



Irene Gomez-Bethke Papers.

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ASEGURANDO PARTICIPACION

Much of this outline deals with preparation for effective participation by the Hennepin County Hispanic Community in the matters of Centro Cultural Chicano and other representative boards. It will be important to focus on the specific requirements of participation as outlined.

As the individual community member prepares to take part in organizational activity, he/she becomes concerned with what will be expected of them. What is expected by persons in leadership can be made clear through viable accountability to the community. No effective leader will comfortably make a collective decision by him/herself without extensive knowledge of the problems that only a constituency can provide.

Hennepin County's Hispanics are spread throughout the various wards and municipalities. Both the overall community group and the county area are far too large for direct interaction. The only way to obtain overall county participation in such large groups and areas is to have several organizational interactions at the same time in the different wards and municipalities to secure a true collective power for the larger group overall. Thus the large overall community group is to be divided into wards and municipalities for representative purposes. Each ward and municipality will be asked to select leadership and decide what it will report to the whole assembly by way of contribution-assessment or solution. At the end of elections, the large group will hear from each ward/municipality by way of its elected leader. In this way, every individual Hispanic citizen takes an active role in the deliberation even though their contribution is filtered through the leader for his/her ward or municipality. Of course the success of this election system depends largely on the quality of grass roots organizing done in each ward or municipality. The first step is to develop a resident listing of voter eligibility. The next step is to inform the citizenry of its rights to "self organize".

Planning for the necessary meetings, registrations, elections and monitoring are far too detailed for other than cursory mention here. (Rather workshops should be held for such activity.) Once again, the collective power of the Hispanic Community is what is to be gained here and when all the rhetoric is cleared away, this is what this outline essentially is all about.

I. FINDINGS

- (1) Self dealing, tokenism, apathy and disorganization have been causing the strong lack of collective power for Hennepin County's Hispanic community when dealing with both Public and Private institutions.
- (2) Only a strong election system and procedure can provide the necessary bargaining power for the Hispanic community in its negotiations with Hennepin County's Public and Private Governmental structure. Lack of organized power, on the part of Hennepin County's Hispanic community, can only maintain and promote lower standards of living and suppression of Hispanic power.

II. POLICY

It is hereby declared to be the policy of the Hennepin County Hispanic Community to eliminate amongst itself all inequalities of bargaining power by encouraging the practice and procedure for representative elections by ward and municipality within the Hennepin County Hispanic community by protecting the exercise of Hispanic citizens' rights to self organization and designation of representation of their choosing for the purpose of negotiating the terms and conditions of their citizenship status within Hennepin County, State of Minnesota.

III. COMMUNITY RELATIONS "CORTE"

The Community Relations Court (hereinafter called "Corte") shall consist of (7) members, (3) of which will be elected ward/municipality representatives, (1) Centro Cultural Chicano staff person, (1) University of Minnesota faculty and (2) at-large elected "Corte" members only.

The purpose of the "Corte" is to create jurisdiction for the "Corte" over questions of unfair practices and questions of Community representation. All election supervision and monitoring shall be either done or delegated by the "Corte".

IV. RIGHTS OF HENNEPIN COUNTY HISPANIC CITIZENS

Citizens shall have the right to self organization to form, join or assist community organizations, to bargain collectively through representatives of their own choosing and to engage in other concerted activities for the purpose of mutual aid or protection and shall equally have the right not to self organize except to the extent that such right may be affected by an agreement requiring membership as a condition of particular community status as authorized in this outline.

V. REPRESENTATIVES AND ELECTIONS

- A. Ward and municipality representatives designated or selected for purposes of collective bargaining by the majority of citizens in an election, shall be the exclusive representatives of all the citizens in such elections with respect to that area.
- B. When ever dispute affecting representation arises concerning the representation of wards or municipalities, the "Corte" may investigate such controversy and certify to the parties, in writing, the name or names of the representatives that have been designated or selected. The "Corte" shall provide for an appropriate hearing upon due notice, and may take a secret ballot of citizenry or utilize any other suitable method to ascertain such representatives.

1. WHENEVER A PETITION SHALL BE FILED WITH THE "CORTE":
 - a) by a ward, municipality or group of citizens or community organization acting in their behalf alleging that a substantial number of citizens (30%)
 - (i) wish to be represented or
 - (ii) assert that the individual or community organization, which has been certified by the "Corte" is no longer representative or
 - (iii) alleging that one or more individuals or community organizations presents to them a claim to be recognized as the exclusive ward/municipality representative

The "Corte" shall investigate such petition and if it has reasonable cause to believe that a question of representation affecting community movement exists, shall provide for an appropriate hearing upon due notice.

- C. No election shall be directed, accepted or allowed within which in the preceding _____ period, a valid election shall have been held.

In any election where none of the choices on the ballot receives a majority, a run off shall be conducted between the two choices receiving the largest and second largest number of valid votes.

VI. INVESTIGATORY POWERS ~~DISCUS~~

The "Corte" shall at all reasonable times have access to, for the purposes of examination, and the right to copy any evidence of any person being investigated, or any matter that relates to the investigation in question.

The "Corte" shall issue subpoenas requiring the attendance and testimony of witnesses or the production of evidence in such proceedings.

In cases of refusal to obey a subpoena, the "Corte" shall issue an order requiring such person to appear before the "Corte" and failure to obey such order of the "Corte" may be punished by said "Corte" as contempt thereof.

Due
Process

-5-

Any person who shall willfully resist, prevent, impede or interfere with any member of the "Corte" or any of its agents in the performance of the duties of this outline shall be punished by picket, public disclosure and/or any other affirmative action necessary to effectuate the policies of this outline designed for the most representative and continuous Hennepin County Hispanic Movement possible.

CENTRO CULTURAL CHICANO

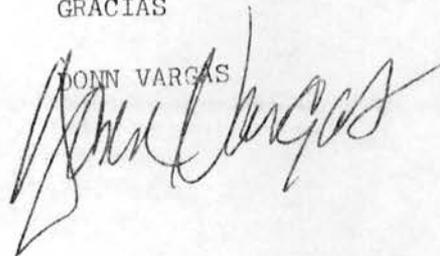
1800 Olson Memorial Highway
Minneapolis, Minnesota 55411
(612) 374-2996

JOSE TREJO
GOVERNOR'S OFFICE, SPANISH SPEAKING AFFAIRS

JOSE HERE IS THE RESOLUTION THAT I WOULD LIKE TO SUBMIT TO THE SPANISH SPEAKING AFFAIRS COUNCIL, TO BE ACTED UPON AT THE NOVEMBER 7, MEETING. IF YOU HAVE ANY QUESTIONS CALL ME, AND I WILL TRY TO CLARIFY ANY POINTS YOU MAY HAVE.

GRACIAS

DONN VARGAS

A handwritten signature in black ink, appearing to read "Donn Vargas", written over the typed name "DONN VARGAS". The signature is fluid and cursive.

CENTRO CULTURAL CHICANO

**1800 Olson Memorial Highway
Minneapolis, Minnesota 55411
(612) 374-2996**

WHEREAS: CENTRO CULTURAL CHICANO, A HUMAN SERVICE AGENCY SERVICING THE SPANISH SPEAKING PEOPLE IS TRYING TO ESTABLISH AN ADULT BASIC EDUCATION PROGRAM.

WHEREAS: ONE OF THE INSTRUCTOR'S FOR OUR A.B.E. PROGRAM, FELINO DE LA PENA HAS BEEN A TEACHER FOR 30 YEARS BUT DOES NOT HAVE A TEACHERS CERTIFICATE FROM THE STATE OF MINNESOTA,

THEREFORE: THE SPANISH SPEAKING AFFAIRS COUNCIL GOES ON RECORD IN SUPPORT OF FELINO DE LA PENA APPLYING FOR AND RECEIVING A WAIVER FROM THE STATE OF MINNESOTA, STATE DEPARTMENT OF EDUCATION, SO THAT HE MAY BE ELIGIBLE TO TEACH IN OUR EDUCATIONAL PROGRAM.

*Reconsidered
Motion*

CENTRO CULTURAL CHICANO
~~EXECUTIVE COMMITTEE REPORT~~
10 ← ~~11-11-80~~

1. AMENDMENT TO INCREASE THE NUMBER OF BOARD OF DIRECTORS IS BEING RESUBMITTED TO THE BOARD OF DIRECTORS FOR CONSIDERATION TO APPROVE.

MOTION - RAMON ROCHA

THE BOARD OF DIRECTORS OF THE CORPORATION SHALL CONSIST OF THOSE MEMBERS OF THE CORPORATION WHO ARE ELECTED AS DIRECTORS IN THE MANNER SET FORTH IN THESE BY-LAWS. THE TERM OF EACH DIRECTOR SHALL BE FOR TWO (2) YEARS, OR UNTIL THE ELECTION OF HIS OR HER RESPECTIVE SUCCESSOR BY THE MEMBERS. THE NUMBER OF DIRECTORS SHALL BE NO LESS THAN NINE (9) AND NO MORE THAN TWENTY-ONE (21), AND SHALL BE ELECTED AT THE ANNUAL MEETING BY THE GENERAL MEMBERSHIP.

2ND. - ~~ALFREDO~~ GARCIA

Alberto

CENSO



¿QUIÉN NECESITA
EL CENSO?

¡ TODO EL HISPANO !

Cuando usted no esta contado en el Censo las agencias federales y locales no le toman en cuenta para repartir el dinero para aquellos servicios que tanto necesita su comunidad.

Toda la informacion es absolutamente confidencial

De la informacion vienen servicios para el futuro

El Censo es para usted y su familia

Si a usted no lo cuentan, no le esta indicando al "TIO SAM" donde esta Usted y que necesita

"¡AQUI ESTOY!"
¡SERÉ CONTADO!
¡SERÉ VISTO!

PARA MAS INFORMACIÓN LIAME

AL

DEPARTAMENTO DEL CENSO
PROGRAMA DE SERVICIOS
PARA LA COMUNIDAD 374-5145
ROCHELLE R. LÓPEZ, C.S.S.

* Luis Santiago

CENTRO CULTURAL CHICANO AND THE COMMUNITY

(In this article "Chicano" means a U.S. citizen of Mexican descent; Latino means any person whose heritage is Latin America, South, Central or the Carribean).

Approximately ten years ago, a group of young Chicanos organized in north Minneapolis under the name of "Chicanos Venceran" (Chicanos will overcome). They organized for the purpose of acquiring visibility and identity as other minority groups had done, but more important, they sought to bring about social changes for the Spanish-surnamed, Spanish-speaking population which had been dependent upon each other for their social needs. These Chicanos realized that whenever their population is talked or written about, it is always the St. Paul group that receives the attention in Minneapolis media, and it was necessary to be visible and vocal in order to obtain funding, federal or from the private sector.

The group met regularly at each other's houses, were able to bring the community together at dances, but ultimately decided to sponsor a community conference at Springhill Conference Center. That conference was held in 1975 and one of the resolutions was the formulation of what is now Centro Cultural Chicano, a community ^{agency} that would service the needs of the Chicano/Latino population.

The original concept of this organization was cultural and educational. Since the inception of bilingual education in the Minneapolis Public Schools, Centro ^{Then} saw the need and was imposed upon to direct its activity for social needs, ~~and its sources~~ ^{the} for funding has been allocated for this area, although ESL (English as a Second Language) provides for educational needs.

McKnight was the first foundation to recognize the need for such an agency, and the initial funding of \$30,000.00 was the catalyst that set other foundations and agencies in motion so that eventually monies were available to provide for senior citizens. The initial staff of three has grown to ten with some of the staff being funded by other sources which provide different services such as Chemical dependency, programming, ESL as well as the social advocates. Centro went from being a referral center to actively trying to resolve any ~~social~~ ^{social} -economic

crisis of any client. When the CETA program in Minneapolis was phased out, Centro took up the intake, and when the Seniors Program was not refunded, they have attempted to cover these needs, although the community needs are greater than the number of staff that they employ.

United Way began funding Centro in January of this year. Although ^{Centro} ~~they~~ had been in existence five years, ^{and} the initial funding ^{always} ~~was~~ minimal, ~~through~~ the efforts of the past and present director, along with input from the Board of Directors and community volunteers, Centro has been able to obtain funds necessary for survival. At present, there are some agencies funded from other sources and these include the Puerto Rican Association; Instituto de Arte y Cultura, the Census office and the ESL classes. Centro also has an employment counselor and advocates who spend time taking clients to other social agencies to help with application forms and serving as interpreters. Although Minneapolis can boast of serving the social needs of all of its population, if they do not have bilingual/bicultural personnel, then they cannot service the Hispanic population. Thus, Centro has been called upon by various and sundry sources to service general and emergency needs. The Greyhound Bus terminal, for example, has Centro's number.

Centro is located at 1800 Olson Memorial Highway which is Olson and Morgan and is fairly hidden from the main flow of traffic. The building is owned by HRA, but Centro has a lease with an option to buy, and at this time, Centro is responsible for all repairs, emergency or otherwise; for all code violations and for expensive rehabilitation. The various functions held within the building with wall to wall people only point out the need that expansion is not a luxury, but a necessity. However the purchase price must be accompanied by elaborate plans and financing for rehabilitation. This is a priority, for the continuation of services.

3

Minneapolis does not have a track record of CDBG funding for Hispanics. Minneapolis does not have much of a record of doing much for Hispanics. Even as high an official as the chief of police came up against the system when he tried to get more minorities and women into the police department. And the Mayor's Hispanic Advisory Council has been reduced to letter writing or advocating for positions that won't make a dent in the overall improvement for the total community. A committee can only be as effective as the system allows. Chicanos are not an apolitical people, but energy and time is dissipated into daily survival and sometimes politics seems an item of luxury for the affluent or for those who have the leisure time. There are too many ^{social/economic} issues and causes which are immediate.

Centro cannot be involved in political activity, and most of the political leaders are involved in Centro's community service. At a time when ^{Centro and} the larger agencies have community has not caught up to servicing the Hispanic needs, the Cuban refugees have arrived with immediate needs and cannot wait for the stabilization and inadequate funding of the only Chicano/Latino agency in Minneapolis.

Centro has advertised its agency through PSAs on television, through their newsletter, their radio programs on KDAN and Fresh Air radio. They also hold a monthly breakfast for the public on the first Saturday of every month at the above address.

Centro held a block party for the community and the public on August 19th. They plan to continue to have social gatherings and community membership meetings as part of the visibility needed to gain recognition. Minneapolis does not have a concentration of Hispanics in any one neighborhood, rather they are dispersed throughout Hennepin county which makes it hard to service those in the outlying areas.

The visibility that Chicanos Venceran strove for has not been a realization, to some extent. Visibility from other sources continues to plague us. When a Spanish language teacher (Anglo) is portrayed in The Star as being successful in having her students (corporate executives) dress in Mexican charro suits with the big sombrero, the Chicanos cringe because these executives, as it is explained, are doing business in Puerto Rico. Puerto Ricans and Mexicans do not dress the same. And the big sombrero is only worn by Mariachis (musicians), or for festive occasions, or by the rural people who work in the sun, and then ^{those} ~~their~~ hats are straw ~~and not the ones worn for festive occasions~~.

