



Irene Gomez-Bethke Papers.

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MINNEAPOLIS CIVIL SERVICE
QUARTERLY REPORT ON RECRUITMENT
(January 1, 1981 through March 30, 1981)

For the first quarter of 1981, the major recruitment efforts were as follows:

I. E.E.O. Educational Program

Our Test-Tutoring and Outreach Program continues to expand. This quarter, a total of 13 sessions reaching about 150 protected class members were conducted by staff and employee volunteers at the following locations: Southside LEAP, Northside LEAP, Occupational Skills Training Center, Anishinabe Longhouse, the Minneapolis Native American Regional Center, and Genesis II. We plan to add at least six more agencies to the program during the next quarter, all of which have been contacted and expressed enthusiasm for the program. In addition to our standard Test-Taking Skills presentation, three protected class applicants came in for individual help with "test anxiety".

II. ON-SITE RECRUITMENT VISITS

American Indian Chemical Dependency Project - one visit
American Indian Services - one
Anishinabe Longhouse - one
Bureau of Indian Affairs - one
CHART (Center For Humanism & Resource Training) - one
Centro Cultural Chicano - three
Chippewa Tribe - two
Chrysalis - two
Courage Center - one
Division of Indian Work - two
Division of Vocational Rehabilitation Placement - two
HIRED - one
Indian Health Board - two
Indian Neighborhood Club - two
Lesbian Feminist Organizing Committee - two
Lesbian Resource Center - two
Little Earth of United Tribes - two
Minneapolis American Indian Center - four
Multi-Resource Center - two
OSTC - two
Pilot City - two
Phyllis Wheatley - two
Project C.O.P.E. - two
Sabathani - two
State Job Bank - three
The Neighborhood Center - one
The Way - two
TCOIC - one
TAPS - two
University of Minnesota - two
Upper Midwest Indian Center - two
Urban League (various offices) - three
WIN - three
Women Helping Offenders - one
Working Opportunities for Women - one
YWCA - one

Urban Coalition
Weatherization
Hisp. Chamber Commerce
Puertorican Civic Assoc
Instituto de Arte y Cultura
chicano Venceran
Mn. Hisp. Amer. Democrats
Hisp. Republicans
Cath Charities
Hisp Ch Ministries
CLUES
ATZLAN Cultural ORG.

list for visits.

III. ADDITIONAL EFFORTS

Five Job Fairs or talks about City Jobs: Career Fair for Educators sponsored by Minneapolis Chamber of Commerce, Minneapolis Indian Center, Minnesota Government College Council, University of Minnesota-CLA, Minneapolis Urban Crops. City job counseling for four persons sent to recruiter through agencies or community media advertising.

Held five meetings with community experts in the field of retardation in hopes of improving our Service Worker Program for the Mentally handicapped.

Special efforts to reach protected class applicants were initiated for: Affirmative Action Assistant, Financial Analyst, Telecommunicator, Police Officer, Women/Minority Business Liaison and Carpenter.

Continued recruitment via phone calls, neighborhood and minority papers, television and radio PSA's. Met with PSA producer of WCCO-TV on a series of City PSA's.

Addition on our mailing list of eight minority and protected class agencies.

Continued response from our Jobs Hot Line: a 24 hour number one can call for current City job information-348-M.P.L.S.

Continued use of Job Lines on KMOJ & KFAL.

For the first quarter of 1981, there were 1732 applicants for various positions with the Minneapolis Civil Service Commission. Applicant figures were:

213 - 12.3%	Minority male applicants
175 - 10.1%	Minority female applicant
641 - 37%	Non-minority female applicants
703 - 40.6%	Non-minority male applicants
1732 - 100%	Total number of applicants

This compares with figures from the fourth quarter of 1980 as follows:

181 - 15%	Minority male applicants
153 - 13%	Minority female applicants
438 - 37%	Non-minority female applicants
423 - 35%	Non-minority male applicants
1195 - 100%	Total number of applicants

To compare further, the figures presented here are from the first quarter of 1980:

141 - 9.3%	Minority male applicants
120 - 7.9%	Minority female applicants
599 - 39.4%	Non-minority female applicants
659 - 43.4%	Non-minority male applicants
1519 - 100%	Total number of applicants

These figures show an increase of 537 applicants from the fourth quarter of 1980, and an increase of 213 applicants from the first quarter of 1980. We show an applicant flow of 388 minority persons (22.4%) and 816 females (47.1%). Overall this is a total of 1417 protected class persons, (59.4%).

Attached is a breakdown of applicant flow statistics in the various Federal Job Categories for the first quarter of 1981. These figures include applicants for all classified positions including the Board of Education.

MINNEAPOLIS CIVIL SERVICE COMMISSION
 APPLICANT FLOW STATISTICS
 (1st Quarter, 1981)
 (January 1, 1981, through March 31, 1981)

Federal Job Category	# of applicants	# of minor- ity male applicants	# of minor- ity female applicants	# of non- minority female applicants	# of non- minority male applicants
Officials/ Admin. (01)	2				2 (100%)
Professional (02)	336	41 (12.2%)	34 (10.1%)	114 (33.9%)	147 (43.8%)
Technical (03)	40	4 (10%)		13 (32.5%)	23 (57.5%)
Protective Service (04)	132	42 (31.8%)	5 (3.8%)	16 (12.1%)	69 (52.3%)
Clerical & Office (05)	477	29 (6.1%)	83 (17.4%)	291 (61%)	74 (15.5%)
Skilled Craft (06)	223	30 (13.5%)		2 (.9%)	191 (85.6%)
Unskilled Maintenance & Service Workers (08)	270	47 (17.4%)	8 (3%)	54 (20%)	161 (59.6%)
Para-Profes- sional (10)	252	20 (7.9%)	45 (17.8%)	151 (60%)	36 (14.3%)
TOTAL	1732 (100%)	213 (12.3%)	175 (10.1%)	641 (37%)	703 (40.6%)

Minneapolis
HEALTH DEPARTMENT

MEMORANDUM
April 29, 1981

TO: Outreach Task Force Members of the Affirmative Action
Coordinating Team

FROM: Doris Wong Graf, Temporary Chairman

RE: Advanced Agenda for May 5, 1981

This meeting will be held at 10:00 A.M. in Room 515 at the Public Health Center.

Since this is the first meeting of the Outreach Task Force, I would like the members to come prepared to discuss ideas that will help achieve our Task Force goal and the following strategies:

Objective 7, page 10

Locate and use appropriate recruitment sources for female, minority group and handicapped applicants.

Strategies: ,

- a. Develop a system for locating and recruiting professionally, managerially, and technically qualified minorities, females and handicapped persons and study/ implement successful public and private efforts.
- b. Develop outreach channels to institutions that train and educate protected class persons (both in and out of state).
- c. ACT sub-team to see how CETA can enhance City's Affirmative Action effort.
- d. Expand use of local contacts with agencies and associations where qualified minority, female and handicapped applicants with special qualifications might be found.
- e. Expand both Civil Service and departmental participation in outreach/recruitment activities.
- f. Establish a program involving women, minority and handicapped workers presently employed by the City to participate as volunteer recruiters.
- h. Provide resource material regarding non-traditional jobs and training to agencies and organizations representing women, minorities and the handicapped, including a list of City employees willing to speak about these jobs.

Two other strategies, g and i, were not listed because they are on hold.

In terms of discussion, I would like your input to revolve around these topics:

1. After looking at the attached quarterly report on recruitment from Civil Service and their list of resources, who is Civil Service missing?
2. What activities does the Outreach Task Force see itself becoming involved in?
3. What activities (briefly) are the Task Force members involved in now that would be of help in implementing our goal?
4. We also need to determine how we are going to pursue our activities, when (timetables), and who will be doing the activities. Should there be difficulties in attending this meeting, please submit your input to me in writing. If you have further problems, please call me at 7686.

