

Dr. James Cash Interview Transcription

Transcript from 31:32 Clip0082.mp4

May 15, 2021

**DR. SYLVIANE GREENSWORD:**

This is Sylviane Greensword. I'm here with Dr. James Cash and Dr. Frederick Gooding Jr. We're in Sarasota Florida, and we are here for the Oral History Project with the Race and Reconciliation Initiative. Dr. Cash thank you for joining, well, thank you for accepting that we join you today. Thank you for having us. It's an honor to get to interview you and to have your name associated with the Race and Reconciliation Initiative. We are privileged to be here today and I really just wanted to come and say thank you.

**DR. JAMES CASH:**

Oh look, no, no, I should be thanking you for this very important work. There's nothing more important than documenting our history, and the fact that you're willing to do this work is just something I think so many will be appreciative of, so thank you.

**DR. SYLVIANE GREENSWORD:**

I truly hope so. So in this interview, we're going to go pretty much chronologically.

**DR. JAMES CASH:**

Okay.

**DR. SYLVIANE GREENSWORD:**

Starting with your childhood, all the way up to your years at TCU, and your accomplishments.

**DR. JAMES CASH:**

Okay, okay.

**DR. SYLVIANE GREENSWORD:**

So can you please tell us about your, your neighborhood, where you grew up, how you were influenced or maybe convinced that education was a priority in life? Can you tell us about your siblings, can you tell us about how you were raised and your values? I'm just giving you some examples.

**DR. JAMES CASH:**

Okay. Wow, wow, wow, I'll tell you. Now you realize you're talking to a Harvard Business School Professor from Texas, so you're going to need about six hours of tape. How much, how much, how much disk storage do you have? Okay all right. All right. Well first of all, I was born

1947 in Fort Worth Texas and but we very quickly after I was born, moved to Cleburne Texas, which is just a few miles south of Fort Worth and we actually lived with our grandmother. My father and mother were married and he actually worked in Fort Worth and so every day he would drive from Cleburne to Fort Worth for work, but at a very young age up until five. We lived in Cleburne with my grandmother. It was a very typical neighborhood, in those days. This was an intense Jim Crow period of 1947 to 1953 in Cleburne—a very small town—and again, intensely segregated. So I never remember seeing anyone other than a black person, during the years I can remember, which you know didn't start until maybe ages four and five. At age five, we then moved to Fort Worth and we moved to an area of Fort Worth called Greenway, and at this point in time, again, still Jim Crow intensely segregated. Greenway was one of the areas that blacks could live, and it was right next to an area called Greenway Park, which was the black park. There were three major sections of Fort Worth where blacks could live: Lake Como as it was called, Greenway, and then Stop 6. I don't know if they still call it Stop 6, but it's out where Dunbar High School is located, and there was always the big celebrations primarily at Greenway Park because it was halfway between Lake Como and Stop Six. So blacks could aggregate there and it was big enough to accommodate everyone. I lived there with my sister, who is one year and one day younger than I am, and so she was actually born in Cleburne, but again we moved to Fort Worth at my age five. We were living in an apartment; I'll have to share some pictures with you at some point of the apartment, and of the way I looked at that point in my life, which is just almost laughable when I think about it now. But the neighborhood there, again we lived in an apartment, it was a neighborhood that frequently flooded from an overflow of the Trinity River, and it was exactly the kind of thing that most people who grew up again in totally segregated southern cities would have some experience with. And again, it just shows how special having a community—a village as we call it around you today--because even though we'd have to get in boats to get out of the house, and we'd go and stay with one of my cousins that lived in Lake Como when the Trinity River would overflow. It was almost like a party you know, as opposed to the tragedy that it was when you looked through some lens because of the village basically, you know, they were always receptive. We were able to interact with cousins that we didn't normally see, and again I was always able to get a little bit more candy at my cousin's house than I could at my own house. One of the things I would highlight about growing up in Greenway, is my mother at that point in time, stayed home, and had a little nursery school where she would charge the parents of the other kids. She only kept a small number; I think it was like six or seven kids. But she would charge them two canned goods a week as the cost of the other kids staying in our home, and I'm absolutely convinced that I later learned how important that period of life is for young people. I'd say out of the six kids that I really remember well, three of us have PhDs, and I discovered later in life when I was serving on the board of something called Harlem Children's Zone where they had done research to show that kids who have the appropriate stimulation between the ages of zero and three, end up developing as a result of the way their synapse fire larger capacity to learn than kids that do not have that same stimulation, and I didn't realize it but what my mother was doing at the time was stimulating these kids in a way that was going to give all of us the ability to have a larger capacity to learn. There's plenty of research out there now that reinforces this and again, if you have a chance to look at the Harlem Children's Zone or what's called the Perry study out of Chicago, there are plenty of places that now have

