. Let the chapters in their respective districts become more directly involved in the financial support of the regional offices. Offload a number of major tasks such as the National scholarship, Legacy program, membership and others to different districts.

**7. A National Headquarters staff of three.** By this work offloading and discontinuing any marginal value work, the National staff could consist of (1) national director, (2) an office manager, and (3) a bookkeeper. The office manager would conduct/manage the "day-to-day" headquarter operation. The bookkeeper would keep the finance books, pay bills, make payroll, and oversee the investments. The national director would interface with the outer community, organizations and government to show the National JACL flag. With this staffing structure, the supervisory responsibility of the national director will be kept to a minimum freeing him/her to maximize

available time for outside interfacing.

**8. Renting office space.** With a staff of three, perhaps an office space could be rented and the headquarter building be rented or sold. Will the renting of the building cover office rental cost? If the building is sold, will the interest from depositing the sales money cover space rental cost? Selling the building will save on maintenance cost and insurance payments. How much is saved? A pro and con analysis is needed.

**9. Keep vacancies unfilled.** I favor not rushing into filling the vacancies at this time. Instead, JACL needs to fully explore how to restore and how it plans to maintain fiscal health in the immediate future years. Then with a clear fiscal vision, JACL can proceed to hire judiciously.

**10. Conclusion:** Some sobering, cold, hard, realistic planning is a requirement upon JACL now. The disruption we are experiencing now is a precursor to even greater problems in the future should we choose to effect only patchwork remedies. A process needs to be formulated to map out concrete, realistic, achievable steps so JACL can function successfully over the next ten years.

## Funds needed by Pacific Citizen

**Funds needed.** Commendable work by PC staff for preparing concise, but sufficiently detailed, 1995-1996 income-expenditure statements (based on actual 1994 cash flow) to let all JACL members see (1) the projected moneys needed in 1995, (2) projected moneys needed to resume weekly publication in 1996, and (3) the immediate future PC allotment increases needed.

**A very modest allotment increase:** It appears that there is a need for an additional \$40,000 in 1995, \$140,000 in 1996 and \$8 per year increase PC allotments for the 1997-98 biennium. As the PC Board Chairperson says, the PC allotment has been frozen at \$12 per member since 1988. PC needs an increase of \$8 per member. Considering the appreciable rise in the subscription cost for all other newspapers, magazines and journals, I think this increase is very, very modest, don't you agree? When you and another go to a fast food restaurant, one sitting will cost you at least \$8, won't it?

**A need for a reserve fund:** Attempts will be made to raise the \$40,000 and \$140,000 by donations. This method of raising money is necessary because an allot-

ment increase will have to wait until the National Council meets in 1996. However, as I mentioned before, you cannot make future plans nor conduct PC business depending on donations. Editor Emeritus Harry Honda alerts us of another possible 20% or more increase in postal rates soon. We really need to set up a reserve fund to take care of these postal rate rises because PC allotment increases can not be enacted until the National Council meets biennially.

**Conclusion:** A resolution needs to be prepared and submitted at the 1996 San Jose Convention recommending that the annual PC allotment be \$20 (\$12 plus \$8) for 1997 and \$20 (or \$22?) for 1998. Meanwhile, because this matter was presented in PC well ahead of the upcoming convention, the totality of JACL members now have the time to give this matter careful consideration and communicate to their chapter executive board how they should vote at the convention.

*Harry Kajihara is a former national JACL president and currently president of the Ventura County Chapter.*

## D.C. Notes



By LEIGH-ANN MIYASATO

## Immigration under increasing attacks

Immigration is under attack in the current Congress on at least three fronts:

**1. Denial of benefits to legal immigrants:** On March 24, 1995, the House of Representatives passed H.R. 1214, the Personal Responsibility Act (PRA), by a vote of 234 to 199. The bill is currently pending before the Senate.

With only a few narrow exceptions, the PRA cuts off legal immigrants' access to AFDC, food stamps, SSI, Medicaid, and Social Services block grants. In addition, the PRA "deems" as available to the immigrant the income and resources of his or her sponsor—regardless of whether the money is actually available to the immigrant—to determine whether the immigrant meets the eligibility requirements of all federal, state and local needs-based programs, such as child nutrition, educational loans, job training, and elderly nutrition programs. The "deeming" provision applies even if no federal funds are used in the programs. There is no exception for emergency services such as emergency Medicaid or battered women's shelters.

The "deeming" provision in the PRA lasts for the life of the immigrant or until he or she becomes a naturalized citizen. Moreover, if the sponsor is unavailable or unwilling to cooperate by providing the evidence of income and property, the immigrant is disqualified from these programs. There is no exception for battered spouses, so that a woman who was sponsored by an abusive husband will be unable to qualify for basic services to escape the violence because her husband refuses to cooperate.