DWG:sd

THE CHARTER

The basic structure of Minneapolis City government is set out in great detail in the City Charter, a document of approximately 150 pages. It takes its authority from Article 11 of the Minnesota Constitution and includes the various state statutes pertaining to cities of the first class (over 100,000 population) and special legislation for the City of Minneapolis. There are three ways in which the charter can be changed:

BY CHARTER COMMISSION. The commission is a body of 15 Minneapolis voters appointed by the Hennepin County District Court judges to four-year staggered terms. It meets regularly to consider suggestions for charter change made by citizens, the City Council and other city officials. It prepares amendments and submits them to the voters, usually at regular elections, although special elections may be held. All amendments must receive published notice two weeks prior to an election.

BY CITIZEN PETITION. Citizens may have amendments placed on the ballot by a petition signed by a number of registered voters equal to five percent of the vote cast in the most recent state election. The petition goes to the Charter Commission, then to the City Council, which must put it on the ballot within a specified time.

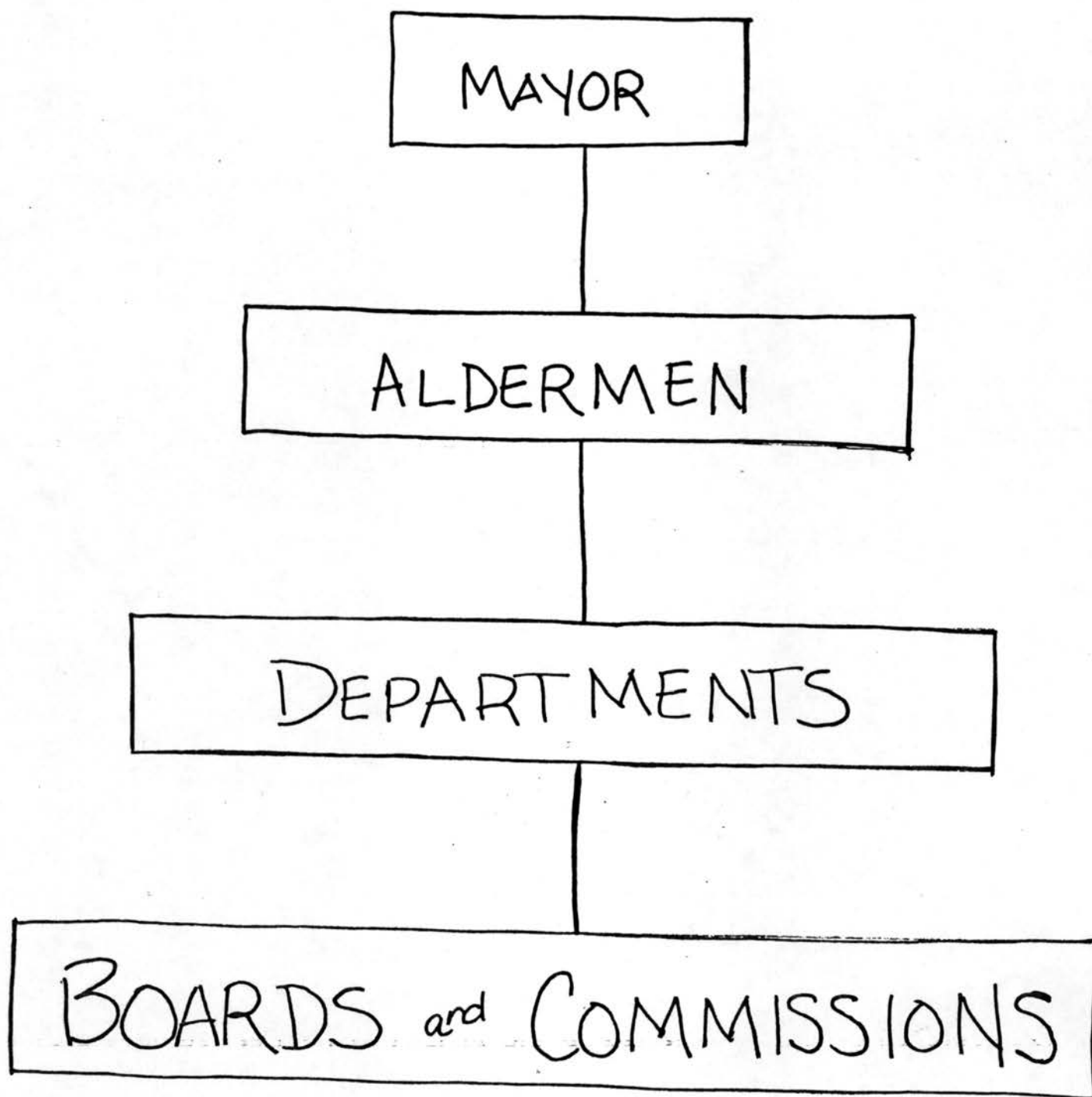
BY THE CITY COUNCIL. The Council may initiate amendments by ordinance and send them to the Charter Commission. After receiving the approval or disapproval of the Commission,

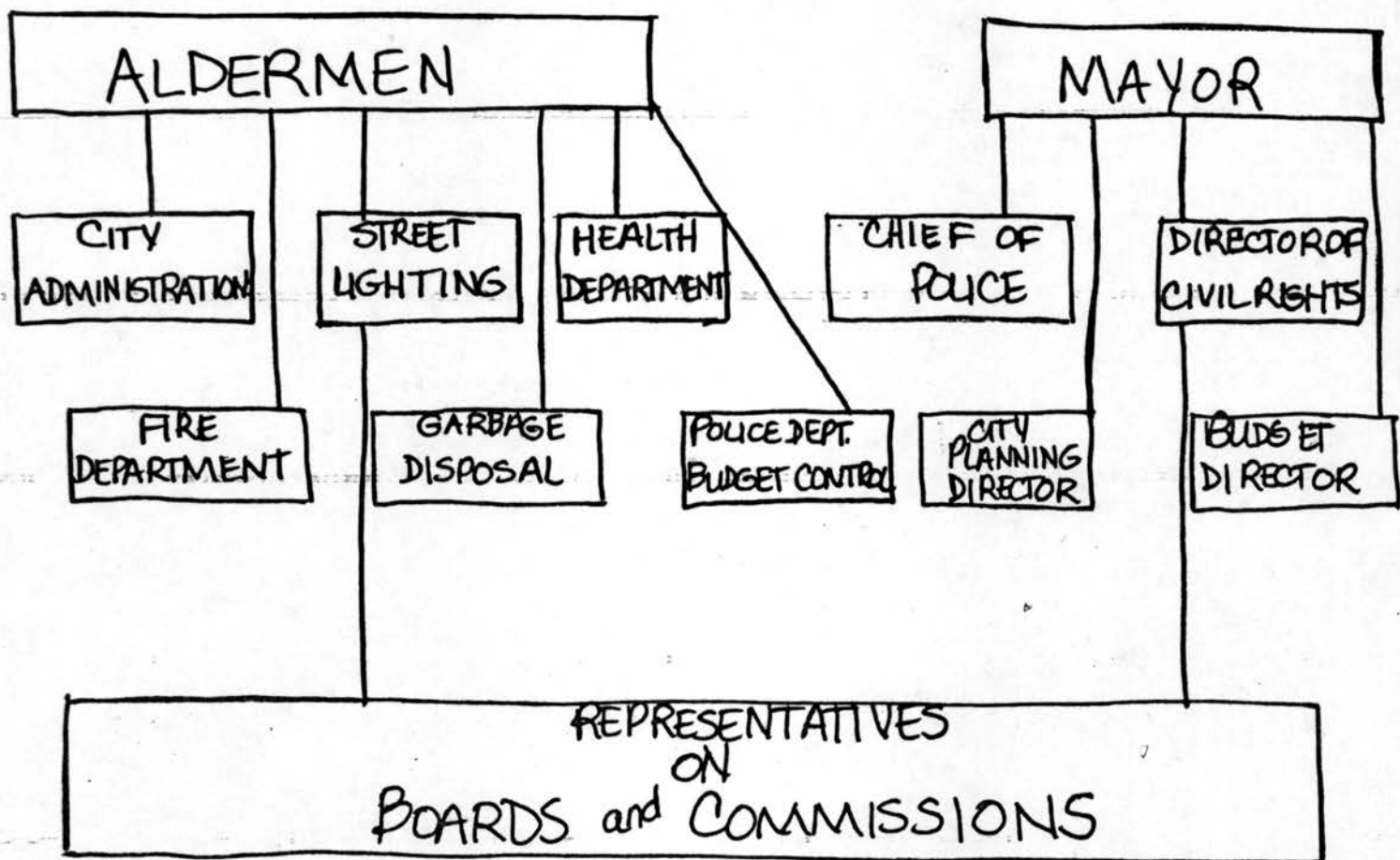
or an alternate proposal, the Council may place its amendment on the ballot. The Council may also amend the charter by an ordinance passed by unanimous vote and approval by the mayor. However, voters may petition that such an ordinance be put to a vote of the people. This method had been used primarily for minor non-controversial "housekeeping" amendments.