this pretty well-documented. But I thought it was pretty interesting that by that small example and just trying to do the right thing, I don't think she knew at all that that was the case, but she knew that the kids needed to be stimulated. When I became a sixth grader I moved to what's called the Southside of Fort Worth Texas and moved into a home where we still own the land, the address is 956 East Arlington Street, and I attended something called Carol Peak, which in that year was being turned over from whites to blacks, and this was part of an early migration of blacks out of some of these intensely segregated schools. So again, this would have been, let's see this would have been, maybe '56 or '57, something like that. I spent one year at Carroll Peak and then went to a school called James O'Quinn, which is now no longer a school, that is where I think the Black Chamber of Commerce may be headquartered and some other things like that. But it's right at the intersection of Rosedale and I-35. I don't know if you've ever seen the red brick school-like structure that's over there but that's where--

**DR. FREDERICK GOODING JR.:**

The Black Chamber of Commerce is there and Devoyd Jennings--

**DR. JAMES CASH:**

Devoyd Jennings. Devoyd was one of my high school basketball teammates. He's a year behind me. So we can maybe end up talking about him if you want, but yeah I'm really proud of what he's doing and what he became as a real leader in Fort Worth there. So I went to James O'Quinn for two years, and then they turned over another white school to blacks--again everything's still segregated--but because blacks were starting to move into the Southside community there was a junior high school called Morningside Junior High, and Morningside Junior High again was turned over to blacks and my class was the first ninth grade class. In those days you stayed in junior high through ninth grade, and then high school was 10 through 12. And so one of the pictures that hopefully I'll be able to find and share with you, is you know this was the year where everyone was claiming "separate but equal" and yet all the way from books to athletic equipment to lots of other different things, it wasn't separate but equal. It was basically whatever was leftover that could be handed down, and we ended up getting football uniforms that had only numbers of people that would normally play what's called backfield positions, so I don't know how well you know football, but you know you would normally have some people with numbers in the 50s and 60s and 70s and maybe 80s there would be linemen and defensive folks and that type of stuff, and then when you got to the 20s, 30s, 40s, those kind of people were usually people that played in the backfield. Everybody on our junior high team had a backfield number just because that's what they decided to, it's in this black school right, Morningside Junior High, but like so many blessings in my life, you know, we noted that we ended up winning the Junior High Championship in the city that year, generating a whole bunch of pride, and it was the first time I was voted president of a class, and it provided me with the impetus to then decide, okay, I'm going to pursue leadership positions as often as I can wherever I can.

**DR. SYLVIANE GREENSWORD:**

Were you playing any sports at Morningside?

**DR. JAMES CASH:**

Oh sure, sure, no I played all three sports, which were football, basketball, and baseball. Yeah and, I was, because I was a ninth grader, I was captain of all three of those teams and again I just was very blessed. And I'll talk about it more when I get to my high school, I.M. Terrell, but the fascinating thing about that period was because of segregation outstanding blacks who wanted to live in the south, even though they had lots of credentials, couldn't get jobs like they can today in integrated firms, right? So if you had a Master's or a PhD degree and you wanted to come back and live in Fort Worth, the best job you could get was teaching. And it could be teaching at any level, but it was going to be teaching. Now we had a couple of black doctors, we had black lawyers, but for the majority of people in the other disciplines, you know they weren't going to be able to work in traditionally white oriented companies. And so I was amazingly blessed, especially in high school, with some teachers who had PhDs and had the highest of expectations for us.