When Dave Brubeck had a sell-out crowd (1976) featuring "Las Posadas" a Mexican Christmas celebration, and the only thing Mexican about it ~~was~~ ^{was} the costumes, Chicanos cringe. When Chicanos go to some of these Mexican restaurants, and the waiters and waitresses massacre the pronunciation of the food items Chicanos cringe. Worse yet, is eating in restaurants filled to capacity and wondering if these people think that that food is authentic. Whoever heard of putting hamburger in tamales? We are not speaking of Mexican restaurants owned by Chicanos, but of the Anglo-owned and operated. And the names of the restaurants also add insult to injury. "Chichis" in ^{Colloquial} Spanish means "breast," "Tonto" means "stupid" and "Guadalarray's" is a corruption of Guadalajara, supposedly. Everywhere that we confront a Mexican culture being bastardized and passed off as authentic, we cringe. Because we are so busy surviving or helping others to survive, we put our frustrations on the back burner, but nevertheless, ^{are} simmering.

Yet we are visible to the community of Chicanos and Latinos. Centro was named for the Chicanos because it was the Chicanos who formulated and initiated the agency, thanks to the private sector, but Centro services all, and the client intake is now about 50-50, 50% Chicanos (Mexican Americans) and 50% Latinos.

As for the young people of "Chicanos Venceran" who brought about the existence of this agency, they are now adults in their late 20s and 30s. Some are still involved in Centro having watched their ideas bear fruition, and some have gone in other directions. One objective has been reached. Centro is no longer an agency of younger people; the generational gap has been closed. Hopefully the newer generations will keep alive the mission statement of the organization which is:

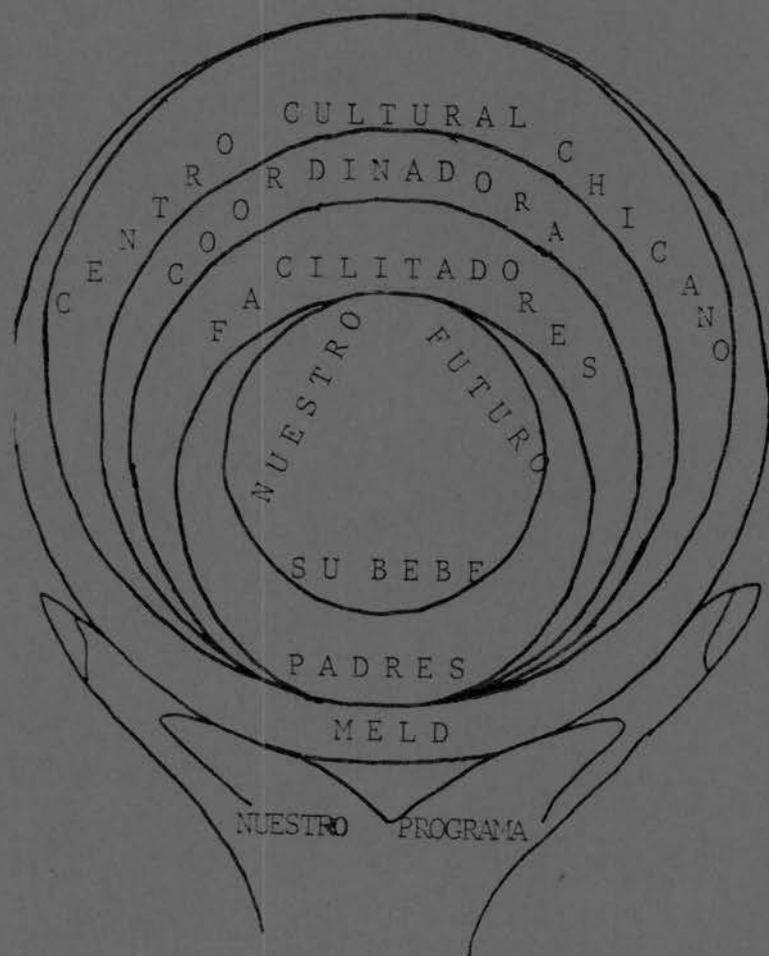
SUGGESTED PROJECTS FOR 1977-78 AS DEVELOPED BY
CENTRO CULTURAL CHICANO
STAFF

1. EDUCATION - (G. E. D.) studies provided for and by Chicanos.
2. FOSTER CARE - Chicano families to provide foster homes for Chicanitos.
3. EMPLOYMENT - Contact Affirmative Action Coordinators in various companies.
4. SENSITIZING ORGANIZATIONS AND AGENCIES - Contact agencies for sensitizing them to the unique problems and needs of the Chicano community.
5. NEEDS ASSESSMENT SURVEY - Done by Centro.
6. INTERNSHIPS FROM U. OF. M. - Outreach workers, advocates.
7. OPEN FORUM FOR COMMUNITY - One day a month every 3rd Wednesday of the month.

CENTRO CULTURAL CHICANO PRESENTA



CENTRO/MELD



Embarazada? Primera vez? Tienes miedo? Que piensas hacer? Como piensas cuidar por su bebe cuando nazca? Quieres conocer otros padres en su misma situacion que piensen iguales como tu? Deje que el Centro Cultural Chicano ayude! Estamos desarrollando un programa parental que estara dispuesto ayudarlos. Empezara este verano. Sera ofrecido para nuestra comunidad en espanol, adaptado para nuestra cultura. Estas interesado/a? Quiere mas informacion? Entonces, llamen a Judi De Jesus - 374-2996.

Pregnant? First baby? Scared? What do you do next? How do you care for this baby when it arrives? Want to meet other parents who feel as you do? Let Centro Cultural Chicano help! We are developing a Parenting Program which will be available this summer bilingually/biculturally. Interested? Want more information? Then, call Judi De Jesus, 374-2996.

LEASE AGREEMENT WITH OPTION TO PURCHASE

THIS LEASE, made this _____ day of February, 1980, between the Housing and Redevelopment Authority in and for the City of Minneapolis, hereinafter referred to as "Lessor", and Centro Cultural Chicano, Inc., hereinafter referred to as "Lessee":

WITNESSETH:

1. Premises. Lessor does hereby lease to Lessee and Lessee hereby hires and takes from Lessor the following described premises located in the City of Minneapolis, State of Minnesota:

That area outlined in brown on Exhibits A and B attached hereto and not occupied by Northside Residents Redevelopment Council and the Willard Homewood Organization (hereinafter referred to as "other occupants") of that certain building located at 1800 Olson Highway in the City of Minneapolis; except that those shaded areas of said Exhibits A and B shall be used on a cooperative basis with the other occupants of said building.

2. Term. This lease shall commence as of February 1, 1980, and continue to January 31, 1982, unless otherwise terminated as provided for herein.

\$ 500.00
3. Rent. Lessee does hereby agree to pay as rent during said term the sum of \$525.00 per month for the period of February 1, 1980, to June 30, 1980; and the sum of \$675.00 per month for the balance of said term, which rent shall be payable in advance on or before the first day of every month at the office of said Lessor, 217 South Third Street, Minneapolis, Minnesota, 55401.

4. Utilities, Janitor and Snow Removal.

Needs equipment + salary
a. Lessee agrees, so long as it occupies said building and at its sole cost and expense, to furnish existing electrical equipment for standard building lighting and office use, water and rubbish removal service for the demised premises and to furnish heat and air conditioning and ventilation during the usual business hours and during the usual heating or cooling season.

b. Lessee, as long as it continues to occupy said building, agrees to pay all charges for electricity, water, gas, or any other service used by Lessee and other occupants of the premises during the term of this lease. Lessee shall likewise be responsible for all light bulbs required by Lessee and other occupants and for ballast replacement as to any lighting fixtures in the premises occupied by Lessee. Lessee shall, at its expense, provide such janitorial service as in its sole opinion shall be required by Lessee and the other occupants of the premises. Lessee shall be responsible for and at its sole expense provide for all snow removal for all sidewalks, driveways, and parking areas located on the property. Lessee shall, at its sole expense, pay for all remodeling expenses, if any, incurred with respect to the establishment and location of its offices in the demised premises.

rehab roof \$5,000.00

5. Maintenance. Lessee shall at its sole cost and expense, and as long as said Lessee occupies said building, maintain the roof and exterior areas of the building of which the demised premises are a part and maintain all plumbing and heating equipment which serves said building.

6. Use of Premises. The leased premises shall be used for general office and meeting purposes only. No other use shall be permitted without the express written consent of the Lessor. No part of the leased premises shall be used for any purpose which is illegal, be considered a nuisance, termed extrahazardous by insurance companies or make void or voidable any insurance on the building or interfere with the other occupants' quiet use and enjoyment of the building.

HRA

According to HRA - Furniture not in good working order - clean

7. Acceptance of Premises. Taking possession of the leased premises by Lessee shall be conclusive evidence that the leased premises were, on that date, in good, clean, and tenantable condition.

8. Waste. Lessee shall use due care in the use of the leased premises, and without qualifying the foregoing, shall not neglect or misuse water fixtures, electric lights, or heating and air conditioning apparatus. Lessee shall pay promptly to Lessor forthwith upon demand, an amount equal to any costs incurred by Lessor in undertaking, at its sole discretion, any repairs to the leased premises or the building where such repairs were made necessary by the negligence of, or misuse by Lessee or an employee, guest, or invitee of Lessee. This provision shall not be construed as obligating Lessor to undertake said repairs.

9. Insurance. Lessor shall not be liable to Lessee or those claiming through or under Lessee for injury, death, or property damage occurring in, on, or about the building and appurtenances thereto, and Lessee shall indemnify ^{ARA} Lessor and hold it harmless from any claim or damage arising out of any injury, death, or property damages occurring, in, on, or about the leased premises to Lessee, an employee, invitee, or guest of Lessee, or any other person whatsoever. Without limiting Lessee's liability hereunder, Lessee agrees, at its own cost and expense, to carry public liability insurance protecting Lessor and Lessee in the minimum amounts of One Hundred Thousand and no/100 Dollars (\$100,000.00) for personal injury sustained by any one person, Three Hundred Thousand and no/100 Dollars (\$300,000.00) for injury sustained in any one occurrence, and Twenty Five Thousand and no/100 Dollars (\$25,000.00) for property damage. All policies of insurance shall name both Lessor and Lessee as insured thereunder and shall protect the interests of Lessor. Said policy or policies shall provide at least ten (10) days prior written notice to Lessor in the event of cancellation or modification for any cause.

10. Alterations. Lessee will not make any improvements, alterations of, or additions to the leased premises without the written approval of Lessor and all alterations, additions, or changes which may be made by Lessee upon the leased premises, shall be the property of Lessee, provided the removal of same shall be done at Lessee's sole cost and expense and in a manner so as to not materially damage or deface the demised premises upon the termination of the lease. Lessee will not permit any machanic's, laborer's, or materialmen's liens to stand against the leased premises or the building for any labor or material furnished to, or for the account of Lessee, or claimed to have been so furnished in connection with any work performed or claimed to have been performed in, on, or about the leased premises. If requested by Lessor, Lessee will furnish Lessor with a bond, in an amount and with sureties satisfactory to Lessor, insuring Lessee's discharge of any such lien. If Lessee fails to provide such bond within seven (7) days of Lessor's request therefor, Lessor may, at its option, discharge any such lien and the amount of the lien, together with costs and reasonable attorney's fees, shall become additional rent due immediately hereunder.

11. Lessee to Surrender Premises. Upon the termination of this lease, Lessee shall, at its expense: (a) remove Lessee's personalty, improvements, additions and effects, and those of all persons claiming under Lessee; (b) quit and deliver up the leased premises to Lessor peaceably and quietly, in as good order and condition as the same were in on the date the term of this lease commenced or were thereafter placed in by Lessor, reasonable wear and tear and damage by Acts of God excepted; and (c) any property left in the leased premises after the expiration or termination of the term of this lease shall be deemed to have been abandoned and the property of Lessor to dispose of as ^{HRA} Lessor deems expedient.

12. Fire or Other Casualty. In the event of a partial or total destruction of the premises during the term hereof from any cause, Lessor may, at its sole discretion, repair the same; provided, however, that in the event Lessor in its sole and absolute discretion determines it to be impracticable to repair the premises, it may terminate this lease. In the event Lessor shall elect to repair the premises, this lease shall not terminate, but Lessee shall be entitled to a reduction of rent during the period of time that any significant portion of the leased premises are untenable, such reduction to be calculated in the proportion that the untenable portion of the leased premises bears to the entire leased premises. Lessor shall not be responsible to Lessee for damages to, or destruction of, any furniture, equipment,

improvements, or other changes made by Lessee in, on, or about the leased premises, regardless of the cause of the damage or destruction.

13. Eminent Domain. If any part of the leased premises shall be taken or condemned for public use, and a part thereof remains which is susceptible to occupation hereunder, this lease shall, as to the part taken, be terminable at the option of Lessor as of the date of such taking, and thereafter, if this lease be so partially terminated, Lessee shall be required to pay such proportion of the rent for the remaining term as the area of the premises remaining bears to the total area of the premises at the date of taking; provided, however, that Lessor may, at its option, terminate this lease in its entirety as of the date of such taking for public use. Lessee shall not be entitled to any portion of any condemnation or other award for damages awarded as the result of any such taking or condemnation.)

14. Damage to Property. All damages or injuries done to the said premises by the acts or omissions of the Lessee and/or his servants, agents, employees, visitors of the Lessee, and individuals for whom the Lessee is responsible, shall be deemed repairs by the Lessee herein. And, the Lessee covenants and agrees to make said repairs within ⁴⁵ ~~twenty~~ ⁴⁵ (20) days after receiving written notice thereof and, if Lessee shall fail to do so, Lessor shall have the right, at its sole discretion, to make said repairs at the expense and cost of the Lessee, and the amount thereof may be collected as additional rent accruing for the month following the date of the said repairs, and if said expense is made at the expiration of this lease, then the cost so made may be collected by the Lessor as an additional rent for the use of the premises during the entire term.

15. Subleasing. Lessee shall not assign this lease nor sublet all or any portion of the leased premises without first obtaining on each occasion the written consent of Lessor, such consent not to be unreasonably withheld. Neither this lease nor any interest therein nor any estate thereby created, shall pass to any trustee or receiver in bankruptcy, or any assignee for the benefit of creditors, or by operation of law.

16. Signs. Lessee shall permit no signs or lettering to be placed on the leased premises without the written approval of the lessor as to the size, style, text, and color. Any sign or lettering not so approved may be removed by Lessor at Lessee's expense.

17. Right to Enter. Lessor, its agents and representatives may, at any and all reasonable times during the day and night, enter to view and inspect the leased premises to make repairs or to make such improvements or changes in the leased premises

or the building as Lessor may deem proper. The right of entry reserved in the immediately preceding sentence shall not be deemed to impose any greater obligation on Lessor to repair or change the leased premises than is specifically provided in this lease. The Lessor, its agents, or representatives may at any time in case of emergency enter the leased premises and do such acts as Lessor may deem proper in order to protect the leased premises, the building, or any occupants of the building. There shall be no diminution of rent or liability on the part of Lessor by reason of inconvenience, annoyance, or injury to business on account of any such entry or acts by Lessor, its agents, or representatives.

AWD
History of bids

18. Subordination. Lessor may cause this lease to be made subject to and subordinate to all ground or underlying leases, mortgages, and restrictions which may now or hereafter affect the building, and to all renewals and extensions thereof. For confirmation of such subordination, Lessee shall promptly execute and deliver to Lessor any subordination agreement requested by Lessor. Lessee hereby irrevocably constitutes and appoints Lessor as Lessee's agent to execute any such subordination agreement or agreements for and on behalf of Lessee.