THE MAYOR

The word "mayor" comes from the latin word "major", meaning "greater", and signifies the need for every social and political group to have a leader. Before preceding with the powers and responsibilities of the mayor, look to the next page which illustrates an organizational chart of what would appear to be the lines of command in the Minneapolis City government and the following page which is the actual line of command.

The charter amendment passed in 1976 is a step toward making the Mayor the City's political responsible leader. This amendment transfers planning, budgeting and development activities from the City Council to the Mayor, who will appoint the Planning Director and the Budget Director. Most of the Planning and Budgeting staff will be under the Mayor's jurisdiction, although the Council will retain enough staff members to be able to evaluate the Mayor's proposals and to perform some functions not directly related to the budget-making process. As Chief Executive of the City, the Mayor is held responsible for the enforcement of the laws of state and ordinances of the city, within the city. All ordinances,





resolutions and other actions of the City Council except rules and procedures must be presented to the Mayor for final approval. If the Mayor uses his veto power, the City Council can override the veto with a two-thirds majority vote.

The Mayor also addresses the City Council annually on the State of the City telling his plans and programs for the physical and economic development of the City. He makes recommendations for legislation and other actions by other governmental bodies which actions would assist in the physical and economical development of the City.

During his two year term, the Mayor appoints the Chief of Police and the Director of the Civil Rights Department, both subject to the City Council approval. Despite his limited power, the Mayor can influence Minneapolis government to a great extent if he so chooses. He makes a long list of appointments, only some of which require Council approval. He can create a variety of commissions and can make recommendations to the Council. He or his representative, serves on the Board of Estimate and Taxations.

THE CITY COUNCIL

The 13 aldermen are elected by ward to two year terms. Ward boundaries are adjusted after each federal census so that there is no more than five percent difference in population among the wards at that time. After the first meeting in January after an election, members elect by ballot a president and vice president.

The president in absence of the Mayor from the city can exercise all powers and duties of the Mayor. The vice president shall discharge the duties of the president.

The Council has direct charge of city administration, fire protection, street lighting, garbage disposal and the Health Department, and it has budgetary control over the Police Department. It can determine the rules of its own proceedings and have the power to compel the attendance of absent members. The Council also has the power to remove officers, to make ordinances, impose penalties for breach of ordinance, audit accounts of officers, have control of city finances and property, acquire property for public buildings and public streets, revoke licenses, and submits the annual tax levy statements. It also makes many appointments. Like other legislative bodies, the Council functions with committees, which meet regularly to discuss routine matters or suggested new programs. Its ten standing committees are:

CLAIMS. This committee is made up of three members who help decide how much money a constituent should be awarded for his claim against the City. Because the City finds insurance to be too expensive they use the claims system. If a constituent feels the City damaged his property in any way he must first file his claim with the city clerk which must include his name, address, date of occurrence, what happened, an estimate of damage and repair and explain why the city is at fault. Then the City Attorney sends an investigator to investigate the claim. The investigator then calls the Committee and asks that his claim be put on

the agenda for the next claims committee meeting. Claimant will be notified when to come to the meeting. At this meeting the investigator tells what he thinks is city liability and claimant must show also why the city is liable. The claims committee then puts a price on the claim and then the decision goes to the full Council for approval. If the Council approves then the claim must then be signed by the Mayor, if he approves the claim the claimant must still wait for his check until the claim has been published in a legal newspaper.

COMMUNITY DEVELOPMENT. This committee is made up of six members and used to be called the zoning and planning committee but because of the added responsibility given this committee, it is now called the Community Development Committee. Some of the material that comes to this committee is from the Planning Commission who recommends items such as zoning codes, conditional use permits, amendments to zoning codes, concept review plans for apartments. Or material can come from the Housing and Redevelopment Authority (HRA), who want approval for local loaning grant programs or urban renewal programs or public housing programs. The Heritage Preservation Commission may want to save an old building. This is an advisory group who makes recommendations to the Community Development Committee for the preservation of certain buildings or whole areas like the Fair Oaks area. The City Coordinators assistants may make recommendations about development districts such as Loring Park or Nicollet Park.

If the Board of Adjustments denies an application from someone who wants a variance on their property the person can appeal the denial to this committee, who then makes a recommendation to the full Council. These items then go to the full Council for approval then to the Mayor's office for his approval before being printed in a legal newspaper.

CONSUMER SERVICES. This committee will hear public discussions regarding amendment changes to the Minneapolis Code of Ordinances and the issuance, revocation and suspension of licenses such as; liquor, beer, wine, food, dance hall, pet shops, sign hanging, sauna, vendor, cigarette, free parking lot permit, taxicab driver, tree servicing and vending machines.

ENVIRONMENT POLICY AND PROTECTION. This committee establishes ordinances and regulations regarding energy conservation and environmental estheticism. Some examples of what this committee does are; to require pollution licenses of foundries whereby a five year plan is set up to meet certain pollution standards, "The War of Noise" was brought to the attention of this committee by the City Pollution Control. In order to stay in line with the state ordinance's this committee keeps in close contact with the State.

GOVERNMENT OPERATIONS. This committee has general responsibility for operational review of City departments and can and should recommend organizational changes and

other operational improvements to the City Council. The committee uses advisory committees of professionals from business and other governmental units to assist in its reviews of departments.

HEALTH AND SOCIAL SERVICES. Before a health or social service program can be put together the idea must be presented to this committee. This idea must show the cost of the program, how many people will be employed and show who will benefit from the program and then how much the recipients will benefit. If this committee approves the program, the idea will then go to the Ways and Means committee for approval of the cost of the program before it goes on to the full council to be voted on. Some of the programs are C.E.T.A. (Comprehensive Employment Training Act), and Help the Aged beautify their lawns, this program uses young adults to help the elderly with their lawn work.

INTERGOVERNMENTAL RELATIONS. This committee decides on what bills will be in the city's legislative package to be lobbied for at the State and Federal levels. Issues from the School, Park and Library Boards are considered as well as those from the Mayor and Aldermen. The issues are researched and brought to this committee. The members vote for the issues they feel would most benefit the City. Once the issues have been decided on the proposal is put on the full council agenda for a final vote. The city then has law firms that will lobby for the bills at the State and Federal levels.

TRANSPORTATION AND PROPERTY SERVICES. This committee will hear public discussion regarding amendments or amendment changes in the Traffic Code-In General Ordinance. The city engineer makes recommendation to this committee in regards to streets, highways and their improvements. If a constituent feels there is a need for a 2 or 4 way stop sign or a signal somewhere in the city, they must approach this committee for consideration of the idea. Any changes to be made in the water and sanitary sewer systems must be approved by this committee before going on to the full council.

WAYS AND MEANS BUDGET. Any monies that must be spent by the city must first be approved by this committee because this committee is in charge of not going over the allotted monies in the City budget. If there is any money involved in any program that has been brought to the other standing committees, the program then must come before the ways and means committee for consideration and approval before it goes on to the full council. This is one way in which the standing committees interact with each other. Any of the City departments that are under the Council and need to hire an additional employee, must get approval from this committee before having the full council vote on it.