**DR. SYLVIANE GREENSWORD:**

That's still the case today.

**DR. JAMES CASH:**

Really?

**DR. SYLVIANE GREENSWORD:**

Yes.

**DR. JAMES CASH:**

Interesting.

**DR. SYLVIANE GREENSWORD:**

A person with a PhD might end up teaching secondary instead of higher ed.

**DR. JAMES CASH:**

Interesting. Interesting. Well--

**DR. SYLVIANE GREENSWORD:**

I was a high school teacher for 15 years, and my husband is still teaching high school.

**DR. JAMES CASH:**

Yeah, interesting. Well the kids are blessed, candidly, because I know the economics are--

**DR. SYLVIANE GREENSWORD:**

Well they don't know it though!

**DR. JAMES CASH:**

That's right. Well you know, the economics right now are totally different and as you may know, for so many of those folks who are pursuing the best economic opportunity for them at that time, today if they were working in one of the companies that's just trying to do diversity for the sake of diversity, they'll throw packages at them that far exceed what they can get, you know, in the education realm. You may or may not know that one of the things that my sister and Clemmie and I do is support what's called the Juanita Cash Fellowship at the College of Education at TCU, and it's designed to identify a person working in the elementary or high school system in Fort Worth, who has a family, and is basically wanting to get a graduate degree. So it's to try and honor what our mother did, and the fact that so many people just can't afford to go to like a TCU school of ed.--and it's really partially because of that, and we insist that they plan to go back and stay in that same environment. In other words, we try to make sure we are identifying people who want to be in that environment because we know how important it is for young people to have exposure to those kinds of professionals.

**DR. SYLVIANE GREENSWORD:**

Are you aware of that emphasis on education, or is it just something you can see?

**DR. JAMES CASH:**

Yeah so one of the stories I can tell is my father lost his father as an 8th grader in Nashville, Arkansas and as the oldest male in the house, he had to stop school and go to work, and like so often happens when something is taken away from you it becomes even more important to you, so I used to laugh at the stories my aunts and uncles would tell about how he used to just be all over them about pursuing their education, and I have an aunt that had a graduate degree, which was very unusual in those days. But it was always really, really important to him, and he never was able to go back. He just continued to work. His primary vocation was as a, they called them "engineers," but he was a mechanic for the Texas and Pacific Railroad. I forget what like, Union Pacific maybe it is now, is the railroad that's there, but if you know Vickery, and that big train yard that's about Vickery and University, that's where he worked, and that's where he would drive from Cleburne when we were living there.

**DR. FREDERICK GOODING JR.:**

How long did that take?

**DR. JAMES CASH:**

That drive?

**DR. FREDERICK GOODING JR.:**

Yeah. Yeah.

**DR. JAMES CASH:**

Oh that drive back then would have been, back then, would have been probably an hour each way, and he worked the 11 p.m to the 7 a.m shift, and one of the things that he taught me without ever saying a word was during most of my life, he had two jobs. He would do that at night, come

home, get some sleep, work four or five hours during the day, come back and get some sleep, and then take off, and so you know every time I want to start feeling sorry for myself, like my 14 Zoom calls, I think of him, and just say kind of “shut up and keep it going here guy; you aren't, you know, doing anything like he did.” But no, so education was very important. Also for my mother, who ended up going to Tuskegee for college and graduated from Tuskegee, worked in the famous lab there, and she actually met my father because during World War II, she was asked to basically do – she had one degree in home economics as well as some other stuff – and so they met while she was preparing food for these folks that were doing work and really interesting, taught my father to cook. Really interesting, his passion became cooking, and one of the things Clemmie may tell you over dinner tonight, is that she got faked out. You know, my father was such a good cook, and insisted on doing all the cooking, so she thought that that was going to translate to me somehow, and let's just say it hasn't. One of the big disappointments in her assessment of our potential together.