19. Lessor's Right to Cure Defaults. If Lessee defaults in the observance or performance of any of Lessee's covenants, agreements, or obligations hereunder whereunder default can be cured by the expenditure of money, Lessor may, upon giving Lessee ten days written notice of such default, but without obligation and without limiting any of the remedies which it may have by reason of such default, cure the default, charge the cost thereof to Lessee and Lessee shall pay the same forthwith upon demand. When any such sum of money hereunder becomes due to Lessor by Lessee, such sum shall be deemed to be additional rent due hereunder.

20. Default. If Lessee shall default in the payment of any installment of rent, or in the observance of performance of any of Lessee's other covenants, agreements, or obligations hereunder, or if any proceeding is commenced by or against Lessee for the purpose of subjecting the assets of Lessee to any law relating to bankruptcy or insolvency or for an appointment of a receiver of Lessee or of any of Lessee's assets, or if Lessee makes a general assignment of Lessee's assets for the benefit of creditors, then, in any such event, Lessor may re-enter the premises and terminate this lease upon giving ^{90 days} one month's written notice as provided for herein. No remedy herein or elsewhere in this lease or otherwise conferred upon or reserved shall be considered exclusive of any other remedy, but shall be cumulative and in addition to every other remedy given hereunder or now or hereafter existing at law or in equity or by statute.

21. Waiver of Covenants. Failure of Lessor to insist, in any one of more instances, upon strict performance of any term, covenant, or condition of this lease, or to exercise any option herein contained, shall not be construed as a waiver, or a relinquishment for the future, of such term, covenant, condition, or option, but the same shall continue and remain in full force and effect. The receipt by Lessor of rents shall not be deemed a waiver of any such breach, and Lessor shall not be deemed to have waived any such provision of this lease unless expressed in writing and signed by Lessor. Lessor shall not be deemed to be in default under this lease until Lessee has given Lessor written notice specifying the nature of the default and Lessor does not cure such default within thirty days after receipt of such notice or within such reasonable time thereafter as may be necessary to cure such default if such default is of such a character as to reasonably require more than thirty days to cure.

22. Option to Purchase.

a. If Lessee performs all of its obligations under this lease, then Lessee, during the term hereof, shall have the option to purchase the entire demised premises which is legally described as Lots 9, 10, and 11, Block 16, Oak Park Addition. The purchase price to be paid by the Lessee shall be \$9,000.00, ^{unless lower price approved by a HRA Commissioner}

b. Said option must be exercised by 30 days ^{upon} written notice given to Lessor in accordance with Section 23 of this lease. As a further condition precedent to exercising its option, the Lessee shall submit to Lessor for its approval, plans for bringing the subject building and premises into compliance with all pertinent Minneapolis City codes and ordinances, ^{Classifications} and a method for financing same. Upon acceptance thereof and due receipt of Lessee's written notice to exercise its option, the Lessor shall furnish Lessee with an abstract of title or registered property abstract for the subject premises, and Lessee shall have 30 days from receipt thereof to examine title and make written objections thereto. In the event Lessee fails to make said objections as provided for herein, it shall be deemed to have waived any objections it may have had to Lessor's title. If Lessor's title to the premises is found to be unmarketable, then Lessor shall have 90 days to cause same to be made marketable at its own expense, and in the event it is unable to do so, the lease shall become null and void and neither party shall be further obligated to the other. Any unmarketability due to acts caused, or agreements made, by Lessee, are excepted from Lessor's obligation hereunder. When Lessor's title to said premises is found to be marketable, or the marketability hereunder has been corrected by Lessor, the Lessee shall, within 30 days thereof, pay to Lessor said purchase price in cash and accept from Lessor a quit claim

title
Co.

deed for the premises. In the event Lessee shall fail to take title to the premises as provided for herein, this lease shall become null and void and neither party shall be obligated to the other.

NURK

c. Lessor shall be responsible for securing the vacation of the premises by the other occupants of the premises within 30 days after the date of closing between the parties. Provided, however, this obligation shall not apply to any person or other entity occupying the premises without the knowledge or consent of Lessor.

d. In the event Lessee acquires the subject premises and subsequently sells said premises before January 1, 1988, it shall deliver to Lessor all proceeds realized on sale in excess of \$9,000.00, provided, however, that such reimbursement will not exceed \$7,500.00

23. Notices. Any notice provided for herein shall be sufficient if personally delivered or if given by registered or certified mail properly addressed to the parties at the addresses stated below or such other addresses as it designates in writing, and the date of giving notice shall be the date of deposit in the United States mails:

Centro Cultural Chicano, Inc.
1800 Olson Highway
Minneapolis, Minnesota 55411

Minneapolis Housing and
Redevelopment Authority
217 South Third Street
Minneapolis, Minnesota 55401

24. Miscellaneous. There are no understandings or agreements not incorporated in this lease except as may be provided in a written addendum signed and accepted by both parties. This is a Minnesota contract and shall be construed according to the laws of Minnesota. The captions in this lease are for convenience only and are not a part of this lease. The covenants and agreements hereof shall as fully and completely bind the heirs, executors, administrators, legal representatives, successors and assigns of the parties hereto as if they had been specifically mentioned in each of said covenants and agreements. If any provision in this lease should for any reason be adjudged invalid or illegal, that provision shall be deemed omitted herefrom and shall not invalidate any other provision of this lease and the remainder hereof shall remain in full force and effect.

IN WITNESS WHEREOF, Lessor and Lessee, respectively, have duly signed and sealed these presents, the day and year first above written.

IN THE PRESENCE OF:

THE HOUSING AND REDEVELOPMENT AUTHORITY
IN AND FOR THE CITY OF MINNEAPOLIS

By _____
James R. Lemley, Executive Director

CENTRO CULTURAL CHICANO, INC.

By _____

1982 - City Council . Friday
HUD.

lawyer - to read and see if correct

1. proposal to buy & rehab -

2.

allowance 348 2514

1. Ken Webster 870
721-6116 8800

2. Richard Jeffman

3. Hallen -

4. 3'

5. Don Early

6.

7.

Jim Lemly -
Ex director

Bob Drew 348-2561
Dick Victor

MAYOR'S RECOMMENDATIONS ON 1981 CAPITAL IMPROVEMENT PROPOSALS
 REVIEWED BY CLIC'S HUMAN DEVELOPMENT/HEALTH AND SAFETY TASK FORCE FOR THE
 HUMAN DEVELOPMENT PROGRAM AREA

PROPOSAL NUMBER	PROPOSAL NAME/AGENCY	TASK FORCE RANK	CITY FUNDS REQUESTED	OTHER FUNDS	MAYOR'S RECOMMENDATIONS	
					AMOUNT	SOURCE
HD 2	Energy Program/Park and Recreation Board	17	37,000	63,000	-0-	
HD 27	Education for Cooperative Living: Inter- vention in Family Violence/Phyllis Wheatly Community Center	18	125,000	75,000	-0-	
HD 31	Central Library Renovation/Library Board	19	50,000	-	-0-	
HD 8	West Sand Flats/Park and Recreation Board	20	-	537,000	402,750	P.I.-Parks Bonds (Great River Road Reimbursed)
					134,250	P.I.-Parks Bonds (Regional Open Space Reimbursed)
HD 17	R.S.P. - Recreation Support Program/ Minneapolis Community Action Agency	21	44,000	18,000	-0-	
HD 5	Central Riverfront Acquisition/Park and Recreation Board	22	-	2,000,000	2,000,000	P.I.-Parks Bonds (Regional Open Space Reimbursed)
HD 10	Columbia Park/Park and Recreation Board	23	133,000	-	-0-	
HD 26	Waite House Neighborhood Center and Day Care Improvements/Pillsbury-Waite Neighborhood Services, Inc.	24	193,486	-	-0-	
HD 23	Removal of Barriers to Handicapped/Family and Children's Service	25	73,210	35,000	-0-	
HD 19	National Public Art Competition/Minneapolis Arts Commission	26	165,000	137,350	-0-	
HD 32	Automated Inventory Control/Library Board	27	616,000	-	500,000	Library General Fund
HD 18	Mar-Be Senior Citizen Ceramic Workshop/ Mar-Be Senior Citizen Ceramic Workshop	28	26,000	-	-0-	
HD 25	Southside Family School/Southside Family School	29	59,064	31,565	-0-	
HD 30	Unity Branch Renovation/Northside Settlement Services, Inc.	30	341,480	33,000	-0-	
HD 29	Renovation-Rehabilitation of Chicano-Latino Program/Centro Cultural Chicano	31	223,000	-	-0-	
HD 1	Park Board Offices/Park and Recreation Board	32	925,000	-	-0-	
TOTALS:			\$ 8,015,648	\$ 4,233,212	\$4,692,850	

CENTRO CULTURAL CHICANO

July 10, 1980

BOARD TRAINING OUTLINE

July 10, 1980

Mission

Some notions and suggestions on the organizational structure.

- * The Partnership- Board/Staff.
- * Working Committees of Board/Staff.
- * Job descriptions Board officers and Committee Chairpersons.
- * Commitment to Board, Time-Energy-money. Do your part.

Find
Rough
draft

topusmal
Final approval
full Board.

August 14, 1980

VISION!

Budget

How a good Board/Staff relationship works.

- * Acceptance, Understanding, accountability of role.
- * Acquire a shared meaning of "Centro's" mission.
- * Lines of authority Board/Staff.

Chair!

Frontline

September 11, 1980

Working Committees and their effectiveness,
Decision Making.

- * Board participation/Staff participation.
- * Policy making
- * Administrative Decisions
- * Operations Decisions

October 9, 1980

Board Purposes and Responsibilities

- * Formulate and establish policy.
- * Financial Development and Management
- * Legal Affairs
- * Resource Development, Human-Physical, financial
- * Public Relations
- * Organization Development

November 13, 1980

The Board as a group.

- * Group Process
- * Group climate and structure- its influence on members.
- * Hidden Agendas
- * Communication, Interaction, Participation, Influence.

December 11, 1980

Building a Leadership Base and Organizational Continuity.

- * Development of Board Leadership
- * Respond to new needs and be a change agent.
- * Vision and future, Excellence
- * Diversified Funding Sources

BOARD AND STAFF TRAINING

"A PARTNERSHIP EXPERIENCE"

July 1, 1980

This document constitutes a Training Agreement between Centro Cultural Chicano and Interact Salvador J. Valdovinos. The Training provided is for the Board of Directors and in-service training for the staff.

This training consists of 6, thirty minute training sessions with the Board of Directors immediately preceding the Board Meeting. Training will be at 7:00 p.m. on the following dates; 7/10, 8/4, 9/11, 10/9, 11/13, 12/11 of 1980.

There will also be 6 in-service training sessions for the staff of 1 1/2 hr. duration from 3:30 -- 5:00 p.m. starting; 7/7, 8/4, 9/11, 10/6, 11/3, 12/1 of 1980.

The cost for this training package is \$600.00. Payment to start 7/15/80 in the amount of \$100.00 and to continue through 12/15/80, until \$600.00 is paid.

Interact will bill Centro Cultural Chicano by the 10th. of each month. First billing to occur 7/10/80.

Centro Cultural Chicano will assume responsibility for copying and distributing the training materials and handouts that will be provided by Interact.

*
let. all typed items in
Wed. of mo.
Agenda
min.

signed

Salvador J. Valdovinos
Salvador J. Valdovinos, President

signed

Eduardo Villalon, Board Chairperson

signed

Donn J. Vargas, Executive Director

get
an
Advisory Board
Charter.

let

CENTRO CULTURAL CHICANO

1800 Olson Memorial Highway Minneapolis, MN.

NOTICE OF BOARD OF DIRECTOR'S MEETING

The July meeting of the board of director's meeting of Centro Cultural Chicano will be held at 7:00 p.m. on Thursday July 10 in the Centro Cultural Chicano Building, board meeting room.

AGENDA

Call to Order

Roll Call

Minutes of the June 12, 1980 Meeting

Treasurer's Report

Standing Committee Reports

Finance Committee

Personnel Committee

Membership Committee

Program Committee

Information & Services Committee

* Executive Committee

Ad Hoc Committee Reports

Constituency Advisory Council

Executive Director's Report

Other Business as suggested

* - Denotes Board Action required, detailed information contained in committee report

CENTRO CULTURAL CHICANO

1800 Olson Memorial Highway Minneapolis MN. 554__

MINUTES OF BOARD OF DIRECTOR'S MEETING

June 12, 1980

The monthly meeting of the board of directors was held at the Centro Cultural Chicano office on Thursday June 12, 1980. The meeting was called to order by President Eduardo Villalon.

Present-----List all members of the board present from the roll call in Alphabetical order.

Absent-----List all members absent from the roll in alphabetical order.

Minutes: The Minutes of the May 8, 1980 were approved as printed and mailed to board members.

Treasurer's report The treasurer, John Pacheco reviewed the revised financial statement for the period ending May 31, 1980. The report and filed for audit.

Finance Committee

Note (follow the agenda as it flowed at the meeting)

CENTRO CULTURAL CHICANO

1800 Olson Highway Minneapolis, MN. 554__

BOARD OF DIRECTORS

FINANCE COMMITTEE CHAIRPERSON - -JOB DESCRIPTION

OBJECTIVE: To provide direction and leadership to the finance committee in carrying out the fiscal responsibilities of C.C.C.

RESPONSIBLE TO: The Chairperson of the Board of Directors.

RESPONSIBILITIES:

I. Finance Committee:

- A. Serves as committee chairperson responsible for scheduling monthly meetings.
- B. Assures that committee sets goals and objectives in accordance with C.C.C. goals and objectives establishing time-table for implementation.
- C. Cooperatively with the Executive director prepares monthly agenda for board.
- D. Appoint a recorder to take minutes and assure that these minutes are sent to C.C.C. office on or before 1st. Wednesday of each month.
- E. Submit annually the finance committee roster to board Chairperson no later than 10 days before the first board meeting of the new fiscal year.
- F. Reports Finance Committee action to the board of Directors.
- G. Keep updated records on job performance of finance committee members.

II. BUDGETING:

- A. Works with the treasurer and Executive Director in preparing proposed and revised agency budgets, for presentation to the United Way.
- B. Seeks committee approval of budgets prior to presentation to the Board of Directors.

III. FUND RAISING

- A. Seeks committee endorsement and Board approval for any Fund Raising events, activities or programs. Appoints Fund Raising Chairperson. Receives bids and recommends to the Board of Directors product companies to be contracted for sale. Reviews fund raising programs and activities and reports results to the board of directors.
- B. Presents fund raising requests to the Finance Committee for their approval/ disapproval.
- C. Assists in United Way presentations if needed.

IV. FINANCIAL CONTROL:

- A. Works with the Treasurer, Executive Director and bookkeeper (if there is one) by monitoring financial statements and presenting financial reports to the finance committee and Board of Directors.
- B. All non-budget expenditures in excess of \$ _____ must have the approval of the finance committee and be authorized by the Board of Directors. Finance committee has authorization to approve non-budget items up to \$ _____ without Board of Directors approval.

IV. Other duties as may be assigned by the Board of Directors Chairperson.

CENTRO CULTURAL CHICANO

1800 Olson Highway Minneapolis, MN. 554__
BOARD OF DIRECTORS

PERSONNEL COMMITTEE CHAIRMAN - JOB DESCRIPTION

OBJECTIVE: To enable and assist the Executive Director to develop and administer the paid personnel needs of the staff at C.C.C.