How an Idea Becomes an Ordinance

First Reading - While the original idea can come from anyone (often from staff members of city departments), an ordinance may be introduced only by a member of the Council who has given notice of his intent at previous meetings, or by a Council committee to which the subject has been referred at a previous meeting. However, an ordinance may be introduced without previous notice if the Council give unanimous consent.

Committee Action - The ordinance is then referred to the appropriate committee for consideration. The chairman announces the time and place of public hearings on most proposals (exceptions are minor "housekeeping" ordinances), often at the next scheduled meeting. Notice of the hearing is published in the newspapers along with the meeting schedule and is also mailed to persons or organizations known to be interested in the subject. Names can be given to the committee clerk for notifications of specific meetings. In certain matters, zoning, for example, the law requires that notice be given to persons living within a specific distance of the affected area. Within reasonable time limits, the committee hears arguments pro and con. Then it must decide whether to recommend the ordinance, amend it or vote it down. If it approves, sometimes with a minority report opposition, the ordinance goes back to the full council for consideration.

Second Reading - The Council considers whether to pass the ordinance, which again may be amended at this point. The Council votes amendments up or down before it votes on the ordinance itself. After an ordinance has been passed, the clerk makes a correct copy to be presented to the Mayor for approval and to be published in a legal newspaper.

Final Adoptions - The Mayor has five days in which to sign the ordinance, veto it, or allow it to become law without his signature. The Council may over-ride a veto by a two-thirds vote. The ordinance takes effect when a correct copy is published unless otherwise stated.

GENERAL ADMINISTRATION

CITY CLERK is secretary of the Council and works with it very closely, serving as reading clerk at all council meetings. He records the proceedings of the Council and its committees and prepares them for publication in the official newspaper, "Finance and Commerce". The cler's office files all city recores and is the place to call for information about ordinances and proposed ordinances. A fairly recent duty is to publicize openings on appointive bodies so that interested persons may apply. The Clerk signs city bonds sold at the request of the Council and handles applications for special permits such as zoning variances. He is in charge of all city elections. Another duty is to help the Council draft proposed legislation for the City and lobby for it at the legislature - a relatively new responsibility. Besides all that, the Clerk is the Keeper of the City Seal.

The Office of Public Information is part of the Clerk's office. Its purpose is to increase public knowledge of city government and it is in charge of the City Hall information booth which is staffed for several hours a day by a paid, part-time senior aide and by volunteers from the Retired Senior Volunteer Program, (RSVP).

The Senior Citizen Ombudsman, also part of the Clerk's office, is mainly a referral agency created to help senior citizens find assistance with whatever problems they might have. It provides direct help to those needing assistance with their tax forms.

CITY ATTORNEY is appointed by the Council. He and his deputies constitute the legal department of the City of Minneapolis, and has charge of all legal matters connected with city government. Its Civil Division conducts legal action on behalf of the City in all courts, drafts contracts for construction of buildings and purchase of supplies, defends claims against the City, and represents the interests of the City in rate hearings on public utilities and transportation. Its Criminal Division prosecutes all violations of City, Park Board and Airports Commission ordinances and all misdemeanors under state law occurring within the City. The City Attorney is the legal advisor of the Mayor, City Council, its committees and all other officers of the City.

CITY COORDINATOR. An important change in city government over the past few years has been the expansion of the City Coordinators office. By City Council action transferring certain functions and employees to the Coordinators jurisdiction, the staff increased from five employees in 1966 to more than 400 in 1976. Included are the Department of Inspections, the Planning Department, the Capital Long-Range Improvements Committee staff, finance, licensing, and data processing. Some of the changes

were suggested by management surveys to provide the City Council with an effective administrative staff.

The City Coordinator is the Council's administrative and planning executive, responsible for carrying out its policies. The office has four divisions which work with city departments and independent boards and commissions to coordinate planning and action.

1. The Administrative Division provides basic administrative services for most city departments, including health and life insurance programs for city employees and office space management and assignment. It is also responsible for the municipal auditorium and for the reporting center for emergency calls to the Police Department, the Fire Department, the County Sheriff, and the Hennepin County Medical Center.

1a. The Department of Licenses and Consumer Services, also a part of the Administrative Division, has a wide variety of duties. It issues 140 different kinds of licenses. It is responsible for enforcing city ordinances and state and federal laws regarding standards of weights and measures; its inspectors check trucks for overloading and check scales, filling station pumps and taxi meters for accuracy. They also check the validity of smoke and fire sales, going out of business sales, and auctions. The Department also issues dog licenses, takes identification pictures of taxicab drivers and applicants for gun permits, and operates the stolen bicycle recovery program. Its meter monitors collect the money from parking meters and enforce parking regulations by issuing "tickets" to violators.

2. The Human Resources Division plans, initiates, supervises and coordinates various city and other social service programs supplementary to county programs. The idea is that by merging related programs and services under one division there will be fewer gaps in service, fewer duplications, and better evaluation. The unemployed, minorities, low-income families and day care services are concerns of this division.

3. The Environmental Control Division, commonly called the "Development Division", is concerned with physical development and improvement projects. It provides basic development policies to be used in evaluating proposed public or private plans and it oversees and coordinates such projects as the Loring Park and Nicollet-Lake development districts.

4. The Planning Division is responsible for developing and updating comprehensive plans for community improvement programs. The planning staff provides technical assistance to the City Planning Commission and to other city agencies such as the school, library and park boards. It also handles zoning matters.

CIVIL SERVICE COMMISSION. The Civil Service Commission is the city's personnel agency, with the power to make rules to promote efficiency and to maintain the merit system. An "equal opportunity" employer, it is governed by city and state laws prohibiting discrimination in employment. The Commission sets policies and job classifications, recruits applicants for job vacancies and administers competitive examinations. It also

conducts training programs, hears employee appeals of various kinds, approves permits for temporary employment and audits payrolls.

CITY COMPTROLLER-TREASURER is elected by the voters. It is the duty of the City Comptroller-Treasurer to keep regular books of account, both of the City of Minneapolis and of the several boards of the City, in which he enters all indebtedness of the City and will at all times show the precise financial condition of the City, and of the several boards, the amount of bonds, orders, certificates and any other evidence of indebtedness outstanding, and the redemption of the same when regarded. No bond, order, certificate, contracts, or other evidence of indebtedness is valid until so countersigned. He must at the close of each fiscal year report to the City Council the financial condition of the City. Audit claims against the City and Board, receives all monies belonging to the City and keeps an accurate account.

DEPARTMENTS

Public Works Department

The present Director of Public Works (also called the City Engineer) is only the ninth person to hold the job in more than 100 years. The Department employs approximately 1400 persons full-time and another six to seven hundred on a seasonal basis. There are six divisions within this Department.

1. The Equipment Division owns, operates and maintains 1100 pieces of motorized equipment.
2. The Operations Division includes several maintenance and

construction subdivisions.

3. The Traffic Division, headed by the Traffic Engineer, plans traffic flow and, with the authorization of the City Council, controls location of signal lights, stop signs, parking signs, parking meters and one-way streets.

4. The Street Maintenance Division, in addition to cleaning and repairing city streets, also does all maintenance and housekeeping on the Nicollet Mall, which is paid for by adjacent property owners.

5. The Sanitation Division is responsible for collecting garbage and trash, using city trucks and employees or contracting with private haulers. The refuse is disposed of at sanitary landfills outside the City.

6. The General Services Division has five major responsibilities: 1) maintenance and repair; 2) negotiation and supervision of contracts for the construction of new public buildings; 3) operation of the municipal garage and a minor repair facility for police and fire vehicles; 4) installation and maintenance of the radio communication network for city departments; 5) supervision of the city owned terminal facilities for cargo barges operated by private firms under contract.

Health Department

Minneapolis operates its own Health Department to augment county services. Headed by the Commissioner of Health, the department is responsible to the City Council's Health and Social Services Committee. The Department has five bureaus:

1) Environmental Hygiene inspects boarding and lodging homes, food processing plants, restaurants and food markets.