**DR. SYLVIANE GREENSWORD:**

You make a mean sandwich?

**DR. JAMES CASH:**

Oh exactly. Oh yeah, oh yeah, I can do that. I can do that. I can do that. But again, we stayed on the southside and that's the home that my parents lived in. Unfortunately, that's the home we lost my father while we were still in there, and then my mother moved into a place called Trinity Terrace during her later years, but the southside of Fort Worth, which meant for high school I would go to I.M. Terrell, that's where I was just so amazingly blessed to have these teachers who had an expectation of achievement. Not just for me, but literally every young person that walked through that door, and they didn't pretend that everybody had the same capability, but they absolutely wanted everyone to have the same opportunity, and they insisted that everyone perform at whatever their highest level could be, and boy, I just remember, you know I was raised during a period where boys and men weren't supposed to cry, but I got as close to crying as you could ever imagine the way some of those people, who through their real love and commitment were whipping me into shape. I didn't realize it at the time but preparing me to basically be able to compete in a world that I just didn't know existed candidly. So, I got to Terrell, had these amazing professors, again several with PhDs, Ms. Raspberry was my most influential math instructor, and again, she just used to redline my papers like nothing. By the time I got to college, it was easy candidly, and a lady named Miss Hands, who was my English teacher, and just merciless in the way she would grade and push us. And so again, it's so funny because of the norms that exist, I can see so many places today where if you are above average, the social pressure to pull you back to average is so intense, and that's kind of foreign to me because I don't know how I would have reacted because I did like to be popular, but the expectation in that environment was you were going to succeed, and you were going to work hard, and you were going to do all the right things. I mean it was just absolutely unacceptable, and as I'm sure you've heard many stories, the idea is if you didn't meet the expectations of the teachers or somebody in the community, they were on the phone to your parents, and your friends that were visiting your home all knew that if they weren't up to snuff, it was going to get

back and beat them back home, and so, it really was a village where you developed this belief--long before we had video available--that somebody was watching your every step. And so if you don't want to incur the consequences, you know, you wanted to make sure you were always doing the right thing, whether you thought somebody was looking or not. It was just, again, amazing blessing. And so I end up at Terrell, and I decided to stop playing football and only to focus on basketball and baseball, and one of the things you may know, is the person who coached me at Terrell in basketball, was inducted into the Nate Smith Hall of Game, which is a hall of fame for all of basketball professionals all the way down. I think it's four years ago now maybe, he won more boys high school basketball games than anybody in the history of basketball. His name is Robert Hughes. He's still there, and one of the things Devoyd Jennings is doing, is he's been setting up a tournament in Coach Hughes's honor, and one of the gyms in Fort Worth actually has his name. It's a Robert Hughes Court. It's where a lot of the high school teams play. I forget which one it is, but I was blessed to have him as a coach, and we won two state championships my sophomore and my senior year, and we made it to the semifinal game my junior year. So, I had a lot of exposure, which is what led to the visibility that caused me to end up at TCU. But Coach Hughes was just an amazing influence on my life, probably more so than any other human being other than my parents, and taught me something I believe so strongly, which is everybody has a will to win, but not everybody has the will to prepare. And he was all about preparation and understanding, that that's where you make the difference--not when you all of a sudden wake up and say I want to do well. He helps you live that learning as opposed to just trying to tell you about it. But one of the other things I want to make sure I document, is that every time I had a chance, when I was getting an award and he would be there, I would always want to tell the story that he used to have this thing that I still have, called the Board of Education, and it was a little board that had a little handle, and if you somehow messed up and didn't do what you were supposed to do, he would sit on his stool on the side of the basketball court when you're working out, and he would shout out "come by me!" and you'd have to run by him and he'd give you a little tap with the board, and the problem with that is once you got in the sequence of having to go by him, you're guaranteed to have to go by him four or five times because your guy would be down scoring, and you wouldn't get down quick enough, and then you wouldn't get back on the other end quick enough, and it was cumulative. Exactly, exactly, and I used to love to tell the story when I was being honored that Coach Hughes if you did that today, you'd be in jail, you know. But everybody if you ever get a chance to talk to Devoyd or a guy named Wayne Lewis, he'd be called "spanky," who lives around Fort Worth there, you should get them. They have many better stories than I do, but a special, special human being.