RESPONSIBILITIES:

committee

- I. To call and preside at monthly personnel meetings.
- II. To take responsibility for arranging that that minutes and documentation of meetings and decisions be maintained.
- III. To appoint representative personnel people from the board and from the field of personnel, benefits, wage and salaries, insurance, and any other appropriate discipline.
- IV. To arrange for annual and periodic performance review of the Executive Director with appropriately selected representatives from the personnel committee.
- V. To be a respondent with personnel committee to issues of personnel, involving conflicts, questions of salary, benefits, and performance competencies, hiring and dismissal and interpretation of personnel policies and practices;.
- VI. Assure the performance of the following committee tasks:
 - A. Recommend to the board a plan for staff positions and salary ranges.
 - B. Develop policies, practices, and materials related to the recruitment, selection and training of staff.
 - C. Develop personnel policies for all staff positions at C.C.C.
 - D. Recruit, interview and review qualifications of candidates for position of Executive Director; make recommendations to the board for its action.
 - E. Plan for Executive Director orientation.
 - F. Confer with Executive Director on employment of staff and other personnel matters.
 - G. Work closely with board Chairperson and Executive Director on matters relating to personnel benefits, salaries, leaves, etc....
 - H. Prepare and submit to the finance committee a budget which reflects the personnel needs of C.C.C. (i.e. number of positions, salaries, benefits, recruiting costs, staff training costs, etc..)
 - I. Keep abreast of Laws and Legislation pertaining to personnel matters.
- VII. To attend and participate at monthly board meetings.
- VIII. To attend annual and continuous board training.
- ~~XII.~~
- IX. Other duties as may be assigned by the Board Chairperson.

CENTRO CULTURAL CHICANO

1800 Olson Highway Minneapolis, MN. 554 --

BOARD OF DIRECTORS

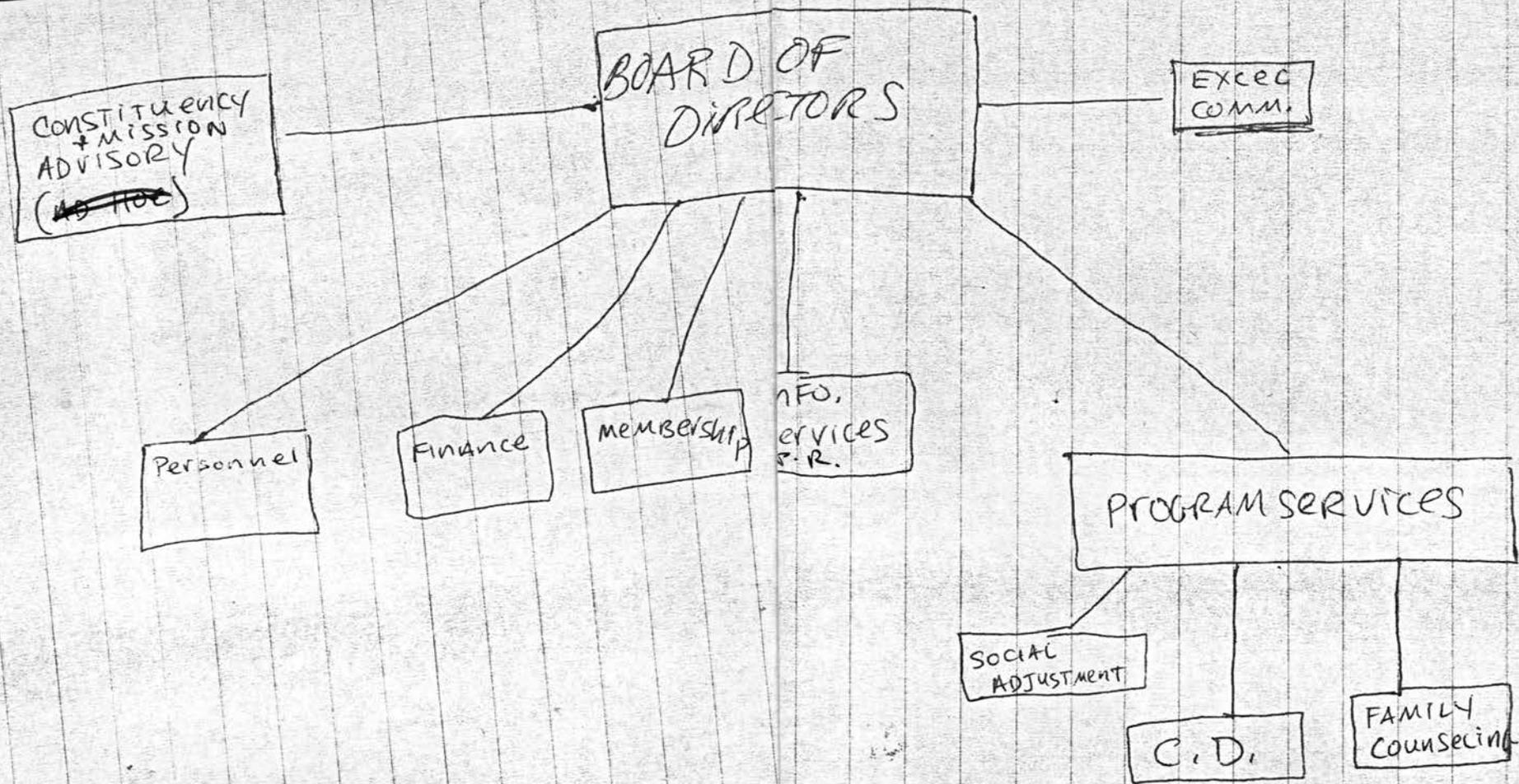
NOMINATING COMMITTEE CHAIRPERSON - JOB DESCRIPTION

OBJECTIVE: To seek out and provide competent community people who will serve on the Centro Cultural Chicano Board of Directors.

Responsible To: The Chairperson of Centro Chicano Cultural

RESPONSIBILITIES:

- I. Maintain data on current board members and factors affecting tenure and turnover.
- II. Constantly be Aware of potential candidates.
- III. Call and chair meetings as deemed necessary.
- IV. Search and recruit new people to fill positions as they become available.
- V. Present Slate of officers at annual meeting and provide short resume on each candidate.
- VI. Attend annual and continuous board training.
- VII. Other duties as may be assigned by the chairperson.



CENTRO CULTURAL CHICANO

Board Retreat

May 31, 1980

- 9:00 - Introduction: Agenda and Ground Rules
- 9:15 - Individual Introduction by Board members and brief statement (2 minutes) on what Centro should be doing and how we as a Board can best service Centro.
- 9:45 - Discuss structure of Board and restructure if agreed upon.
- 10:30 - Break
- 10:40 - Set up committees. Each committee will meet and discuss functions and long range planning. *Ec. New. Op.*
- 11:30 - Each committee will inform the general body of their functions as they see it and summary of future plans.
- 12:00 - 1:00 LUNCH
- 1:00 - Discuss By-Laws and alter if necessary
-
- 3:00 - Board Meeting - Old Business
-
- 5:00 - Dinner
-

Proposals by Marula Trujillo

(3) (5)

Executive + Steering

EXECUTIVE COMMITTEE

5-

Committee 1 Chairperson Dept Building 2 members incl. chairperson John Pacheco	Committee 2 Chairperson Pub. Relations 3 members + chpsn Jane Bethke	Committee 3 Chairperson Personnel + Policy 3 members + ch Blank	Committee 4 Chairperson Finance + Programs 3 members + ch	Committee 5 Chairperson To be proposed Membership 3 members + ch	Officers - Pres. V-Pres, Sec. Treas.
--	---	---	--	--	--------------------------------------

Job descript:
Perform review of chair 3 mos

The committees will meet twice a month; Board members once. The staff or the Executive Director will refer any matters pertinent to the committees which will then discuss and resolve. Those that are resolved will be marked "Consent" items, those that are not resolved will be marked "Discussion" items which means that the committee wants the full board to discuss the issues and resolve them at those meetings. Each chairperson will also give a monthly report, as will the CCC Executive Director. Donn's report will contain those items for which there is no committee to resolve, and will be largely the administration of the Centro. Each Board member may sit on as many committees as they have time for, but each committee should not exceed five members. Nor should any member hold two "Chairperson" positions. The officers will assume past duties of calling and conducting meetings according to Roberts Rules of Order.

Any activities proposed by Centro staff should go to the Finance and Programs Committee which will then bring it to the Board for final approval.

This system decentralizes the workload of the President, and makes everyone work. In the past, Board members have been too dependent on the officers for the functioning of the Board, and others have engaged in individual actions that were not known by other members of the Board. By the monthly reports, we will know what committees are functioning, and if the content of the committee does not lend itself to fruition, other avenues of success ought to be explored. That is, if one committee's work has a future deadline, and does not lend itself to immediate work, the name of that committee ought to be changed, so that the committee can work on an immediate goal.

- Com. 1-4 - were combined - John Pacheco
- Com. 2 - P.R. - Jane Bethke
- Com. 3 Personnel -
- Com. 4 - membership - com - Ramon Rocha
- Com. 5. Com. Outreach - Development - Al. Garcia

mt

EXECUTIVE COMMITTEE

Committee 1	Committee 2	Committee 3	Committee 4	Committee 5	Officers - Pres. V-Pres, Sec. Treas.
Chairperson	Chairperson	Chairperson	Chairperson	Chairperson	
Res. + Devpmt Building Facility(s)	Pub. Relations Membership	Personnel + Policy	Finance + Programs/Prod.	To be proposed ARTS/ED.	
3 members incl. chairperson	3 members + chpsn	3 members + ch	3 members + ch	3 members + ch	

Executive Director and ~~Centro Cultural Chicago~~ Staff

The committees will meet twice a month; Board members once. The staff or the Executive Director will refer any matters pertinent to the committees which will then discuss and resolve. Those that are resolved will be marked "Consent" items, those that are not resolved will be marked "Discussion" items which means that the committee wants the full board to discuss the issues and resolve them at those meetings. Each chairperson will also give a monthly report, as will the ~~CC~~ Executive Director. ~~Don's~~ report will contain those items for which there is no committee to resolve, and will be largely the administration of the ~~Centro~~. Each Board member may sit on as many committees as they have time for, but each committee should not exceed five members. Nor should any member hold two "Chairperson" positions. The officers will assume past duties of calling and conducting meetings according to Roberts Rules of Order.

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mt

1981 SALARY SCHEDULE

	<u>Range</u>	<u>Actual</u>
1. Executive Director	\$20,000.00 -	\$20,000.00
2. Associate Director	16,000.00 - 20,000.00	16,000.00
3. Program Supervisor	13,500.00 - 14,500.00	13,500.00
4. C.D. Co-ordinator	13,500.00 - 14,500.00	13,500.00
5. Administrative Assistance	13,000.00 - 14,000.00	13,000.00
6. Program Worker	11,000.00 - 12,000.00	11,500.00
7. Program Worker	11,000.00 - 12,000.00	11,500.00
8. Program Worker	10,000.00 - 12,000.00	11,500.00
9. C.D. Counselor	12,000.00 - 13,000.00	13,000.00
10. C.D. Counselor	12,000.00 - 13,000.00	13,000.00
11. C.D. Advocate	11,000.00 - 12,000.00	11,500.00
12. C.D. Advocate	11,000.00 - 12,000.00	11,500.00
13. Sec/Recp	9,500.00 - 10,500.00	<u>10,500.00</u>
		\$170,000.00

CENTRO CULTURAL CHICANO
STAFF NAMES & ADDRESSES:

Ricardo Nevilles
2119 Sherdan Avenue, No.
Mpls., MN 55411
588-2984

Eulalia Smith
3235 Lyndale Avenue, North
Mpls., MN 55412
529-3189

Fermina Hernandez
1622 Vincent Avenue
Mpls., MN 55411
521-4121 or, 529-1112

CENTRO SENIORS' PROGRAM
STAFF NAMES & ADDRESSES:

Jose A. Gaitan
1315 Olson Memorial Hwy.
Mpls., MN 55411
377-4749

Penny Cervantes
13816 Shirley Dr.
Burnsville, MN 55337
890-1183

Lupe Villagomez
2359 Thomas Avenue, North
Mpls., MN 55411
588-9516

Rachael Vargas
2119 Emerson Avenue, North
Mpls., MN 55411
374-4505

CENTRO CULTURAL CHICANO

1800 Olson Memorial Highway
Minneapolis, Minnesota 55411
(612) 374-2996

HOLIDAYS

1979

NEW YEARS DAY	JANUARY 1ST
MARTIN LUTHER KING DAY	JANUARY 15TH
PRESIDENTS DAY	FEBRUARY 19TH
CINCO DE MAYO	MAY 4TH
MEMORIAL DAY	MAY 28TH
4TH OF JULY	JULY 4TH
LABOR DAY	SEPTEMBER 3RD
MEXICAN INDEPENDENCE DAY	SEPTEMBER 17TH
THANKSGIVING DAY	NOVEMBER 22ND
DIA DE LA VIRGIN DE GUADALUPE	DECEMBER 12TH
CHRISTMAS DAY	DECEMBER 24TH & 25TH

IF OFFICIAL HOLIDAY FALLS ON A SATURDAY IT IS OBSERVED ON
A FRIDAY - IF IT FALL ON SUNDAY IT IS OBSERVED ON MONDAY

IS CO-SPONSORED BY THE MINNEAPOLIS COMMUNITY ACTION AGENCY

CENTRO CULTURAL CHICANO

BOARD OF DIRECTORS

Chairperson

Felino de la Pena
2117 2nd Ave. So.
Mpls, MN 55404
340-3452

Francisco Guzman
1208 Portland Ave. So.
Saint Paul, MN 55104
645-3332

Ramon Rocha
2200 73rd Court No.
Brooklyn Park, MN
55444
566-3475 eve's.
571-9281 days

Antonio Arellano
2111 Willow Ave. No.
Mpls, MN 55411
521-0286

Gonzalo Mujica
6101 Fremont Ave. No.
Brooklyn Center, MN
55430
771-8845 ext. 58
(7:00 am to 2:45 pm only)

Aurelia Gonzalez
3217 20th Ave. So.
Mpls, MN 55407
729-1161

Rafeal Esparza
2022 Park Ave. So.
Mpls, MN 55404
296-4600

Jose Cortez
7340 Dawn Ave.
Inver Grove Hgts.
MN 55075
451-8767 eve's
376-8020 days

Irene Bethke
4649 Decatur Ave. No.
New Hope, MN 55428
537-0469

Eduardo Villalon
KDAN P.O. Box 159
Woodbury MN 55055
459-1370

Rudy Pacheco
3045 15th Ave. So.
Mpls, MN 55407
729-1852

Albert Garcia
8609 West River Rd.
Brooklyn Park, MN
55444
566-8145

*Note

The rest of the executive committee has not been chosen yet, due to the recent election (4-21-79) of board members.

CENTRO CULTURAL CHICANO

1800 Olson Memorial Highway
Minneapolis, Minnesota 55411
(612) 374-2996

DRAFT

Since 1974, Centro Cultural Chicano has been dedicated to the social, *civic* economic and cultural advancement of the Hispanic population, the largest minority in Minnesota. In addition to our human services, we provide educational and cultural activities to the bilingual/bicultural and Monolingual persons of Hispanic origin, who would not otherwise utilize opportunities and services that are available to the community at large.

Centro will continue to advance the cultural background and history of the Hispanic peoples. Ultimately we strive towards helping Hispanics become strong, self-sufficient, while achieving a better standard of living, as well as a better awareness and pride of their Hispanic heritage.

I hope you will join us in supporting this amendment.