- 2) Maternal and Child Health offers services to eligible mothers and children.
- 3) Home Health Services combines with the Visiting Nurse Service of the United Fund to provide nursing services on request or by referral on the basis of health needs.
- 4) Preventable Diseases conducts immunization programs and tabulates disease statistics.
- 5) Drug Abuse and Alcoholism concentrates on prevention of chemical problems and early intervention.
- 6) The Health Education Unit provides services to all bureaus.

Fire Department

Today there are 20 fire stations in Minneapolis, manned by a force averaging 505 fire fighters. The Department's average authorized strength of 557 includes dispatchers, clerical and administrative

employees. The City Council appoints the Fire Chief from a list of eligible candidates on the basis of a competitive civil service examination and he serves for life unless he is removed for cause.

All fire fighters are under civil service and have their own pension plan. To qualify for their jobs, they must meet age requirements and physical standards, pass agility tests and written examinations. Besides fire fighting, their training includes handling and safeguarding of radioactive material. They also get an 81-hour in-hospital course for emergency medical technicians at the Hennepin County Medical Center. They average 56 hours of work a week on 24-hour shifts.

Police Department

Protecting the lives and property of its citizens has always been a primary duty of government. In 1975, police protection cost the City \$19,678,649 - nearly 15 percent of the total budget - for an 851 member force. That year the Police Department received 198,083 complaints. However, it estimates that nearly 80 percent of an officer's time is spent providing social services and performing tasks not directly related to crime.

Although the Mayor is generally considered to control the Police Department because he appoints the Chief, who serves at the Mayor's pleasure, the City Council confirms the appointment and may remove the Chief for cause by a two-thirds vote. The Council also controls the department's budget. Since a newly elected Mayor

invariably selects a new Chief of Police, and a new Chief invariably selects his three deputy chiefs, there is considerable turnover in the top police administration. Recent suggestions for change have included a definite term of office or tenure for the Chief.

COMMISSIONS AND BOARDS

Board of Equalization is the standing committee on taxes of the City Council. It must revise, amend, and equalize the assessment on the roll of the City Assesor. This board is vested with all the powers which are vested in County boards of equalization under the general laws of the State. When the assessment rolls have been revised, they are returned to the City Council, who may confirm or return to the Board for further revision. When the City Council confirms the assessment the City Clerk will enclose a memorandum of the confirmation, which is then returned to the County Auditor as other assessment rolls.

Board of Estimate and Taxation consists of the Mayor, City Comptroller-Treasurer, Chairman of the Committee on Ways and Means of the City Council, President of the Board of Education, President of the Board of Park Commissioners, and two qualified electors. Every office, department, board, commission and other agencies of the City, financial in any way, by appropriations of the City Council or having any power to levy taxes must submit to this board and the Mayor, budget information for the following fiscal year.

The Board fixes and determines the maximum amount of money and maximum rate which may be raised in the aggregate by general taxation by the City Council, Board or Department for each fund, and no general taxes can be levied in such year in excess of the amounts so fixed.

The Minneapolis Planning Commission consists of nine members: the Mayor, four Mayoral appointments, representatives of the Park Board, School Board and Hennepin County, and one Alderman. The Planning Commission is responsible for preparing the planning framework to guide the City's development process. This includes the Comprehensive Plan and could include the preparation of specific plans for housing, economic development and so on. This Commission reviews capital improvement programs for conformance with the City's Comprehensive Plan. Thirdly, the Planning Commission establishes the City's land use and zoning policies. Finally, the Commission reviews rezoning and variances.

The Planning Commission is more than an advisory group established at the discretion of the City Council. Its authority is derived from the City Charter. Nevertheless, the staff is provided by the Mayor and reports to the City Coordinator.

The Minneapolis Industrial Development Commission, (MIDC), consists of nine members appointed to three year terms by the City Council. It helps industrial firms find suitable sites and arranges financing to build and expand in Minneapolis, often through the sale of industrial/commercial revenue bonds. Another important

activity is the preparation of studies analyzing industrial development needs and potentials and the preparation of promotional brochures. In more recent years, MIDC has expanded its activities and established four industrial development tax increment districts. One of these, the Kasota project is a large area still being developed. The other three were individual development sites; Gresen Manufacturing, Wilcox Paper, and Rex Distributing. In all these projects, MIDC buys land and sells it to private developers. The MIDC also operates the Upper Harbor project which as established by the City Council acting in the capacity of a port authority.

Minneapolis Housing and Redevelopment Authority. The Minnesota Legislature created the Minneapolis Housing and Redevelopment Authority (HRA) in 1947 with the responsibility of administering federal funds for low-rent public housing and urban renewal projects. The HRA is somewhat more independent than most city agencies since it, like the City itself, is a creature of the State. However, much of its spending requires City Council approval even though much of the money comes from the state and federal governments. The HRA has the power to adopt its own bylaws, maintain its own personnel policy outside the civil service system, and transact such business as purchasing, insuring and awarding contracts. It has the power of eminent domain in redevelopment districts. A seven member Board of Commissioners runs the HRA.

Early HRA programs involved massive clearance and building large scale low-rent housing projects. Its more recent programs are aimed at upgrading the quality of city neighborhoods and enabling

low and moderate income residents to rehabilitate their homes.

Current programs fall into five categories:

Neighborhood Rehabilitation Programs

City-Wide Rehabilitation Programs

Housing Management Programs

The Housing Finance Program

Redevelopment Projects

Board of Education. The elected Board of Education is the general policy making body for the school district, and is legally responsible for ensuring that education is available to every child in the District, including the handicapped. Until 1959 the City Council and the Board of Estimate and Taxation controlled school funding. Then, in a referendum authorized by the Legislature, the citizens voted to establish a special Independent School District.

Library Board. The Minneapolis Library system is governed by an independent elected Library Board of eight trustees, which is responsible for the establishment, maintenance and management of public libraries, museums and art galleries in Minneapolis. It has the authority to buy and sell necessary property and to levy a property tax to support library services. It also appoints the Library Director who serves at its pleasure. The Board has a contract with the Science Planetarium and Museum at the Central Library.

Park and Recreation Board/ The elected Board is a semi-independent agency. It enacts ordinances governing the use of parks, parkways, playgrounds and municipal golf courses, although since 1975 the Mayor can veto its actions. It directs the organization and operation of recreational programs, provides for policing of park properties and maintenance of street trees. It levies taxes within the limits set by the Board of Estimate and Taxation, fixes appropriations and controls expenditures from four major funds; the Park and Recreation Fund, the Tree Preservation Fund, the Park Rehabilitation and Parkway Maintenance Fund, and the Lake Pollution Fund. Park Board bonding for improvements follows the same procedure as bonding for any other city agency. The Board employs a permanent staff of approximately 500 people, plus more than 500 summer workers.