**DR. FREDERICK GOODING JR.:**

On that note, to what degree was Dunbar a rival of Terrell? I know they had a strong basketball team history back in that day.

**DR. JAMES CASH:**

Exactly, so Dunbar was one of our key competitors back in the day. But what happened, and this is after I left, I think it might have been '72 or '73, they closed Terrell and Coach Hughes went to Dunbar. So, all the success you've heard about Dunbar basketball, that's because Coach Hughes

transitioned over there. But my era, Dunbar folks would all say very bad things. They would call my name because we always beat them, and they never got to represent the district. And in my days, the other black schools that we competed in against were Dunbar and Fort Worth, so there were two of what was called 4-h schools, but then we had to drive to Dallas where they had three schools--Booker T. Washington, James Madison, and Roosevelt--and then we would drive to Waco, as part of our district, and I'm blocking on the name of the school there, but the longest trip was actually to Austin. So we would literally have to drive to Austin to compete, just because of segregation, and you know if you think about all the schools you would pass just between Fort Worth and Waco--much less Fort Worth than Austin--that was kind of what was going on in the day. And one of the things I want to make sure I get you is a Fox Sports video where they have Ron Kirk, the ex-mayor of Dallas. I don't know if you were there while Ron was there, so Ron is doing the voice over, and he talks about this old Prairie View League, and there's a segment of that where he focuses on me and my career and eventually getting to TCU, and that would be something again that you might want to see. I for some reason the version I have kind of cuts off at a point, but there's a lot of context up front that talks about what was going on with black schools and black sports in Texas, and then it gets to a point where it starts to focus on me, and there's an interview of a guy by the name of Garvin Isaacs, a white guy from Oklahoma, and the fact that when Garvin and I first met, which would have been the summer of '64, he was a freshman at TCU, came into what was called the Victory Street Gym--and this was a gym on Victory Street very near downtown. Again because of segregation, blacks played on one end, and white's played on the other end, and you were never supposed to cross the line. Garvin grew up in an integrated environment in Oklahoma, didn't know any better, and so he came in to the gym and watched the basketball, said it looks better down here, and so he came down totally oblivious to the fact there are no other white people on this end of the court right--and long story short you'll see it on the video--but since I was a senior captain, it was my job to enforce the code right, so I hit him and knock him into a brick wall that's about three feet off the court. And usually that's enough to make the guy get up and go to the other end of the court or at least figure out he's not supposed to be down there, and it had happened a couple of times. This guy gets up, acts like nothing happens, and then about five minutes later gives it back to me. I mean he hit me in the face with both his hands, and it's on this video, but he ended up talking to Coach Hughes and Coach Hughes realized that he had grown up in an integrated environment and didn't know any better, and so he told us to let him play. And so from that point on, Garvin worked out with us the whole summer, and the fact that he was at TCU is one of the reasons that certainly my mother, but that I was comfortable then deciding that that would be where I could go to integrate the Southwest Conference because I thought first of all...

**[end of Clip 1 Dr. James Cash OHP]**

**[start of next clip (MVI\_0204\_resized.mp4), I didn't include the first 1:12 since it was related to the battery dying]**

**DR. SYLVAIN GREENSWORD:**



So, I'm just going to address a couple of questions. So, excuse me if I'm jumping from one section to the next year, just trying to be practical. 1966: were you aware of an exchange program between TCU and Jarvis?

**DR. JAMES CASH:**

Yes.

**DR. SYLVAINÉ GREENSWORD:**

What have you heard in terms of how successful it was? Because originally the plan was to have students from TCU go to Jarvis and students from Jarvis go to TCU for pretty much the same amount of time. So TCU hosted Jarvis students for about a week, but TCU students who went to Jarvis did not last longer than a day.

**DR. JAMES CASH:**

Ah, is that right?