Gracias,

~~Albert Garcia~~



/cr

A United Way
Agency

A PARTNERSHIP

The association of lay persons and staff represents a working relationship. A partnership that recognizes and respects the fact that each has a different set of functions and responsibilities to perform. This partnership is too precious to be managed by precise rules and regulations. However it is a relationship, that in order for it to function meaningfully, reliably and effectively, requires attention, negotiation, open discussion, and an acceptance of the fact that the roles of both are uniquely different. Central to the health of the partnership is a respect and appreciation for the unique contribution each can make to the organization and its development.

TWO LINES OF RESPONSIBILITY

A key principle in organizational effectiveness is to encourage two lines of responsibility. These two lines are distinctly clear but coordinated. The lay line of responsibility and the staff line of responsibility. The lay line of responsibility begins with the board chairperson or president, and the staff line of responsibility begins with the staff Executive Director. An open, trusting and responsible relationship is essential for the partnership to work smoothly and effectively for all concerned. This vital spirit of trust in this partnership requires monitoring and is not to be taken for granted. It is the responsibility of all board and staff members to nurture and build this trust. If any board or staff person does not experience this trust, it is vital that the individual comment openly so that it may be looked at and considered.

CENTRO CULTURAL CHICANO

1800 Olson Memorial Highway
Minneapolis, Minnesota 55411
(612) 374-2996

DRAFT

Since 1974, Centro Cultural Chicano has been dedicated to the social, economic and cultural advancement of the Hispanic population, the largest minority in Minnesota. In addition to our human services, we provide educational and cultural activities to the bilingual/bicultural and mono-lingual persons of Hispanic origin, who would not otherwise utilize opportunities and services that are available to the community at-large.

Ultimately, we strive for economic self-sufficiency leading to a better standard of living and complete realization of our human resources.



8-28-80

BOARD AND STAFF TRAINING

"A PARTNERSHIP EXPERIENCE"

July 1, 1980

This document constitutes a Training Agreement between Centro Cultural Chicano and Interact Salvador J. Valdovinos. The Training provided is for the Board of Directors and in-service training for the staff.

This training consists of 6, thirty minute training sessions with the Board of Directors immediately preceding the Board Meeting. Training will be at 7:00 p.m. on the following dates; 7/10, 8/4, 9/11, 10/9, 11/13, 12/11 of 1980.

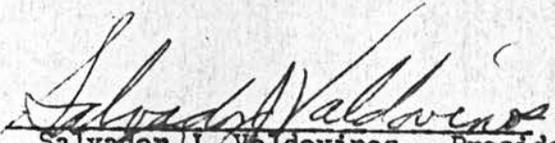
There will also be 6 in-service training sessions for the staff of 1 1/2 hr. duration from 3:30 -- 5:00 p.m. starting; 7/7, 8/4, 9/11, 10/6, 11/3, 12/1 of 1980.

The cost for this training package is \$600.00. Payment to start 7/15/80 in the amount of \$100.00 and to continue through 12/15/80, until \$600.00 is paid.

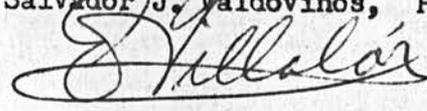
Interact will bill Centro Cultural Chicano by the 10th. of each month. First billing to occur 7/10/80.

Centro Cultural Chicano will assume responsibility for copying and distributing the training materials and handouts that will be provided by Interact.

signed


Salvador J. Valdovinos, President

signed


Eduardo Villalon, Board Chairperson

signed

Donn J. Vargas, Executive Director

ASEGURANDO PARTICIPACION

Much of this outline deals with preparation for effective participation by the Hennepin County Hispanic Community in the matters of Centro Cultural Chicano and other representative boards. It will be important to focus on the specific requirements of participation as outlined.

As the individual community member prepares to take part in organizational activity, he/she becomes concerned with what will be expected of them. What is expected by persons in leadership can be made clear through viable accountability to the community. No effective leader will comfortably make a collective decision by him/herself without extensive knowledge of the problems that only a constituency can provide.

Hennepin County's Hispanics are spread throughout the various wards and municipalities. Both the overall community group and the county area are far too large for direct interaction. The only way to obtain overall county participation in such large groups and areas is to have several organizational interactions at the same time in the different wards and municipalities to secure a true collective power for the larger group overall. Thus the large overall community group is to be divided into wards and municipalities for representative purposes. Each ward and municipality will be asked to select leadership and decide what it will report to the whole assembly by way of contribution-assessment or solution. At the end of elections, the large group will hear from each ward/municipality by way of its elected leader. In this way, every individual Hispanic citizen takes an active role in the deliberation even though their contribution is filtered through the leader for his/her ward or municipality. Of course the success of this election system depends largely on the quality of grass roots organizing done in each ward or municipality. The first step is to develop a resident listing of voter eligibility. The next step is to inform the citizenry of its rights to "self organize".

Planning for the necessary meetings, registrations, elections and monitoring are far too detailed for other than cursory mention here. Rather workshops should be held for such activity. Once again, the collective power of the Hispanic Community is what is to be gained here and when all the rhetoric is cleared away, this is what this outline essentially is all about.

I. FINDINGS

- (1) Self dealing, tokenism, apathy and disorganization have been causing the strong lack of collective power for Hennepin County's Hispanic community when dealing with both Public and Private institutions.
- (2) Only a strong election system and procedure can provide the necessary bargaining power for the Hispanic community in its negotiations with Hennepin County's Public and Private Governmental structure. Lack of organized power, on the part of Hennepin County's Hispanic community, can only maintain and promote lower standards of living and suppression of Hispanic power.

II. POLICY

It is hereby declared to be the policy of the Hennepin County Hispanic Community to eliminate amongst itself all inequalities of bargaining power by encouraging the practice and procedure for representative elections by ward and municipality within the Hennepin County Hispanic community by protecting the exercise of Hispanic citizens' rights to self organization and designation of representation of their choosing for the purpose of negotiating the terms and conditions of their citizenship status within Hennepin County, State of Minnesota.

? - Legal -

III. COMMUNITY RELATIONS "CORTE"

The Community Relations Court (hereinafter called "Corte") shall consist of (7) members, (3) of which will be elected ward/municipality representatives, (1) Centro Cultural Chicano staff person, (1) University of Minnesota faculty and (2) at-large elected "Corte" members only.

The purpose of the "Corte" is to create jurisdiction for the "Corte" over questions of unfair practices and questions of Community representation. All election supervision and monitoring shall be either done or delegated by the "Corte".

IV. RIGHTS OF HENNEPIN COUNTY HISPANIC CITIZENS

Citizens shall have the right to self organization to form, join or assist community organizations, to bargain collectively through representatives of their own choosing and to engage in other concerted activities for the purpose of mutual aid or protection and shall equally have the right not to self organize except to the extent that such right may be affected by an agreement requiring membership as a condition of particular community status as authorized in this outline.

V. REPRESENTATIVES AND ELECTIONS

- A. Ward and municipality representatives designated or selected for purposes of collective bargaining by the majority of citizens in an election, shall be the exclusive representatives of all the citizens in such elections with respect to that area.
- B. When ever dispute affecting representation arises concerning the representation of wards or municipalities, the "Corte" may investigate such controversy and certify to the parties, in writing, the name or names of the representatives that have been designated or selected. The "Corte" shall provide for an appropriate hearing upon due notice, and may take a secret ballot of citizenry or utilize any other suitable method to ascertain such representatives.

1. WHENEVER A PETITION SHALL BE FILED WITH THE "CORTE":
 - a) by a ward, municipality or group of citizens or community organization acting in their behalf alleging that a substantial number of citizens (30%)
 - (i) wish to be represented or
 - (ii) assert that the individual or community organization, which has been certified by the "Corte" is no longer representative or
 - (iii) alleging that one or more individuals or community organizations presents to them a claim to be recognized as the exclusive ward/municipality representative

The "Corte" shall investigate such petition and if it has reasonable cause to believe that a question of representation affecting community movement exists, shall provide for an appropriate hearing upon due notice.

- C. No election shall be directed, accepted or allowed within which in the preceding _____ period, a valid election shall have been held.

In any election where none of the choices on the ballot receives a majority, a run off shall be conducted between the two choices receiving the largest and second largest number of valid votes.

VI. INVESTIGATORY POWERS

The "Corte" shall at all reasonable times have access to, for the purposes of examination, and the right to copy any evidence of any person being investigated, or any matter that relates to the investigation in question.

The "Corte" shall issue subpoenas requiring the attendance and testimony of witnesses or the production of evidence in such proceedings.

In cases of refusal to obey a subpoena, the "Corte" shall issue an order requiring such person to appear before the "Corte" and failure to obey such order of the "Corte" may be punished by said "Corte" as contempt thereof.

Any person who shall willfully resist, prevent, impede or interfere with any member of the "Corte" or any of its agents in the performance of the duties of this outline shall be punished by picket, public disclosure and/or any other affirmative action necessary to effectuate the policies of this outline designed for the most representative and continuous Hennepin County Hispanic Movement possible.

SUB- PROGRAM: Chemical Dependency
 ACTIVITY: Crisis Intervention & Referral

1980 FUNDING PROPOSAL NARRATIVE

AGENCY NAME: Centro Cultural Chicano

A. continued

The current social service delivery system is unprepared to deal with the needs of the Chicano/Latino population. The under-utilization of social services by the Chicano/Latino population, is related to the lack of professional bilingual and bicultural staff present within the currently existing system. Presently, they can use only those social services focused on the problems of survival. The major objective then is to provide human services to Chicano/Latinos in situations where age, poverty, language or cultural barriers may be a problem in obtaining services or meeting personal needs.

It is imperative that the social service delivery system address the needs of the continually expanding Chicano/Latino population.

* B. PROGRAM GOAL

A major goal of the Centro is to unite the Chicano/Latino people of the Metro area so that they have greater access and use of social and economic resources in our community.

The objective is to provide social services to the Chicanos/Latinos in situations where age, poverty, language or cultural barriers may be a problem in obtaining services or in meeting personal needs.

Centro's history and clear identification of the problem has crystalized into the development of solid objectives that are reasonable, measurable and obtainable.

OBJECTIVES:

To meet the needs of Chicanos/Latinos in crisis situations through advocacy, and to increase their utilization of social services provided by the public and voluntary service delivery system;

1. to identify problems in first contact or interview
2. to interpret community services, such as health, education, and employment resources, etc.
3. to assist families and individuals whose situation may be symptomatic of social, economic, physical or psychological problems
4. to motivate clients to seek services for resolving their problems .

ACTIVITIES:

Include: interviewing and/or counseling with persons needing service and providing information about services available; escort, translation and referral (if necessary) to another agency best equipped to handle their problem, and provide appropriate follow-up. The nature of interventive assistance requires that the agency act on behalf of the client as an advocate.

FORM #5

Octubre 1, 1974

Estimados Hermanos de Raza

Las Organizaciones Chicanos Vercerañ, y Centro Cultural Chicano le extienden una cordial invitación para que participe a su primera conferencia en Educación Bilingüe-Bicultural que se va a llevar a cabo en Spring Hill Conference Center, en del día 26 y 27 de Octubre de 1974.

El proposito de ésta conferencia es para discutir y diseñar con la comunidad Mexico-Americana los conceptos y necesidades de la Educación Bilingüe y Bicultural en nuestra comunidad y en nuestro Centro Cultural Chicano.

Nosotros sabemos que su participación ayudará a efectuar los resultados que La Raza anhela.

Adjuntamos el programa. Por favor, Mandenos su respuesta inmediatamente pues nosotros necesitamos saber quien puede participar, puesto que los vacantes son limitados y Nosotros acomodaremos a los que contesten primero de acuerdo con las reglas.

Sí Tiene alguna otra pregunta llame ud. al Señor Donn Vargas al Numero 374-2251.

Hasta La Victoria

Centro Cultural Chicano

October 1rst., 1974

Estimados Hermanos en La Raza:

The Chicanos Vencerán and Centro Cultural Chicano wish to invite you to participate in their Bilingual-Bicultural Education Conference at Spring Hill Conference Center, October 26 and 27, 1974.

The purpose of this conference is to acquaint our Mexican American community with the concepts and needs for bilingual-bicultural education in our community, at our Own Cultural Center.

We know that your participation will aid in effecting the results and goals we all seek for La Raza.

Enclosed is the program. Please send us your response immediately, as we must know who can participate, since our attendance slots are limited in number, and we will accomodate participants on the basis of first come, first served.

For further information, call Don Vargas at 374-2251.

En carnalismo,

Centro Cultural Chicano



● Chicanos Venceran
Tlaloc, Aztec Rain God

CHICANOS VENCERAN

1800 Olson Memorial Hwy.
Minneapolis, MN 55411

Estimados Hermanos:

Chicanos Venceran will be holding its 1979-80 elections meeting. The executive positions open will be President, Vice President, Treasurer, and Secretary. The nominations may be sent to : 1800 Olson Memorial Highway in care of Centro Cultural Chicano. All appointments will be made by a majority body at this forth coming meeting.

Chicanos Venceran is a community based organization, interested in the advancement of Hispanic peoples. If you would like to help with this mission you are invited to attend this meeting.

Place: 1800 Olson Mem. Hwy.
Minneapolis, MN 55411

Time: 1:30 to 3:30 p. m.

Date: April 14, 1979

For further information call 374-2996

CENTRO'S SERVICES FOR SPANISH SPEAKING SENIORS

1800 Olson Memorial Highway
Mpls., Mn. 55411
(612) 377-3183



CHALCHIHUITLICUE
WATER GODDESS

REPORT TO THE MEMBERS OF THE BOARD OF DIRECTORS, CENTRO
CULTURAL CHICANO -- MEETING OF OCTOBER 11, 1979

*U
7,200
aide 7,2-79*

STAFF: Elena DeVoto is no longer with the Seniors' Program. Her last working day was September 28th so we are again working without a coordinator. The Seniors' meetings and other activities will be coordinated by the secretary, Penny Cervantes, the service aide, Lupe Villagomez, and the Director, Jose Gaitan, until such time as a new coordinator can be hired.

11/20/79

VAN: The van was picked up and returned to the leasing company on October 1st because it broke down once again while in the process of picking up seniors to be taken to a fundraiser held at the Native American Center on Friday, Sept. 28th. The van will not be returned to the Seniors' Program inasmuch as the lease expires in November and it is no longer feasible having the van in our possession, since it is constantly breaking down.

It is our hope that members of the board will be able to participate in and attend some of our activities, such as fundraisers, seniors' meetings, etc.

Respectfully,

JOSE A. GAITAN,
Project Director

JAG:pc



LEGAL SERVICES CORPORATION

733 Fifteenth Street, N.W., Washington, D.C. 20005 (202) 376-5100

Dan J. Bradley
President

NOTIFICATION OF SELECTION

DATE: July 31, 1979
TO: Felino de la Pena
FROM: Catherine Day-Jermany
SUBJECT: Participation in Client Board Training

This memorandum is to notify you that you have been selected to participate in the Client Board Training conference presented by the Office of Program Support of the Legal Services Corporation. The dates and conference site selected for this event are:

September 15-20, 1979
Holiday Inn-Thomas Circle
Massachusetts Ave. at Thomas Circle, N.W.
Washington, DC 20005
(202) 737-1200

For your convenience, I have enclosed information about the training content and materials related to the training. In addition, the information below should be of assistance to you in making your plans to attend this session. If for some reason you will be unable to attend this conference please call Ms. Mary McGerald at (202) 376-2508 at once.