If enacted, the PRA will have an onerous impact on the Asian Pacific American community. Immigrants who are legally in this country and who have paid taxes for years will be disqualified from the safety-net programs available to all other law-abiding U.S. residents. Our senior citizens in particular will bear a heavy burden as a result of the punitive provision of the PRA. If they have not become naturalized citizens, they will be ineligible for food stamps, SSI, and Medicaid. And because the "deeming" provision applies for life or until citizenship, seniors will be disqualified from public as-

sistance programs solely because they cannot locate the persons who sponsored them for immigration decades before.

I wrote a column for the *Pacific Citizen* asking JACL members to write to their senators and oppose these measures. A "National Call-In Day" was scheduled for May 16, 1995, for Asian Pacific Americans to telephone their senators to express their opposition to the proposals. The call-in day was organized by the National Asian Pacific Islander American Health Forum, and the Asian Pacific American Labor Alliance, AFL-CIO, National Asian Pacific American Legal Consortium and the Organization of Chinese Americans.

**2. Slashing the numbers of legal immigrants:** Several bills pending in Congress would reduce legal immigrant from about 800,000 to 300,000 per year. Some members of Congress have even proposed a moratorium on all legal immigration.

Limits would be placed on family immigration. Under some proposals, parents, adult children, and brothers and sisters of U.S. citizens could no longer immigrate at

all. These proposals would have a devastating impact on families who are waiting to be reunited and would weaken the social structures on which this nation was built.

There are also proposals to reduce employment-based immigration from 140,000 to 25,000. This immigration category is limited to highly specialized and skilled workers. The government should not tie the hands of employers who wish to hire these workers. They help U.S. companies remain competitive in the global marketplace and fuel American prosperity. Companies who wish to bring workers from Japan and other Asian countries would be directly affected by proposals to restrict such immigration.

Proposals to bar refugee admissions in all but extraordinary circumstances are also being considered. Currently, the U.S. offers protection to fewer than 1% of the world's refugees (about 100,000). The pro-

See NOTES/page 11

*Leigh-Ann Miyasato is the acting JACL Washington, D.C., representative.*

## Response

## Campbell Report inaccurate

By PATTI PAGANINI

I am writing in response to the "Campbell Report," which was published in the April 7-20 issue of the *Pacific Citizen*. I am concerned that inaccurate and misleading information on the financial management of the organization was issued to the general membership without an opportunity for the professional staff or National Board to comment and discuss. If given the opportunity, I believe that the acting director, the bookkeeper, or I would have corrected some of the misinformation contained in the Campbell Report.

I should preface my comments, however, by stating that the errors in the report are understandable given that Cynthia Campbell and Helen McIntire only spent two days (March 15th and 16th) at JACL headquarters with no staff assistance. By comparison, Grant Thornton auditors spend a minimum of two weeks per year at the national headquarters in order to review JACL financial records and documents for the annual audit.

In addition to the limited time, Campbell and McIntire were further handicapped by what appears to have been a conscious decision to conduct its investigation without seeking the assistance of any appropriate individuals—not from me as the former business manager or any other JACL employee, including the bookkeeper, the acting director or the JACL secretary/treasurer. By simply asking questions of Bill Yoshino, for example, they would have found many of the files and records needed for their report.

Although I was no longer on staff, I was available and could have supplied information that would have resolved the so-called "discrepancies" as repeatedly stated in the Campbell Report. I was called upon only once for a meeting with Cynthia Campbell and Jim Miyazaki to discuss employee benefits; however, I was never asked to provide any financial data. In addition, Campbell never asked the bookkeeper for financial files or records which were available at the national headquarters.

Without responding to every error and omission, I want to respond to some of the allegations and comment upon some of the major inaccuracies in the Campbell Report.

**"Discrepancy" in numbers**

**Campbell Report:** "Helen's general ledger recap shows cash of \$455,209.77 while Patti's draft year-end balance sheet shows cash of \$467,459. What is the reason for this discrepancy?"

Helen's general ledger recap fails to include the Building Endowment Fund cash account of \$12,250.76. An honest oversight. But, that is the reason for the discrepancy between my numbers and Helen's recap. Otherwise, Helen's recap verifies the numbers in my draft year-end balance sheet.

**Campbell Report:** "JACL's income and expense journal shows a profit of \$61,594.31 for *Pacific Citizen*. . . . The draft year-end financial statements prepared by Patti Paganini show a loss of \$190,190. How can these discrepancies be reconciled?"