**DR. SYLVAINÉ GREENSWORD:**

Yeah.

**DR. JAMES CASH:**

Oh interesting.

**DR. SYLVAINÉ GREENSWORD:**

What do you think could be a reason? Have you talked to any of the students?

**DR. JAMES CASH:**

You know, I was aware of the exchange, but only as a result of the black students that were on the TCU campus and otherwise didn't know anything else about the program. So it wasn't, it wasn't like it was a very visible program.

**DR. SYLVAINÉ GREENSWORD:**

It's still a mystery. I mean it did make the news several times, and we are trying to reopen that case.

**DR. JAMES CASH:**

Yeah, yeah, well I'd be eager to learn about it myself. I'm learning so much that was going on during that time while I was there.

**DR. SYLVAINÉ GREENSWORD:**

Yeah.

**DR. JAMES CASH:**

I just had no insight our exposure to.

**DR. SYLVAIN GREENSWORD:**

So here's the thing, you probably knew Jarvis was you know HBCU, and it was actually founded by some of the TCU founders

**DR. JAMES CASH:**

Right.

**DR. SYLVAIN GREENSWORD:**

Now I'm kind of jumping to another topic, but it is still connected. Before integration, and that proclamation that that says that you know "from this day henceforth TCU will just do away with all the the barriers to racial integration," Chancellor Sadler do you predict, we will never have in our quote "We will never have many negro students enrolled. Our admission requirement and course requirements are being raised increasingly, and very few negro students could qualify for admission--

**DR. JAMES CASH:**

Right. Right.

**DR. SYLVAIN GREENSWORD:**

"--our tuition and fees will be raised from time to time, and relatively few negro people would have the funds necessary to finance the kind of education we offer here," and then he go on and said that black students would typically prefer to attend primarily black institutions anyway, and therefore they would have very little desire or interest to join TCU.

**DR. JAMES CASH:**

Right.

**DR. SYLVAIN GREENSWORD:**

So we found out that Jarvis, the foundation of Jarvis actually falls into that agenda

**DR. JAMES CASH:**

Right.

**DR. SYLVAIN GREENSWORD:**

--to create an environment where black students will be diverted

**DR. JAMES CASH:**

Right.

**DR. SYLVAIN GREENSWORD:**

--from attending TCU when he was redirected to Jarvis. What is your assessment of the current racial climate

at TCU based on what you know, what you have experienced, and how it compares to the present time, maybe what you have seen in the media?

**DR. JAMES CASH:**

Are you saying current? Are you saying during the period that that was the dominant view?

**DR. SYLVAIN GREENSWORD:**

I'm asking knowing that this was a statement that Chancellor Sadler said back in the '60s. What is the assessment of the current situation?

**DR. JAMES CASH:**

Oh yeah, yes I understand. Well first of all, a lot of those beliefs still exist. There's no doubt in my mind about that, and all you got to do is listen to some of the folks in Congress to hear some of those exact same beliefs. Right? All you have to do is listen in, what's the guy's name, Johnson? Where he said he was never uncomfortable with the rioters in DC, whereas he would have been very uncomfortable if there were black people protesting—even if they weren't rioting. Look, this is so embedded in our history and culture that it does not surprise me that that was the point of view at that point in time. Again, I think there are a bunch of people who learned something different, but because they had absolutely no exposure and there were plenty of things to reinforce those beliefs, unless you have somehow been exposed to something that permits you to refute those, you still would believe it today. So, I'm not familiar enough with the current culture on campus for black students. It's interesting that I've had more interaction with white, current white students. As a matter of fact, there's a professor, a TCU professor, married to the granddaughter of a person that lives in this building. I have been personally engaged with several students that are probably either juniors or seniors now at TCU before they were planning to go and during their early experiences there. They've all just been very ecstatic and happy with their experience. On the other hand, I'm very aware that there was a set of demands submitted by a group of students, again I'm not aware of the details, but just heard very superficially, that there were some demands made to the school, the administration, maybe the board of trustees, even a faculty summit that submitted some issues that were related to race on the campus. It sounds to me like TCU is *in* America and if you're in America you aren't just going to escape some of the societal challenges we have broadly defined today.