ABOUT YOUR EXPENSES

The Legal Services Corporation will provide for certain expenses related to your participation in this conference. These expenses will be pre-paid or reimbursed as outlined below:

LODGING

The full cost of housing at the training facility will be provided (for selected participants only) from Saturday, September 15, 1979 through checkout time on Thursday, September 20, 1979. If you plan to arrive prior to Saturday, September 15, 1979 any expense you

BOARD OF DIRECTORS — Hillary Rodham, Chairman, Little Rock, Arkansas

Steven L. Engelberg
Washington, D.C.

Cecilia D. Esquer
Phoenix, Arizona

Michael Kantor
Los Angeles, California

Robert J. Kutak
Omaha, Nebraska

F. William McCalpin
St. Louis, Missouri

Revius O. Ortique, Jr.
New Orleans, Louisiana

Howard R. Sacks
West Hartford, Connecticut

Ramona Shump
Topeka, Kansas

Richard Trudell
Oakland, California

Josephine Worthy
Holyoke, Massachusetts

CENTRO CULTURAL CHICANO

**1800 Olson Memorial Highway
Minneapolis, Minnesota 55411
(612) 374-2996**

SPECIAL ISSUE

CHICANO-LATINO

INSIGHT NEWS (a central city paper) will produce a series of four (4) companion publications in the months ahead to complete the ETHNIC HERITAGE series. The next edition, scheduled for late April, will highlight the CHICANO/LATINO experience in the Twin Cities and in Minnesota.

CENTRO CULTURAL CHICANO is seeking articles, illustrations or interviews for the publication of the ethnic heritage series.

This issue will be dedicated to CINCO DE MAYO , and should reflect ethnic, community, and midwestern experiences and writings, which speak to social and political issues.

Address all contributions and/or inquiries to the above address.

DEADLINE APRIL 11, 1979

IS CO-SPONSORED BY THE MINNEAPOLIS COMMUNITY ACTION AGENCY

ISSUE DATE: February 1, 1979

CLOSING DATE: Open

SCHEDULE B**

VACANCY ANNOUNCEMENT

U.S. DEPARTMENT OF COMMERCE / BUREAU OF THE CENSUS

COMMUNITY SERVICES SPECIALIST

GG-5 through GG-11 (\$10,507 per year to \$19,263 per year depending on qualifications)

Location of Duty Station: Minneapolis/St. Paul, Minnesota Target Area.

The selected applicant will receive training in the Kansas City Regional Office and Washington, D.C. during the first three months of training. Upon completion of training, selected applicant will usually be working in the following area:

Minneapolis/St. Paul and surrounding area Estimated entrance on duty: open

Community Services Specialists serve as representatives of the Census Bureau to minority communities, conveying the importance of participation in the 1980 decennial census. Specialists are responsible for the building of community awareness for the census through the establishing of contacts with local leaders and community based organizations. These contacts are designed to increase understanding of the availability and uses of census data. In carrying out this role, the individual will be required to conduct meetings, conferences, seminars, workshops, etc. effectively. Given the nature of the work, the tour of duty for these positions is likely to include work in the evening and on the weekends. The position will also require travel throughout the assigned target area given above and travel to training sites elsewhere.

Qualifications: A minimum of three years paid or volunteer experience which demonstrates the applicant's ability to 1) communicate effectively orally and in writing; 2) exercise mature judgment in pressure or crisis situations; 3) work with one or more of the targeted minority populations (i.e., Black, Spanish Origin, American Indian, Asian and Pacific Islanders, etc.); 4) be persuasive when dealing with both individuals and groups. Education may be substituted for experience, and the grade level for which an applicant is eligible will depend upon their experience and/or education.

How to Apply: Applicants should submit a completed SF-171, Personal Qualifications Statement, which fully documents the applicant's experience, both paid and non-paid, relating to community involvement.

Where to Apply: U.S. Bureau of the Census
Kansas City Regional Office
4th and State Streets
Kansas City, Kansas 66101

ATTN: Supervisory Community
Services Specialist

** APPOINTMENT TO THIS POSITION DOES NOT CONFER COMPETITIVE STATUS IN THE CIVIL SERVICE. EMPLOYEES UNDER THE PROVISIONS OF THIS (SCHEDULE B) AUTHORITY ARE TEMPORARY NOT TO EXCEED 12/31/82. THE APPOINTMENT MAY BE EXPECTED TO CONTINUE THROUGH THE FALL OF 1980. THEY RECEIVE ALL FRINGE BENEFITS EXCEPT COVERAGE UNDER THE CIVIL SERVICE RETIREMENT SYSTEM.

Note: The U.S. Department of Commerce is an equal opportunity employer. Vacancies are filled in accordance with non-discrimination policies of the U.S. Government.

Report on Van contract Pg. 1
Submitted by Ed Villalon
July 12, 1979

A thorough investigation of all fact pertinent to the Senior Citizens van for transportation of senior citizens has turned up the following information.

The van has been somewhat abused by staff, and often has been used for non-official business.

The van rental lease charges are in line with current market conditions, and insurance costs reflect the accidents the van has been involved in, as well as its use for mass transportation.

The Seniors Program Staff has been abusive in manner and language when dealing with the lessor, Freeway Dodge. The Seniors Program has often been late, and very late in making payments, this has rendered a bad image for our people and center.

The high charges for parts and labor paid by the Seniors Program are the result of repair location, not an abuse or rip-off by the car dealer.

Due to the late delivery scheduled of the Urban Coalition van, (Nov. 79), and the fact that our van lease expires in Nov. 1979, I recommend the following:

The Board of Directors of Centro Cultural Chicano, instructs the Senior Citizens Program workers to use the van only during the hours of 8:00 a.m. to 3:00 p.m. weekdays when the Red Cross vehicles are not available.

All, I mean ALL use of van be documented thoroughly and clearly, dates, times, persons using van, reasons for use, mileage start, mileage end, place seniors transported. A sheet should be made up to facilitate the recording of the information regarding the use of van, the Director and staff must be informed.

Van Contract Page 2

Van must be used exclusively for official business, ie. transportation of seniors to essential services only, without exception.

Centro Cultural Chicano
1800 Olson Memorial Hwy,
Mpls, MN 55411

Non-Profit Org.
U. S. POSTAGE
PAID
Minneapolis, MN
Permit 427

Irene & Jack Bethke
4649 Decateur Ave. N.
New Hope, MN 55428

CENTRO CULTURAL CHICANO

**1800 Olson Memorial Highway
Minneapolis, Minnesota 55411
(612) 374-2996**

FUNDRAISER

SCRAMBLED EGGS WITH PEPPER, TORTILLAS AND
REFRIED BEANS, - ALSO MEXICAN SWEET BREAD
COFFEE OR PUNCH

SATURDAY AUGUST 4th

9:30 a.m. to 12:30 p.m.

ADULTS \$3.00

KIDS 12 & under \$2.00

BENEFICIO

DESAYUNO

HUEVOS REVULETOS CON CHILE
FRIJOLES Y TORTILLAS
PAN DULCE MEXICANO
CAFE O REFRESCO

SABADO EL 4 DE AGOSTO

DE LAS 9:30 a.m. HASTA LAS 12:30 p.m.

ADULTOS \$3.00 EL PLATO

NINOS DE 12 ANOS Y MENOS \$2.00

IS CO-SPONSORED BY THE MINNEAPOLIS COMMUNITY ACTION AGENCY

POLICE OFFICER TRAINING

Program will consist of:

- I. Two year law enforcement from the Metropolitan Community College. While in classroom training there is an allowance of \$2.75 per hr. 40 hrs. a week. Classes begin Sept. 18, 1979. Financing is available
- I. A six (6) month skill course, consisting of:
 - A. Use of fire arms
 - B. Traffic law enforcement
 - C. Defense tactics

All participants in the program must be certified for CETA Title VI.

To be eligible for Title VI an individual must be a Mpls. resident, and one of the following:

- A. Not have quit a full-time job paying minimum wage or more within the last six (6) months without good cause.
- B. Be unemployed at the time of application.
- C. Been unemployed for at least ten (10) of the twelve (12) weeks immediately prior to application.
- D. Have a family income which does not exceed 100% of the lower living standard income level.
- E. Be a member of a family which has been receiving public assistance for ten (10) of the twelve (12) weeks immediately prior to application.

If interested please contact:

Daniel Cortez at:

451-8767 evenings
374-2996 days
374-1119 days

Ruben Adan at:

588-3825 evenings
374-2996 days
374-1119 days

PROGRAMA DE ENTRENAMIENTO PARA POLICIA

EL PROGRAMA CONSISTE DE:

- I. CURSO DE DOS AÑOS EN EL ESFUERZO DE LAS LEYES EN EL METROPOLITAN COMMUNITY COLLEGE. MIENTRAS ESTA UNO INSCRIBIDO EN EL PROGRAMA DE ENTRENAMIENTO SE LE PAGARA AL ESTUDIANTE UN SALARIO DE \$2.75 POR HORA, 40 HORAS POR SEMANA. LAS CLASSES EMPEZARAN EL 18 DE SEPTIEMBRE DE 1979. FINANCIAMIENTO ESTA DISPONIBLE
- II. UN CURSO DE 6 MESES EN CONOCIMIENTOS PRACTICOS CONSISTE DE:
 - A. EL USO DE ARMAS
 - B. ESFUERZO DE LAS LEYES DE TRAFICO
 - C. TACTICAS DEFENSIVAS

TODOS LOS PARTICIPANTES EN EL PROGRAMA DEBEN CALIFICAR PARA CETA TITLE VI.

PARA CALIFICAR PARA TITLE VI UNO DEBE DE SER RESIDENTE DE MINNEAPOLIS Y CUMPLIR CON UNO DE LOS SIGUIENTES REQUISITOS:

- A. NO DEBE DE HABERSE RENUNCIADO DURANTE LOS ULTIMOS 6 MESES SIN BUENA RAZÓN DE UN TRABAJO
- B. DEBE DE ESTAR SIN EMPLEO AL TIEMPO QUE HACE LA APLICACION
- C. DEBE DE HABER ESTADO SIN EMPLEO POR LO MENOS 10 DE LAS 12 SEMANAS INMEDIATAMENTE ANTES DE HACER LA APLICACIÓN
- D. DEBE TENER UN SALARIO QUE NO EXCEDE EL 100% DE NORMA DE LA LEY PARA SALARIOS BAJOS
- E. DEBE SER MIEMBRO DE UNA FAMILIA QUE HA ESTADO RECIBIENDO AJUDA PUBLICA DURANTE 10 DE LAS 12 SEMANAS INMEDIATAMENTE ANTES DE HACER LA APLICACIÓN.

SI ESTA INTERESADO PONGASE EN CONTACTO CON:

Daniel Cortez, dias 374-2996 o 374-1119 tardes 451-8767

Rubén Adán, dias 374-2996 o 374-1119, tardes 588-3825

CENTRO'S SERVICES FOR SPANISH SPEAKING SENIORS

REPORT
TO
BOARD OF DIRECTORS
OF
CENTRO CULTURAL CHICANO

June 14, 1979

20 mos in operation

*Check Metro Council
6 Mos
Provision*

FUNDING: On May 11, 1979, the Advisory Committee to the Metropolitan Council voted to recommend funding Centro's Seniors' Project for \$32,500.00. This means that Centro's Seniors will have to secure matching funds of \$32,500.00 as soon as possible.

EMPLOYEES: Included in the proposal for the third year, are positions for a full-time coordinator, a full-time driver and a full-time secretary. The project is in need of a full-time secretary and has had Mrs. Penny Cervantes working in that capacity on a temporary basis.

*6/1 seniors
Seniors*

*Full Audit
June 30, 1979*

VAN: The Project Director is recommending that everything possible be done to break the lease contract on the van because of the high cost of leasing, insurance and maintenance, and look for something more suitable to our finances.

Respectfully,

Jose A. Gaitan

JOSE GAITAN,
Project Director

*outreach!
files?*

*Dance
Saturday
Month basis
3 seniors*

JG:pc

CENTRO'S SERVICES FOR
SPANISH SPEAKING SENIORS

Third Quarter
Jan., Feb., Mar., 1979

COST CATEGORY

Salaries*	\$ 8,983.00
Travel	477.00
Communications-Utilities	772.00
Printing-Supplies	243.00
Equipment	<u>2,179.00</u>
	\$12,654.00

*All related payroll taxes, unemployment/workers' compensation and insurance costs are included in this amount.

19. In addition to financial participation, how else could Green Giant Company either become involved in your particular organization or generally help you meet the overall purpose of your organization as stated in question #2?

goals - admin -
Board of directors
1 free consultant help -
prof. proposal writers
accountants

20. Why do you feel Green Giant Company is particularly suited to, and therefore should, fund your request?

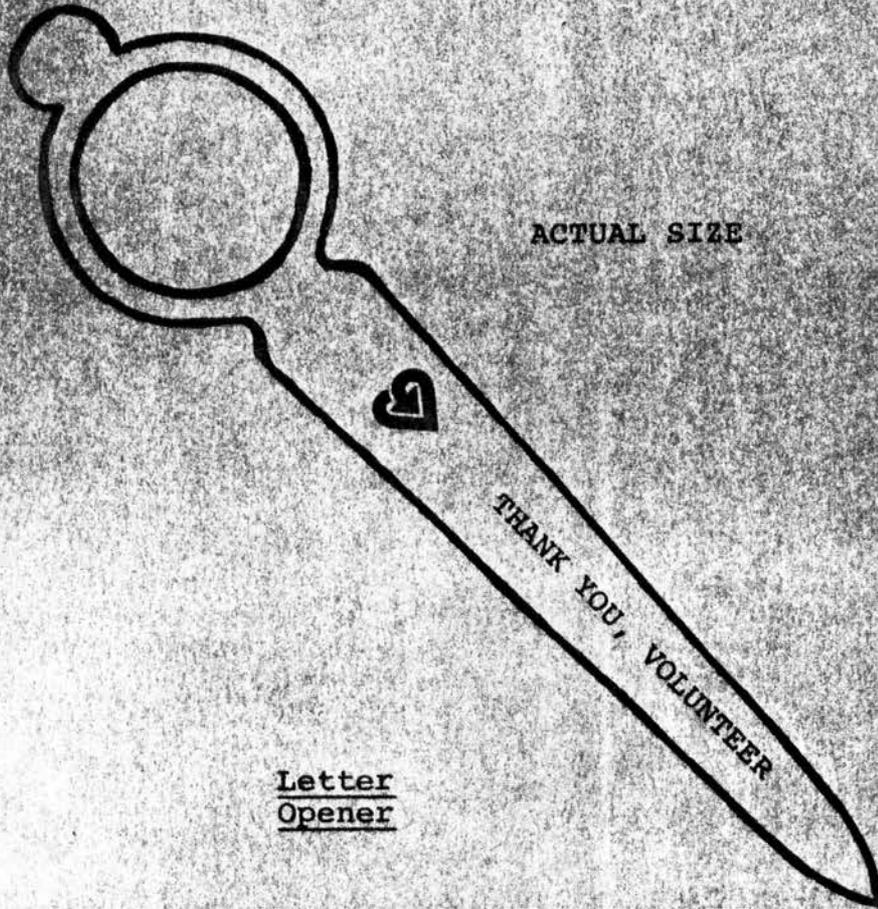
April 7;

RECOGNITION ITEMS AVAILABLE FROM VOLUNTARY ACTION CENTER

Key Ring



ACTUAL SIZE



Letter
Opener

VOLUNTARY ACTION CENTER
UNITED WAY MPLS. AREA
404 So. 8th St.
Mpls., MN. 55404

Non-Profit
Organizations
U.S. Postage
PAID
Permit No. 834
Minneapolis, Minn.