The difference is easily explained. National Headquarters paid out \$251,784 in *Pacific*

*Citizen* expenses for payroll and other costs such as the lawsuit settlement and insurance expenses. The \$61,594 shown on the Campbell Report reflects only the monies received and paid out of *Pacific Citizen's* checking and savings accounts. It does not include the \$251,784 paid through national headquarters accounts. Deducting the \$251,784 from the \$61,594 results in a loss of \$190,190. This deficit is normal for *Pacific Citizen* operations.

**Accounts payable**

**Campbell Report:** "There was no approval process (required signatures) for authorization of payables. . . . We did not find any cancelled checks on the premises or any policies pertaining to expenditure authorizations."

This is completely false. We have a detailed system for approving and recording cash disbursements. All disbursements require two authorizations and we prepare disbursement vouchers which show the payee, the amount paid, what it was for, when it was paid, the check number, the account that was charged and who approved it. These vouchers are attached to every paid invoice. We retain these documents for at least seven years. In fact, there are at least 3 file drawers plus several boxes in the bookkeeper's office devoted to the maintenance of these documents.

In addition, all checks require two signatures. Cancelled checks can be found in the bookkeeper's office as well.

**Campbell Report:** "Are the following expenses which were paid in January, February, and March 1995 included in this accrued total?"

The \$5,000 paid to PSW has been accrued. Had the investigators followed through in their examination, they would have easily determined that most of the other items noted are not and should not be accrued as they were 1995 expenses. For instance, the payment of \$561.42 to Bill Yoshino was for January and February health insurance - not reimbursement for Convention expenses as was noted in the Campbell Report. This could have been simply resolved had Campbell reviewed the disbursement vouchers attached to the invoices which are located in the bookkeeper's office.

**Missing records**

**Campbell Report:** "We were not able to locate a list of outstanding payables for the year ended Dec. 31, 1994. . . . Missing records include, but are not limited to, schedules of accounts payable and receivable, fixed asset schedules, and all other subsidiary journals. . . . Personnel administration and documentation is conspicuously absent. . . ."

This is false. There are no missing records. All of these documents are on file at either national headquarters or *Pacific Citizen* offices. When preparing the schedules for the year end closing of accounts, this information was obtained from either the bookkeeper at national headquarters or the business manager at *Pacific Citizen*.

at *Pacific Citizen*.

**General ledger**

**Campbell Report:** "Most general ledger accounts were not posted and updated until year end. The majority of general ledger entries have no posting references so entries cannot be traced. . . . Detail is missing for entries that DO have monthly journal entry postings."

This is not true. Every entry in the general ledger has a posting reference and there is detail for every journal entry.

JACL has in excess of 20 funds which include unrestricted, restricted, endowment, and plant funds. Many of these funds have very little or no activity throughout the year and therefore activity is posted to the general ledger only at year end. However, the cash and investment accounts in these funds are reconciled either monthly or quarterly depending upon the frequency of the statements received. Funds that have a lot of activity such as the National Fund, the *Pacific Citizen* Fund, or the Legacy Endowment Fund are closed and posted to the general ledger monthly.

**Denny Yasuhara in Hokubei Mainichi (March 31, 1995):** "...the secretary-treasurer did not reconcile the bank statements monthly or require the former business manager to do so."

This is completely false. As stated above, cash and investment accounts are reconciled either monthly or quarterly depending upon the frequency of the statements received.

**Campbell Report:** "...there were no year-end closing postings to the Legacy Fund in the general ledger. As a result, the general ledger did not balance at year end."

Wrong again. The Legacy Fund general ledger does balance. Posting of closing entries has been deferred until the auditors have made their final determination as to the allocation of the fund earnings.

**Internal control**

**Campbell Report:** "Accounting controls, policies and procedures were conspicuously absent."

Quite the contrary. JACL does have accounting controls, policies and procedures in place which are reviewed annually by our auditors, an international firm of Certified Public Accountants and licensed by the California State Board of Accountancy. And each year, our accountants have issued an unqualified opinion on our financial statements upon completion of their audit.

**Tax returns**

**Campbell Report:** "... business tax returns (are) due on Feb. 28 in Los Angeles and San Francisco. Resolutions, if any, should be documented in writing. Exemption claims for San Francisco and Los Angeles County which were due on March 15 have not been made. Property tax statements for San Francisco and Los Angeles County are due April 1 but will be impossible to file without an accurate asset list."

All of the above were taken care of in a timely manner and copies are on file at JACL Headquarters.

• Exemption claims for San Francisco and Los Angeles counties were signed by Bill Yoshino and filed on March 9.