MAYOR DONALD M. FRASER

minneapolis

city of lakes

Feb. 12, 1981

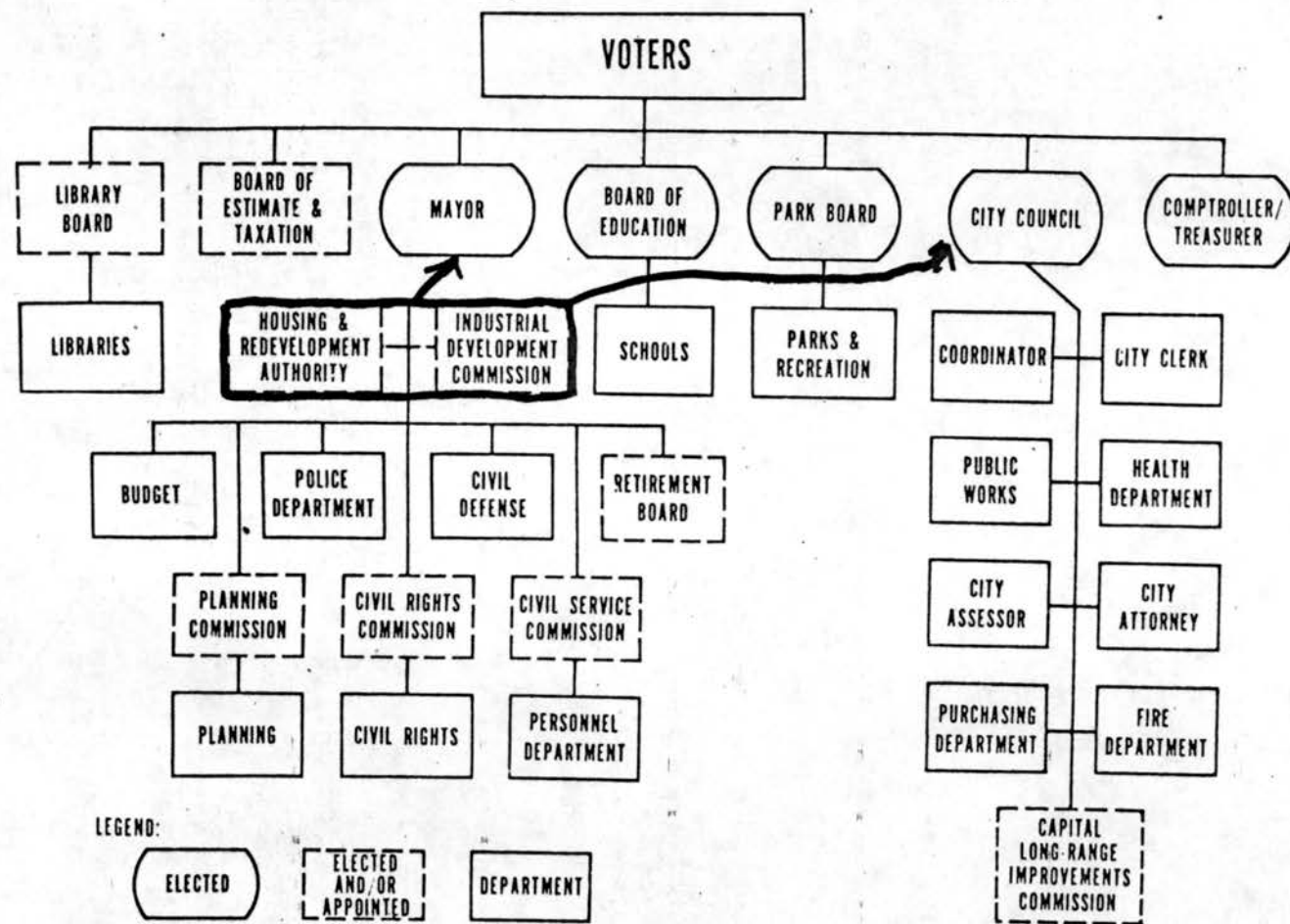
Dear Maria,

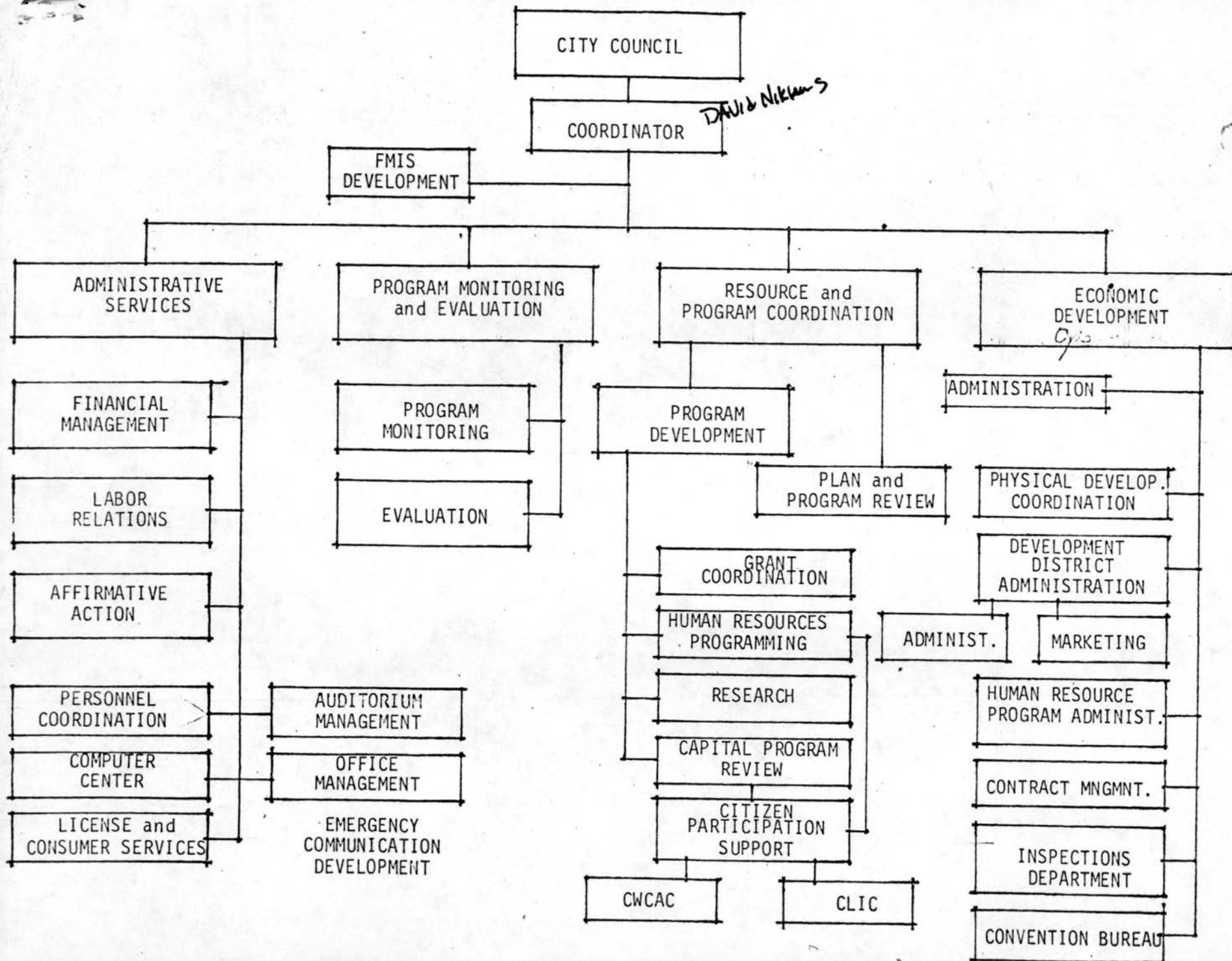
I am sorry that we could not have lunch, perhaps we can do so at a more convenient time. I am sending you the two resumes that we discussed. I personally endorse both for whatever opportunity is available. They have served the community well and we need to keep that kind of talent here in the Twin Cities.

Once again, congratulations on becoming a doctor. I wish you every success.

Sincerely,
Doree Diney de Buttk









LOS NIÑOS INTERNATIONAL AID & ADOPTION
INFORMATION AND REFERRAL CENTER

919 West 28th Street
Minneapolis, Minnesota 55408
(612) 825-0979 or 872-4979

June 18, 1980

Executive Director
Jean Nelson-Erichsen

Treasurer
Heino Richard Erichsen

AFFILIATIONS

NACAC

OURS

OURS Parents of
Latin American
Children

Joint Council of
International Childrens
Services of North America

Minnesota Council on
Adoption and
Foster Care

Instituto de Arte y
Cultura de Minnesota

Metropolitan State
University

Amigos

HOPE International
Family Services

International Concerns
Committee for Children

Lifeline for Children

Marguerite Loftus, Coordinator, Resettlement Program
Catholic Charities
215 Old 6th Street
St. Paul, MN 55102

Dear Ms. Loftus,

Our purpose in writing this letter is to seek endorsement for an on-site assessment of the needs of unaccompanied Cuban refugee children and to enhance and augment an immediate, temporary solution to their problems.

Los Niños International Aid and Adoption Information and Referral Center is capable of providing many support services to these children through our community of Hispanic organizations and also through our nation-wide network of parent groups, human services and Shriner's Hospitals for immediate foster care of the children and the eventual adoption of the children legally declared orphaned or abandoned.