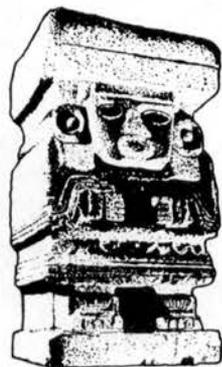
Centro Cultural Chicano
Director
204 W. Franklin
Mpls., MN 55404

CENTRO CULTURAL CHICANO INC.

204 W. FRANKLIN AVE.

MPLS, MN. 55404

612-871-1423



CHALCHIHUITLICUE
WATER GODDESS

Gente de la Raza:

The following people have applied for membership to Centro Cultural Chicano for 1978. These people will be officially recognized at the Annual Meeting of Centro on April 22, 1978. Some of these people have applied for positions within the organization as well, the positions are listed next to the persons name. If you know of anyone who might be interested in applying for membership, have them submit their names to Centro's oficina at 204 West Franklin, 871-1423 on or before the 22nd of April 1978.

Gracias,

Centro Cultural Chicano
Board of Directors

MEMBERSHIP

Benny Dominguez
Mary P. Beaver
Salvador Miguel Rosas
Alfred Bravo Lopez
Ramon Almeida
Linda Almeida
Irene Maria Bethke
Francisco J. Trejo
Donald A. Smith
Eulalia Reyes Smith
Linda M. Castillo
Ramon Rocha
Donn J. Vargas
Rachel Vargas
Paula Gonzalez Gatts
Victoria Gonzalez
Ysidro Guerrero
Mrs. Ysidro Guerrero
Betty Soto
Francis Zamora
Frank Arnold Guzman
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Gonzalo Mujica
Maria Mujica
Antonio Filex Arellano
Ricardo Nevilles
Pablo Sanchez Gonzalez
Francis Ann Nevilles
Leo Villagomez
James Arthur Norman
Evangeline Marie Rodriguez
Joseph P. Garcia
Loura L. Garcia
Marcela C. Trujillo
Jean Louise Fagerstrom
Mrs. Victoria Zaragoza

OFFICE

Membership Chairperson

Treasurer
Chairperson
Board of Director
Advisory Board

Open
Board of Director
Treasurer

Board of Director

Board of Director

Board of Director
Board of Director
Board of Director

Board of Director

Board of Director

Advisory Board

4-12-78

Article 3 - officers

CENTRAL HENNEPIN HUMAN SERVICES PLANNING BOARD

PURPOSE

The Central Hennepin Human Services Planning Board consists of municipally elected consumers, Minneapolis City Council and Hennepin County Commissioners' appointees, and selected providers to ensure community participation in promoting the delivery of needed health and social services for the Central Hennepin area.

GOALS

1. To provide education to all levels of government, to consumers, and to public and private providers on issues pertinent to human services and human services delivery.
2. To increase awareness of available human service programs.
3. To provide consultation to public and private agencies, community groups, and all levels of government, on human service matters.
4. To provide the linkage system between governmental units, consumers, and providers.
5. To advocate for new and improved health and social services.
6. To provide meaningful citizen participation in the planning and delivery of human service programs by Hennepin County as well as other governmental units.

CENTRO CULTURAL CHICANO INC,
ORAL RATING FORM
SEARCH AND SCREENING COMMITTEE

NAME _____ DATE; _____

	<u>Score</u>					
A. Interest in the position.	0	1	2	3	4	5
B. Experience in dealing effectively with bureaucracies.	0	1	2	3	4	5
C. Ability to deal with hostile individuals.	0	1	2	3	4	5
D. Ability to handle complaints, secure necessary information from parties involved and taking appropriate action.	0	1	2	3	4	5
E. Ability to communicate in Spanish and in English.	0	1	2	3	4	5
F. Escribir y leer español.	0	1	2	3	4	5
G. Self-confidence.	0	1	2	3	4	5
H. Are you willing to deal with the Centro problems even if it calls for attending meetings at night or working over time on weekends.	0	1	2	3	4	5

RATING SCALE

- (0) COMPLETELY UNSATISFACTORY- This is a failing rating.
- (1) UNSATISFACTORY- Candidate's performance on the factor is well below the level required for effective job performance. THIS IS A FAILING RATING.
- (2) MARGINAL-FAILURE- Candidate possesses the factor to some degree, but at a level below that required for effective job performance. THIS IS A FAILING RATING.
- (3) GOOD- Candidate's performance on the factor is at a satisfactory level for effective job performance. THIS IS A PASSING RATING.
- (4) VERY GOOD- Candidate's performance on the factor is clearly above the level required for effective job performance. THIS IS A HIGH PASSING RATING.
- (5) EXCELLENT- Candidate's performance in the factor is at a superior level, of extremely high quality. THIS IS THE HIGHEST PASSING RATING.

TOTAL _____

CONVERTED TOTAL _____

SIGNATURE OF INTERVIEWER _____

THANK YOU FOR YOUR TIME AND CONSIDERATION.
CENTRO CULTURAL CHICANO INC.

Srs. y Sras.,

I would like to address myself to you with reference to "Centros Servicios Para Personas Anciana De Habla Espanoz."

Please allow me to comment, very briefly on this program in this event that it should be unfamiliar to you.

Centro Cultural has just been awarded a grant from the Metropolitan Council Older American Act to set up a Spanish Speaking Senior Citizens program. We are now in the process of organizing a Search & Screening Committee; this Committee will be responsible for screening applicants to the following jobs:

- (1) Project Director
- (2) Para-Professional Aides

We would like your active participation upon said committees. At this time we would like to set up a meeting in order to further discuss this program and functions.

Place: C. C. C. 204 W. Franklin

Date: ~~July 25, 1977~~ *Aug 2, 1977*

Time: 6:30 p.m.

We need your help., especially that of the elderly in our community.

S Sincerely,

TITLE III SERVICES LIST-DEFINITIONS & SPECIFICATIONS

Minnesota Governors Citizens Council on Aging

871-1423

35404

The following are the categories of services that will be funded under Title III. They are not listed in any order of priority. The code numbers are listed to maintain consistency with a federal classification system of services.

Code No.

- | | |
|----|---|
| ① | Information & Referral |
| ② | Transportation |
| 3 | Escort |
| 4 | Outreach |
| 5 | Counseling |
| 6 | Health Services, Treatment |
| 7 | Health Assessment |
| 8 | Homemaker |
| 9 | Home Health Aide |
| 10 | Chore/Home Maintenance |
| 11 | Friendly Visiting Services |
| 12 | Telephone Reassurance |
| 13 | Protective Services |
| 14 | Housing Assistance |
| 15 | Recreation and Social Activities |
| 16 | Social Integration, Leisure Development |
| 17 | Adult Education |
| 18 | Legal and Paralegal Services |
| 19 | Home Delivered Meals |
| 20 | Employment Services |
| 21 | Day Care |
| 22 | Organizational Advocacy |
| 23 | Individual Advocacy |
| 24 | Financial Management Services |
| 90 | Other Services (consistent with legislation, regulations, state and area plans, and priorities) |

COMMUNITY DEVELOPMENT BLOCK GRANT APPLICATION 3rd YEAR
To be Submitted to Minneapolis City Clerk (Room 311)
by June 30, 1976.

Do Not Write in This Space

Proposal must be typed or written in black ink for duplication purposes. Proposals not submitted on this standard form will be returned to the applicant by the City Clerk. Proposal forms may be obtained from City Clerk or from Planning District staff.

Community Development Block Grant
(CDBG) Standard Proposal Form

(If more space is required for response to any of the following questions, attach additional pages.)

1. Title Centro Cultural Chicano (Chicano Cultural Center)
2. Name of Agency or Organization: Centro Cultural Chicano, Inc.

Responsible Officer or Exec. Dir.

Contact Person on this Proposal

Name: Donald J. Vargas

Name: Rafael Esparza

Address: 411 33rd Ave. No., Mpls., MN

Address: P. O. Box 14339, Mpls., MN 55414

Phone: 529-1530

Phone: 373-0120

3. Project Description: (What it is and how it works)

Establishment and implementation of bilingual, bicultural education within the facility to be known as "Centro Cultural Chicano" and to help those persons of bilingual, bicultural background (Chicano, Latino, Hispanic) to become more productive citizens of the State of Minnesota by helping them to obtain a basic education more pertinent to their needs, care for their children, to provide constructive programs for their youth and adequate counseling services for its senior citizens.

Centro Cultural Chicano needs to update its mailing list. In order to hold down printing and mailing costs we would like to be more selective while also ensuring that all interested parties receive the information they desire.

Check one :

_____ I would like to continue to receive monthly mailings of the Centro Cultural Chicano Newsletter.

_____ You may remove me entirely from the Centro Cultural Chicano Newsletter mailing list.

Please complete the following:

_____ (name)

_____ (agency, organization, etc., to which mailing is sent --- if any)

_____ (address)

_____ (city) (State) (zip)

Is our present mailing to you correctly addressed? _____ yes

_____ no - specify correction
at left

Return this to: Centro Cultural Chicano
1800 Olson Memorial Highway
Minneapolis, MN 55411

If you have any comments or suggestions for Centro, please write them below.

PLEASE NOTE

The organization of CENTRO CULTURAL CHICANO
has moved its offices to:

1800 Olson Memorial Highway
Minneapolis, MN 55411
Phone No. is 374-2996

As of December 1, 1978 this will be our new address

ALSO

CENTRO'S SERVICES FOR SPANISH SPEAKING SENIORS
program will be moving on December 29, 1978 to the
same location.

We are in need of many volunteers to help with the moving,
if you can help, please give us a call at 522-6551.

Centro Cultural Chicano
1800 Olson Memorial Hwy.
Mpls, MN 55411

Non-Profit Org.
U. S. POSTAGE
PAID
Minneapolis, MN
Permit 427

Irene & Jack Bethke
4649 Decateur Ave. N.
New Hope, MN 55428

SUGGESTED PROJECTS FOR 1977-78
AS DEVELOPED BY CENTRO CULTURAL CHICANO BOARD

1.

2.

3.

4. *Library*

5. *Com. cultural resource (center) or person
for school board - greater community.*

AGENDA

Aug. 25, 1979

1:30 p.m.

Centro Cultural Chicano
1800 Olson Memorial Hwy.

- I. Welcome and Introduction
 - A. Approval of Agenda ✓
 - B. Approval of Minutes ✓
 - C. Correspondence (See action items list) ✓
- II. Report - Inter - Agency Hispanic Conference ✓
Port Huron, Michigan
- III. Evaluation Planning Report
 - A. Status
 - B. Completion Date
- IV. Presentations - Agency and Community Representatives
 - A. ~~Pablo Davila~~ *NO SHOW*
 - B. Rosa Herrera - Higher Education Coordinating Board
 - C. Rafael Esparza - Hispanic Week Committee
 - D. Mark Zimmerman - Chemical Abuse Service Agency
 - E. Other *Ben Hernandez - Sept 3, -6, chair Frank Gallego - 2 DAY campaign*
- V. Staffing Report
 - A. Community Liaison Representative Interviews
 - B. Job Reclassification Request -
- VI. Task Force Reports ✓
 - A. Communications ✓
 - B. Social Services, Health and Housing
- VII. Executive Directors Report
 - A. Expense Reports and Per Diem
 - B. Budget Status Report
 - C. HECE Executive Director Meeting
 - D. University of Minnesota - Dr. Sanders
 - E. Northern States Power Representatives
 - F. Migrant Conference - Fergus Falls
 - G. Senator Bozchwitz visit to West Side
 - H. Mayor/s Manpower Planning Council - Restructuring
 - I. United States Commission on Civil Rights Hearing
 - J. WCCO TV Program
 - K. Equal Employment Opportunity Commission - Katherine Blunt
 - L. University of Minnesota Medical School
 - M. KSRP Radio Program
- VIII. Old Business
 - A. Corrections Department Meeting
 - B. Transfer of Inmates - St. Cloud to Stillwater
- IX. New Business
- X. Adjournment

Jose Guitan

chair Frank Gallego

2 DAY campaign

8

CORRESPONDENCE

ACTION ITEMS

Action	Council participation on "Frameworks of the Future" Conference
Information	Reclassification of Position Request
Information	Letter to Dr. Peter McGrath
Action	EEOC Director's Visit
Information	Letter to Pablo Davila
Action	Letter - Vocational Technical Education
Action	Memo - Minnesota State Planning Agency
Information	Memo - Travel Policy Guidelines
Action	Article - Minority Businessman stays in state of disaster
Information	Letter - Northern States Power
Action	Memo - Evaluation and Planning Session Report

McGraw -

CENTRO CULTURAL CHICANO

February 3, 1983



CHALCHIHUITLICUE
WATER GOODIES

Dear Mr. Linduan,

Here is a schedule of our 1983 programs. In case of a change we will notify you in advance.

Also if you have any questions please call me.

CORPORATE OFFICERS

Alberto Garcia, Jr.
Chairperson

Elsa Vega Perez
1st Vice Chair

Felino de la Peña
2nd Vice Chair

John Pacheco, Jr.
Treasurer

Frank Guzman
Secretary

GENERAL DIRECTORS

Ramon Almeida
Rodolfo Diaz
Alex Dominguez
Luis Garcia
Pedro Garcia
Alfredo Gonzalez
Rafael Ortega

Donn J. Vargas
Executive Director

Eulalia Reyes Smith
Associate Director

- | | | |
|----------------|-------------------------|-------------------------------------|
| 2, February-- | "Cuban Entrants" | Tape: 1/31/1983
Aire: 2/6/1983 |
| 3, March----- | "Political Refugees" | Tape: 2/28/83
Aire: 3/6/83 |
| 4, April----- | "Undocument Worker" | Tape: 3/28/1983
Aire: 4/3/1983 |
| 5, May----- | "Cinco De Mayo Events" | Tape: 4/25/1983
Aire: 5/1/1983 |
| 6, June----- | "Open" | Tape: 5/30/1983
Aire: 6/5/1983 |
| 7, July----- | "Aquatermial" | Tape: 6/27/1983
Aire: 7/3/1983 |
| 8, August----- | "Open" | Tape: 8/1/1983
Aire: 8/7/1983 |
| 9, September- | "September 16th Events" | Tape: 8/29/1983
Aire: 9/1/1983 |
| 10, October--- | "Dia De La Raza" | Tape: 9/26/1983
Aire: 10/2/1983 |
| 11, November-- | "Open" | Tape: 10/31/1983
Aire: 11/6/1983 |
| 12, December-- | "Pasada" | Tape: 11/28/1983
Aire: 12/4/1983 |