• I prepared the property tax statement for San Francisco County and delivered it to Bill Yoshino on March 31. We are not required to file property tax statements in Los Angeles County.

• A copy of my letter to the Registry of Charitable Trusts confirming my conversation with them regarding the 1993 return was given to Bill. No amended return is needed.

**Computer access**

**Campbell Report:** "As of March 16, the business manager had access by modem to at least one computer on the premises and was still processing payroll."

**Yasuhara in Hokubei Mainichi:** "All we know is that the business manager, who resigned effective Feb. 28, was still accessing the computer by modem as late as March 15."

I am being wrongly accused. I am not now, nor have I ever, accessed any files in JACL's offices by modem. The sole purpose of the modem in the computer in the business manager's office is to transmit payroll to the mainframe at the payroll service center.

Since my resignation on March 3, 1995, I was asked by Bill Yoshino to handle payroll functions and prepare tax returns until someone else could be found to cover these areas. I agreed to do so and handled these matters through March 31.

**Conclusion**

Without a legitimate financial audit, the Campbell Report should be viewed as a preliminary inquiry or a point of departure, but not a final analysis. The questions raised by the report are easily answered, and many of the answers were there on file at JACL headquarters. It is unfortunate that these preliminary findings of a flawed report were published prior to the board's review and discussion. Had the board and/or the staff had the opportunity to review and discuss the report, I believe that an accurate, informative and balanced report could have been provided to the membership.

In the end, this cloud over JACL finances—which further confuses JACL members—might have been averted had the right questions been asked of the right people. It is clear that I was decidedly left out of the information loop. Given my 10 years of association with JACL, I feel personally betrayed when I was neither asked for any input or clarification nor given an opportunity to respond to the Campbell Report. Instead I read about it in the *Pacific Citizen* and other newspapers.

There's been little sense of fairness or sense of responsibility in this matter—only innuendo followed by finger-pointing. I'd be more than disappointed to think that that's what JACL is all about.

Paganini is the former JACL business manager.

## Response

## Stop scapegoating the former national business manager

By GEORGE KODAMA

This is in answer to yet another attempt to diss the former national JACL staff of which only one, a bookkeeper, remains at national headquarters. Because replacements, when and if made, will need some time to get up to speed, there is for all meaningful purposes no national staff in place. So why does the scapegoating of staff, under a transparent and organized campaign, continue to this day long after most of them were so unceremoniously fired? Come on now, beating a dead horse has to be one of life's most useless exercises. To those responsible: Get a life!

Allow me to say at the outset that the Campbell Report, in my view, is basically cut from the same cloth as the National Ad Hoc Budget Committee Report (NAHBCR). Which is to say it was commissioned by our intrepid national president and tailored to fit into a predetermined agenda with the hope that it will be swallowed whole by the

JACL membership without challenge. And just like the NAHBCR, it is flawed by its fundamental dishonesty, lack of objectivity, and accusatory tone. It is not a credible document.

Next, numerous "discrepancies" are pointed out of which, for the most part, Ms. Campbell couldn't figure out how certain key financial statement items were determined. The truth: There are no discrepancies. The answers could have been obtained by simply calling Patti Paganini, former national JACL business manager. Further, certain documents and supporting schedules are reportedly "missing." The truth: Nothing is missing. Again, why didn't someone call Patti? In short, all of the charges in the Campbell Report are effectively refuted or satisfactorily explained in a complete response by Patti addressed to the National Board.

The common question prompted by both

the NAHBCR and the Campbell Report revolves around the qualifications of the people behind the reports. They are both sloppily done, riddled with inaccuracies, and gratuitously overlaid with political commentary. In the case of the latter, how, in a mere two (full?) days, did they reach the conclusions "... board members are pursuing their own personal agendas at the expense of the organization (is Campbell referring to the current National Board majority?) . . . political considerations are preempting good business judgement . . . a house divided will fall . . . board remains divided and embroiled in controversy . . . ?" Very insightful (for outsiders) wouldn't you agree?

Sadly, like it or not, the JACL that once existed for the purposes it so nobly served is in a serious state of disrepair. If you find that thought hard to accept, ask yourself what the organization under the current

National Board majority has accomplished in almost one year into the 1994-96 biennium. The answer, (thanks, O.J.), is absolutely, 100%, nothing. Instead, there has been a continuing series of comedic amateur nights starting with the NAHBCR, followed quickly by the staff restructuring plan, (this could have come first, but what's the difference?), and now the Campbell Report. And, with a whole lot of silliness between acts. Gosh, what's next?

Attributing all that's happening today to the cliché, "What does JACL do now that redress is an accomplished fact?" would be missing the point. And, forget, too, the hoariest of all clichés, that we're caught up

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