Irene Bethke, our Vice President, learned of these unaccompanied children through Edwardo Villalon at a meeting of Centro Cultura Chicano. Ms. Bethke, who serves on boards and committees of many Hispanic organizations has been the recipient of two awards from Minnesota Governors for her work on behalf of minorities. She is bilingual, bicultural and a native Spanish speaker. Irene Bethke is concerned about these homeless children and wants something to be done.

Our Secretary/Treasurer, Heino Erichsen, is also bilingual. His special abilities for this project are his expertise in quickly organizing projects. He is also able to rapidly find support services for orphaned and abandoned children in our nationwide network of affiliations.

My own fields of expertise include interpreting and coordinating state, federal and immigration laws with the laws and emigration requirements of foreign countries concerning foster care and/or adoption of children. I also offer my published medical research paper which explains, in layman's terms, the signs and symptoms of tropical diseases and parasites and how to obtain appropriate mediate treatment for these problems, which afflict most children living in Third World conditions.

We are also able to find free, or almost free medical treatment for handicapped children. In addition, I am offering my multi-media presentation, "Latin American Children's Cultures," my library of book and non-book media on Hispanic cultures and my published bibliography on this subject.

Each of us at Los Niños have been parents of birth children and sometimes of foster children for over twenty years. All of us are aware of the special considerations in transracial, cross-cultural families since our own families are Hispanic/Anglo by birth or adoption.

We are fully aware that Catholic Charities is devoted to helping the unaccompanied Cuban refugee children. We are writing to provide you with information about ourselves and about the services we can provide in order to ease the adjustments of these traumatized Cuban children who have survived personal tragedies.

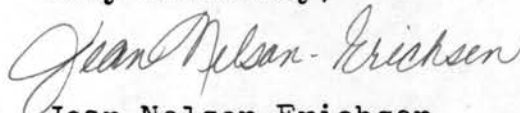
We would begin by personally meeting and greeting each child in Spanish and by photographing and recording all identifying information, including obvious health problems and handicaps, for every child. We would conclude our meeting with each child by assuring them that they will be given all the help they need as quickly as possible. If necessary, we would also leave an identification bracelet or necklace with each child.

The information we would gather would be given to Catholic Charities. Together, we could design an individualized plan to aid each child, including the group of deaf-mute children.

At the same time, we would like to provide general information about the Cuban refugee children to social workers, either through workshop presentations or in written form. Local Cubans would provide information on the children's cultural backgrounds.

We at Los Ninos hope very much that you will use our services and those offered by Hispanic community resources to aid the unaccompanied refugee children of Cuba.

Very sincerely,



Jean Nelson-Erichsen
Executive Director

cc: Don Vargas, Centro Cultura Chicano
Edwardo Villalon, Hispanos in Minnesota
Jose Trejo, Spanish Speaking Affairs Council
The Mayor, Minneapolis Spanish Advisory Committee, City Hall, Rm. 127

4. Specialized knowledge and qualifications of officers:

Jean Nelson-Erichsen, M.A., Human Development, writer of research on International adoptions, author: Gamins - How to Adopt from Latin America, Dillon Press, Minneapolis, September 1980. B.A. Metropolitan State University in Human Service and Writing. Coordinator and researcher for Colombian adoption information, OURS Inc. Minneapolis, adoptive parent of Latin American children. Team teacher, pilot project, Belize, Central America. Community Faculty, M.S.U. St. Paul MN in Human Service.

Irene Gomez-Bethke, B.A. Candidate, Metropolitan State University St. Paul, MN. with emphasis on Hispanic Culture and Human Service, Bilingual and bi-cultural, course work taken at So. Colorado U, U of Washington, Kansas State U, and the University of the Americas in Puebla, Mexico in Folkloric studies. Board membership in Hispanos in Minnesota, Centro Cultural Chicanos, Instituto de Arte y Cultura de Minnesota, Hispanic Advisory Committee to the Mayor of Minneapolis and the Spanish Speaking Affairs Council for the State of Minnesota.

Heino R. Erichsen, M.A., Human Development, researcher of legal requirements and sources in International adoptions, co-author: Gamins-How to Adopt from Latin America, Dillon Press, Minneapolis, September 1980. B.A. M.S.U., St. Paul, Mn in Administration and Human Service. Adoptive parent of Latin American children. Director of a pilot teaching program in Belize, Central America. Former Sen. International Accountant for a multi-national Co. Cost Manager in Healthcare field. Community faculty, M.S.U. in Human Service.

The services generally are:

1. Researching, writing and publishing documented information that informs and educates the public; government agencies, colleges of law and social work, adoption agencies, adoptive parents groups and lawyers about international adoption sources and procedures in Africa, Asia, Europe and Latin America as well as ethnic resources for enhancing cross-cultural, transracial placements.
2. Assisting in assessing and utilizing relevant placement processes of foreign orphaned and abandoned children legally available for adoption as well as sponsorships and fostering of handicapped foreign children brought here for medical treatment.
3. Providing individual counseling and personal support regarding international adoptions and post-adoptive cultural resources.

The present activities thorough which these services are being provided are:

- a. an international adoption information center which stores and continually gathers international adoption laws, authorized adoption sources and their procedures as well as cultural resources and disseminates this information verbally or in written or multi media form to professionals in the adoption field and their clients.
- b. publishing books, producing multi-media presentations, writing individualized adoption portfolios and providing adoption prospectuses on specific countries
- c. conducting workshops and teaching college level classes on international adoptions
- d. coordinating our center's activities with adoptive parents groups regarding the education of their members as well as their aid to handicapped foreign children who need to be treated in the United States.
- e. developing new child-placing agreements for U.S. adoption agencies with foreign adoption agencies.



Saint Mary's College

- Evaluation from our Director, Graduate Program in Human Development

EVALUATION OF JEAN AND HEINO ERICHSEN

CONTRACT IV

I shall limit my evaluation of the fourth contract to committing to writing some of the comments I and others have made during the course of the Erichsens studies, and especially at the conclusion of their colloquium.

It seems a rarity today to find any individual, and especially two individuals, working in harmony on a project that is as complicated and as frustrating and at times is so personally unrewarding as the areas of international adoption.

In the several years that Jean and Heino have been working at Saint Mary's in this field, I have seen them sacrifice so much of themselves so that others could be relieved of the misery that would face them if they were not able to get out of the countries in which they are unwanted and uncared for.

I've seen the faces of the parents of this country who, because of Jean and Heino, have received new parts of their lives and will grow and love in ways that would not have been possible without the Erichsens' assistance.

Throughout all of the trying times when the Erichsens couldn't get published or when they could not find the funds to do something that they wanted to do, throughout all of the adversities that affected them in their graduate program, I have never once seen them lose their sense of humor or their commitment to the belief that human lives are the single most important things and any obstacle can be overcome if your commitment is true.

It has been a distinct pleasure to have an opportunity to know the Erichsens, much less be a very small part of the work that they were doing.

I recommend a grade of PASS.

William E. Bybee
Director/Adviser
April 30, 1980



To All To Whom These Presents Shall Come, Greeting:

Whereas, Articles of Incorporation, duly signed and acknowledged under oath, have been recorded in the office of the Secretary of State, on the --16th-- day of May, A. D. 1980 for the incorporation of

LOS NINOS International Aid and Adoption Center

under and in accordance with the provisions of the Minnesota Nonprofit Corporation Act, Minnesota Statutes, Chapter 317;

Now, Therefore, by virtue of the powers and duties vested in me by law, as Secretary of State of the State of Minnesota, I do hereby certify that the said LOS NINOS International Aid and Adoption Center is a legally organized Corporation under the laws of this State.

Witness my official signature hereunto subscribed and the Great Seal of the State of Minnesota hereunto affixed this --sixteenth-- day of May in the year of our Lord one thousand nine hundred and eighty

Jean Anderson Greene
Secretary of State.

1

About 10 years ago, U.S. educators came to the realization that there are native-born American children for whom the English language and the American way of life are virtually foreign.