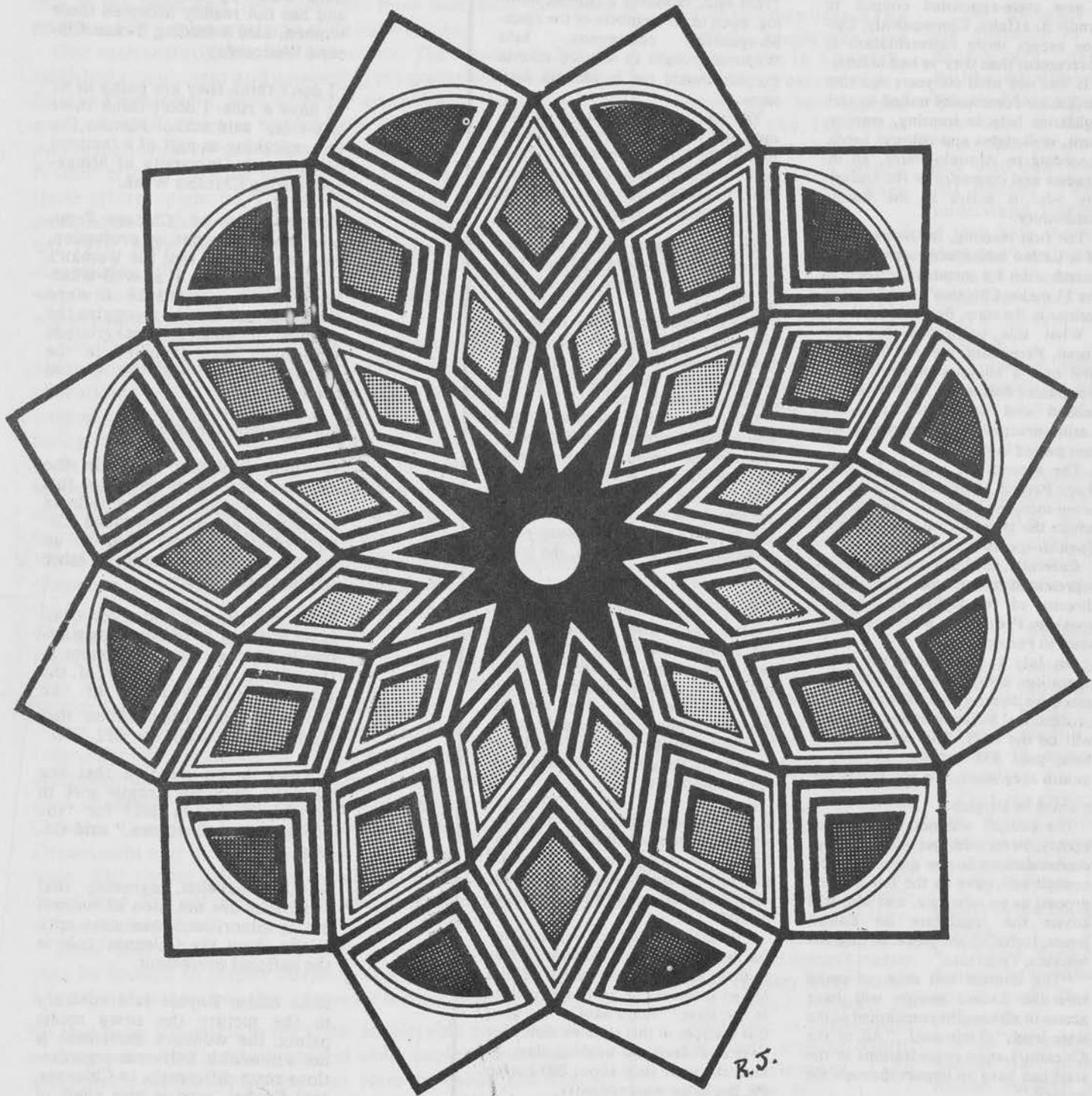
Thank You.

Augustine Dominguez

1800 Olson Memorial Highway, Minneapolis, MN 55411 (612) 374-2996



NOTICIAS DEL CENTRO



**CENTRO CULTURAL
CHICANO**

By DENISE KOTULA

Minnesota's Latino community, the state's largest minority group, has a new state-appointed council to handle its affairs. Consequently, Latinos expect more representation in government than they've had before.

It was not until six years ago that the Latino community united to seek legislative help in housing, employment, civil rights and cultural needs, according to Antonio Perez, an instructor and counselor at the University who is active in the Latino community.

The first meeting, in the basement of a Latino household, served as an introduction for members of some of the 13 major Chicano/Latino organizations in the state, Perez said.

What this unification has produced, Perez said, are two bills. The first one, a bilingual education bill, was passed during the 1977 legislative session and constituted the first Latino-oriented and endorsed bill ever passed in the state.

The second bill, signed by Gov. Rudy Perpich March 22, establishes a seven-member Latino council to advise the governor on the affairs of Spanish-speaking people.

Currently, the Latino community is represented by one man, Jose Trejo, director of the Office of Spanish-speaking People. He serves as an advisor to Perpich.

On July 1, the council will begin operation, with Trejo as the council's executive director. He, along with one professional assistant and a secretary, will be the staff. The council members, paid \$35 for the one day a month they meet, are volunteers appointed by Perpich.

The council will not be a service agency, Perez said, but will make recommendations to the governor. The council will serve in the law-making process as an advocate, and also will advise the legislature on Latino issues, including the plight of migrant workers, Trejo said.

"The council will exist to make sure the Latino people will have access to all benefits constituted at the state level," Trejo said. "All of the Chicano/Latino organizations in the state can have an impact through the council."

One job of the council, Trejo said, will be reviewing and recommending any state programs using federal money in which Latinos are affected. It also will have the power to contract or sub-contract to get funding. Its annual budget is \$77,000, he added.

The council, which will terminate in 1981 unless extended by the legislature, will do the work for the rest of the state's Latino population, Perez said, adding that it is important for the Latino community to be involved in the selection of the seven member council.

Seven meetings have been held by organizations across the state so far, Trejo said, including a citizens meeting, open to all members of the Spanish-speaking community, held Wednesday night to develop criteria Perpich should use in making decisions.

The meeting, attended by 40 people, did represent a good cross-section of the Latino community, Trejo said. While mainly Chicano, some other Latino groups were represented along with several women's

educational, and job affiliated groups. Participants ranged from factory workers to people with Ph.D.s, he said.

The group recommended three representatives from the St. Paul area, two from the Minneapolis area, one each from the Red River Valley and the South Central Area.

Other stipulations included at least one of the members be supported by the migrant community, two should be non-Mexican American Latinos, and that the group consist of three persons from one sex and four from the other. This would insure equal representation for women, the group said.

The group also endorsed 18 individuals whom they felt would serve the Latino community well, Trejo said. The governor's selection committee will consider the groups' recommendations when they cut the number of applicants from 40 to 30 that will apply by the May 1 deadline, to 15 to 20 the governor will consider for appointment.

[One of the council's first priorities should be the poor educational situation in the state.] Perez said. Out of the total state Latino population, only about 400 are enrolled in college, he said.

"What is needed are scholarships for Spanish-speaking students similar to those the Bureau of Indian Affairs has so students can go to any college in the state," Perez said. "We need this because in this state we don't yet have a professional working class. In fact, there are only about 200 Latino Ph.D.s in the whole country."

Pinto Beans for Sale!

100 lb. bags for \$20.00

Contact: Mrs. Newman at 871-8679

By Elena O. De La Rosa
Staff Writer

The national women's movement has not recognized the contributions made by Chicana feminists and has not readily accepted those women, said a leading Texan Chicana Wednesday.

"I don't think they are going to let us have a role. I don't think there is a role," said author Martha Cotera, speaking as part of a feminist panel at the University of Minnesota during Chicano Week.

Cotera, author of "Chicana Feminist" and a librarian by profession, said she believes that the woman's movement takes a well-what-have-you-done attitude toward Chicanas and fails to recognize the women of Mexican backgrounds who have been involved in the political history of the United States.

For example, she said:

■ When feminists chronicle the contributions of women in this country, women such as Dolores Hernandez are not mentioned. Cotera said Hernandez died as an activist in the agricultural labor strikes in California.

■ No one records that Lucy Gonzalez Parsons, a Texas woman active in Chicago labor movement in the 1890s, was a founder of the International Workers of the World, a labor organization that later became part of the AFL-CIO.

■ There is no mention that the Feminist Mexican League met in Laredo, Texas, in 1911 for "the development of women," said Cotera.

Another panelist, agreeing that "Chicanas are not seen as women but as minorities," was more optimistic about the Chicanas' role in the national movement.

Rose Marie Roybal said contrary to the picture the news media paints, the women's movement is not a monolith. Different organizations react differently to Chicanas, said Roybal, who is vice chair of the National Women's Political Caucus.

"Chicanas have a place in the women's movement. If a place isn't created, she can make a place," Roybal said. Chicanas and other women have common interests — equal pay for equal work, child care, health care — but Chicanas "face a double bias because they face racism along with sexism," Roybal said.

Chicanos at the University

It's a disturbing paradox that the plight of Minnesota's largest minority is probably the least publicized or understood. The state's 50,000 Chicanos have endured hardships felt by any racial minority, but their situation has received only scant attention in the press and their problems have been only minimally addressed by government and state institutions.

One such institution is the University. The University has established recruitment and counseling programs and the Chicano Studies Department, both of which are necessary first steps. Yet enrollment of Chicano students in the University system remains the lowest of any minority group, clearly indicating that further efforts must be undertaken. In order to identify what those efforts might be, University President C. Peter Magrath established a Task Force on Chicano Concerns during fall quarter, 1976. With members from the University and the Chicano community, the task force was directed to identify ways in which the University could better meet the needs of the Chicanos in Minnesota. Now the report is in.

The document examines the lot of Chicanos in Minnesota as well as at the University, focusing on their social, economic and educational status. The picture that emerges can be described only as grim. "Whether we speak of student access, civil service hiring or academic employment at the University," the task force wrote, "or employment at the state level or in the public school system, Chicanos are the lowest in numbers, the lowest in assistance, the lowest in salaries." Figures cited by the task force in reference to the University are particularly damning: While enrollment for other minorities increased, the number of Chicanos attending the University actually dropped and is lower than it was in 1969. A decrease also occurred in the number of Chicanos employed by the University. Chicanos "are up to five times less likely to get a job at the University than other minorities," the report maintains, even though they represent a larger proportion of Minnesota's population.

The task force's recommendations are broad. They include University commitments of effort and money to improve recruitment and retention of Chicano undergraduate and graduate students, increased funding and space for the Chicano Cultural Center, ensured continuation of the Chicano Studies Department and increased support services for University Chicanos. The report also urges recruitment of Chicanos for academic and civil service positions and a meaningful community outreach program.

These and other recommendations contained in the report may be enough to inspire terror in any budget-minded University administrator, but they represent a mere start in curing the ills that beset Chicanos in the state. Intolerable problems sometimes require drastic solutions; and while implementation of the task force's recommendations may seem expensive and drastic, it also would be an invaluable and overdue aid to the Chicano community. The administration and the Regents should begin implementation of the recommendations as soon as possible.

Con't from pg. 2

The Chicana feminist panel was one of several activities held on the university campus as part of Chicano Week, in celebration of Cinco de Mayo, the 5th of May, which commemorates a victory by Mexican forces over French troops near Puebla, Mexico, in 1862.

Latinos need more social services

by Terence Farrell

The urgent social needs of Minneapolis area Latinos - people who have their roots in Spanish-speaking countries - largely have been ignored despite the fact that Latinos are the largest minority group in Minnesota with 49,500 base population.

Although two-thirds of the 11,000 Minneapolis-area Latinos consider Spanish their native language, few social service organizations offer bilingual explanations of aid available, and there are few economic and educational programs designed for Latinos.

These are two conclusions drawn in a 9-page report submitted to Minneapolis Mayor Al Hofstede April 11 by his 19-member Chicano-Latino Advisory Committee.

The report, a draft, serves to focus attention on the Minneapolis-area Chicano, Mexican-American population, and on its Latino people, those from Spanish-speaking countries other than Mexico.

"We all have the same problems," said Carlos Rubiano-Bernal, a member of the committee. "We're all called the same names, so it doesn't matter what country we're from."

Rubiano-Bernal, 30 years old, is coordinator for youth work at Northside Settlement, 1120 Oliver Ave. N.

Insight interviewed Rubiano-Bernal, whose parents are Colombianos, and 4 other committee members after the report on the "needs, concerns and recommendations" of Minneapolis' Chicano-Latino community was presented to the mayor.

The language barrier

was a recurring problem mentioned by the group.

"No bilingual services are available in legal or health care," said Irene Bethke, 40, who grew up in North Minneapolis but now lives in New Hope. "You have people who are sick who don't even go to the doctor. They don't understand English. Even if they have received care, they don't understand how to take the medication because there's no one there to tell them in Spanish."

"A lot of people who need welfare, or senior citizens who need care, are suffering simply because they do not know about available programs," said Fermina Hernandez, 1622 Vincent Ave. N.

In its report to the mayor, the advisory committee also recommended:

• That a Chicano-Latino

cultural center be established in Minneapolis.

• That a census-type survey be made of Minneapolis' Chicano-Latino population.

• That the city's Affirmative Action director put pressure on city agencies to employ more Latinos.

• That all city departments have a bilingual staff person.

• That Chicanos and Latinos be included in city-sponsored job training programs.

• That the mayor hire a Latino staff person as a liaison between his office and the community.

Laura Garcia is the advisory committee's secretary. She works at Centre's Services for Spanish-Speaking Seniors, 821½ W. Broadway, 55411. Phone 522-6551.



ACKNOWLEDGEMENTS

Centro Cultural Chicano would like to thank the following business contributors for their kind donation to our project.

B. Dalton Bookseller - Floyd Hall, President
Dayton's - K.O. Lever, Executive Vice Pres.
Dayton Hudson Properties - M.F. Kelly, Pres.
J. B. Hudson - George Tesar, President
Target Stores - K.A. Macke, Chairman
Team Electronics - Paul D. Hagstrum, Pres.
Northwestern Bell - N.A. Ostlund, Manager

Centro Cultural Chicano would like to extend a sincere and cordial invitation to the twin cities communities to attend the slide show "Meso - Americana Culturas pre Hispánico de México" presented by Professor Lopez y Rivas of Chicano Studies Department University of Minnesota.

Place: Northside Settlement Services
2501 Fremont Ave. North
Minneapolis, Minnesota
Date: June 4th, 1978
Time: 2:00 p.m.

Free to Community

3 officers' short terms in death questioned

WASHINGTON (UPI)—One-year prison sentences given to three Houston police officers convicted of killing a Mexican-American are being challenged by the Justice Department as too lenient.

The department yesterday accused U.S. District Judge Ross Sterling of acting illegally and requested a review of the sentences.

The three Houston police officers, Terry Wayne Denson, Stephen Orlando and Joseph James Janish, were convicted of civil rights violations in connection with the death of Joe Luna Torres Jr., a 23-year-old Vietnam veteran who drowned when the officers forced him to swim in a bayou.

THE SENTENCES were "entire-

ly inappropriate considering the offenses for which the defendants were convicted..." the Justice Department said.

"The United States has grave concern that the imposition of probation in this case will cause citizens of all races and backgrounds to believe that the sentence was a result of the continuing inequality of treatment accorded to minorities," the motion said.

The convicted officers were sentenced to 10-year suspended sentences and placed on five years' probation for felony violations and given one-year sentences for a misdemeanor violation.

Centro Cultural Chicanos' newsletter is the only one of its kind from the Minneapolis Latino Community.

The editors will edit such information as local community news as well as national news, poetry, local artists drawings, and other issues of interest pertaining to Latinos.

Feel free to submit your articles of interest or drawings.

If you wish to donate to Centro Cultural Chicanos' newsletter, write to 204 W. Franklin Ave., Minneapolis Minnesota 55404 or telephone 871-1423

Any donation to the newsletter will be appreciated and is tax deductible.

Founders: Centro Cultural Chicano
Managing Editor: Ricardo Nevilles
Editors: Patricia Trujillo
Donn J. Vargas

Contributors:

Elena O. De la Rosa
Denise Kotula
Daily
Terence Farrell
Russell Johnson
Star & Tribune



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204 West Franklin Avenue
Minneapolis, MN 55404

Irene & Jack Bethke
4649 Decatur Ave. N.
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