**DR. SYLVAIN GREENSWORD:**

Yeah. Now you know that a statue is in the process of being made.

**DR. JAMES CASH:**

Thanks to you guys, yes, yes, yes.

**DR. SYLVAIN GREENSWORD:**

What was your reaction when you found out?

**DR. JAMES CASH:**

Oh, I was blown away. I was absolutely blown away. It would have been the farthest thought from my mind *ever* to think that something like that would happen. You know, my first reaction always is to not want for things to be erected or to be identified as if *I* as in an individual did something, because of all the things that we've been able to talk about, all the people that have provided input and support. You know, the fact that I've been the first black at *so* many things, means that in *every* one of those instances, some non-black person had to make the decision for that to happen when you think about it, right? And so, when I think about that, I realize that in many instances those people ought to be the ones that we should be recognizing because in many cases that had to take a risk or again a Bill Swanson, who said "I'm in a room with a colored boy," you know. When I see something that goes up that looks like it's focusing on an individual especially me, my first reaction is "wow, it's so unfortunate that we can't capture all of the other contributing forces and factors that lead to it." But at the same time, I know from my experience—especially at Harvard Business School—where I'm in touch with a lot of the young people that came through there, and I've been blessed to live long enough for them to come back and share with me in more detail how just the presence of something that is otherwise symbolism, it's just symbolic, that it means so much to them. I feel like that could be the case here, and if that is the case, again I'm just ecstatic. Again, it represents what my mother and father, what my high school coach, what Alex Hoffman, what all those people kind of meant to mean, if it in some way helps inspire someone else long after I've had my chance to make a run on this earth.

**DR. SYLVAIN GREENSWORD:**

That's deep. Okay, so final question. In your own words, and yes we're going to zoom in on that one and have it as a separate recording. Okay for this, it is what does reconciliation mean to you?

**DR. JAMES CASH:**

Wow, now that's deep. No, no, no. No, no, no. I need Cliff Notes. That's the kind of question I need to ask you guys.

**DR. SYLVAIN GREENSWORD:**

Reconciliation means flying to Florida and interview James Cash.

**DR. FREDERICK GOODING JR.:**

True, true. That's true.

**DR. SYLVAIN GREENSWORD:**

So on this one, if you don't mind, I would like for you introduce yourself, say who you are, what you are to TCU, your affiliation with TCU, and you know whatever is on your heart just say about the term "reconciliation" and Race and Reconciliation Initiative as a whole.

**DR. JAMES CASH:**

Okay.

**DR. SYLVAIN GREENSWORD:**

Is that about right? And you can look at the camera directly for this one. Do you need time to think?

**DR. JAMES CASH:**

That's okay.

**DR. SYLVAIN GREENSWORD:**

Okay. Three. Two. Okay I got the battery. I will use a different camera because I can't mess this one up. Even though it's plugged in, the battery I'm not sure. Okay, zooming in. Not showing the shorts.

**DR. JAMES CASH:**

That looks pretty low to me now. How disrespectful that he's in his shorts and doesn't have a tie? My Harvard colleges would be horrified.

**DR. SYLVAIN GREENSWORD:**

Okay.

**[End of second clip]**

**[Start of last clip]**

**DR. JAMES CASH:**

Hi, my name is James Cash, and I'm so pleased to have the opportunity to share with you my thought on reconciliation. It's a very special term, and some people immediately want to start talking about compensation as a way to address reconciliation. I want to be very clear—there's no amount of money that exists in this world that I think would completely reconcile the history of African Americans in this country. However, I do think as we look forward and not backward, the idea of complete and total anti-racist activity, allies and those of us of color coming together to make this world a better place, by explicit acts, intention acts, of loving each other, recognizing each other, documenting history as accurately as possible, would be the basis for reconciliation, and it will really only happen when our grandchildren and great-grandchildren don't have the kinds of issues to address that we are addressing with this project today.