These children, they found, therefore experience a number of educational and psychological set-backs in school. Many of the children never overcome these obstacles, and eventually fail or drop out. This repeated failure has helped to assure that certain ethnic groups are kept among the lowest socio-economic levels in the United States.

The most startling discovery for the educators, however, was that children from linguistic and ethnic minorities are not linguistically and culturally deprived.

By the time they are five years old, these children have mastered the basic sound and grammar structures of their own language, they have learned about themselves and their world, and they are ready to begin acquiring the concepts and skills the educational system deems necessary; but these concepts and skills are being learned in a language other than English, and through learning techniques based on other than the Anglo-American cultural model.

This discovery--that by using the native language for classroom instruction, the child is allowed to continue uninterrupted learning from home to school, thus permitting immediate progress in concept building instead of postponing development until a new language is learned--is bilingual bicultural education.

4. Relation to City Council adopted priorities

Which of the following priorities does your project primarily address? (Check one):

- a. Programs to eliminate blight and rehabilitate housing. _____
- b. Physical programs resulting in economic and job base development. _____
- c. Programs to support neighborhood development with facilities and public improvements of a capital nature. _____
- d. Support services to programs in:
 - (a) above _____
 - (b) above _____
 - (c) above _____

X

5. Objectives

- a. What are the objectives you hope to achieve this year if funded?

To address the special needs of the bilingual, bicultural population in Minneapolis by implementing programs of supportive service nature.

- b. How do these project objectives contribute to the City Council adopted priorities?

The procurement of an unused facility located in an area lacking new developing for the purpose of encouraging physical improvement to carry out community development objectives and activities, such as: the expansion of community facilities, community service centers and supportive services.

- c. How do you propose to measure achievement of these objectives? (Use quantitative measures to the extent possible):

Frankly, the measures of achievement will be the actual implementation of the programs and the use or non-use of the center by its proposed clientele and their numbers.

6. Project Coordination

- a. Are there other programs in the area which your project will serve that provide the same kind of activities or services:

Yes X No

- b. If the answer to (a) is "yes", identify them and describe:

- (1) Why need exists for your project.

Services exist in the area but not for the Chicano, due to the lack of sensitivity regarding bilingual, bicultural needs by the agencies in the area.

- (2) Efforts you have made or intend to make to coordinate with the other programs.

We plan to co-operate with other agencies in the area to fill in any blank spots in our programming. Below are examples of those either contacted or to be engaged with:

(1) YMCA on Broadway, (2) Pilot City,
(3) Northside Settlement Center, (4) Llano Drug Center, (5) Mpls. Public Schools

- c. Would your project be:

- (a) A continuation of a present program funded through CD Block grants?

Yes No X

- (b) A continuation of a present program funded from some other source?

Yes No X

- (c) An expansion of a present program into new activities?

Yes X No

- (d) An entirely new program?

Yes No X

- d. Identify the agency or organization responsible for administering your project. If the administering agency or organization is one other than the applicant, describe how their involvement will be coordinated with your project.

"Centro Cultural Chicano" has been organized for the purpose of forming a corporation pursuant to the provisions of Minnesota Statutes Annotated 317 (Minn. Non-Profit Corp. Act) 1951, Chapter 550. The corporation is exclusively for educational purposes as an organization exempt under Section 501 (c) (3) of the IRS Code of 1954. The corporation shall engage in activities relating to Mexican culture, Chicano youth, and senior citizens.

7. Relationship to Physical Projects

- a. If your project involves use of CD Block Grant Funds to rehabilitate privately-owned property, describe other CD-eligible physical program activities in the same project area that will take place during 3rd Year funding of your project. (Federal requirement)

"Centro Cultural Chicano" is not prepared to answer 7(a) for lack of understanding of the question asked.

b. If your project involves use of CD Block Grant Funds to provide support services (i.e., checked under 4.d, page 2) describe

- (1) Other CD-funded physical program activities in the area(s) your project will service that will take place during 3rd Year funding of your project.

Unknown (effort made to ascertain information).

- (2) Why your project is essential to the success of these CD-funded physical programs.

Relationship unknown.

8. Community Involvement

a. How have residents been involved in the development of your Proposal? Explain.

See attached document 8(a).

b. How will residents be involved in the actual project?

Through open promulgation "Centro Cultural" membership will be available to those interested, as well as board election dates. "Centro Cultural" will also maintain a functional board of directors to maintain the "Centros" programming. Lastly, residents will involve themselves by actual partaking of the services "Centro" will provide in paraprofessional and employment opportunities.

8a.

"Centro Cultural Chicano's" past record regarding resident participation in both the organizational and planning processes are highly reflective of the Chicano communities' commitment to the establishment of a "Centro" of their own, as none presently exists in the City of Minneapolis. Not only is "Centro Cultural Chicano's" board of directors made up of community people, but the organization has functioned on an ad hoc basis in the various homes of individual members since early 1972. Aside from the numerous meetings and workshops held in different churches and libraries, "Centro Cultural Chicano" has also coordinated a successful two day conference at Spring Hill Conference Center (October 27, 1974). "Centro" topics were discussed and resolved to be those areas of greatest need for the Minneapolis community. "Centro Cultural Chicano" has also involved many residents through various activities coordinated to the extent possible within the organization's restricted meeting places. The following are a few examples:

1. Annual Christmas party for Chicanitos (little ones)
transpired at: St. Joseph's old school house, 1972
The "City", 1973
Ascension school gym, 1974
Highland Park Presbyterian Church, 1975
2. "Centro Cultural Chicano" has developed a dance group for the promotion of cultural shows for the community, free of charge, and a theater group to expose Bilingual, Bicultural needs.

All in all there is substantial evidence of community participation.

9. Funding

What other funds support the activities of your agency or organization? (e.g. Federal, State, City, private, etc.)

Source

Approximate Annual Amount per source

None at this time.

What funds other than CD Block Grants will be used to support your project?

Source

Amount per Source

Type (e.g. cash, in-kind)

None

Do you expect revenues resulting from Project? No Amount? None

10. Other Federal Sources. If your project involves use of CD Block Grants to provide support services (i.e., checked under 4.d., page 2):

Have you applied for or inquired in writing to the Federal agency most likely to meet the needs for which Community Development funds that are being requested, or have you contacted the state or local agency or agencies which customarily receive such Federal program monies and administer them within the City? Explain. (include date of application)

Not Applicable

Has a written reply been received? (include date)

11. Future Funding

Present projections indicate that the size of the Minneapolis CD Block Grant will diminish in each successive year. If this project is funded and successful, how would you continue it if CD funding is no longer available for it in the following years?

"Centro" members report that conversations with existing agencies and foundations express a willingness to provide funds of supportive nature, provided there is a building and "seed" monies have been obtained. Also "Centro" is in the process of establishing a trust fund for programming and other fund raising activities.

12. Budget Request

Amount \$132,250

	<u>3rd Year CDBG Request</u>	<u>Other Sources</u>	<u>Total</u>
a. Line Item Summary:			
Personnel			\$112,750
Supplies (office)			5,000
Equipment			10,000
Facility or Capital Costs			4,000
Other (describe) Phone, electricity, heat, insurance			500
b. Indicate what amount(s) of the total CDBG request budget figure cited above fall into the following categories of Block Grant eligible activities.			
1. Acquisition of Real Property			
2. Public Works, Facilities, Site Improvements			
3. Code Enforcement			
4. Clearance, Demolition, Rehabilitation			
5. Rehabilitation Loans and Grants			
6. Special Projects for Elderly and Handicapped			
7. Payments for Loss of Rental Income			
8. Disposition of Real Property			
9. Provision of Public Services			
10. Payment of Non-Federal Shares			
11. Completion of Urban Renewal Projects			
12. Relocation Payments and Assistance			
13. Planning and Management Development			
14. Administrative			
15. Continuation of Model Cities Activities			
16. Contingencies			
17. TOTAL PROGRAM ACTIVITY COSTS		\$132,250.00	

Personnel: If your project involves staff to be paid from CD Block Grant funds, describe the following:

<u>Position Title</u>	<u>Number Hours Worked</u>	<u>Hourly Wage/or Salary</u>
<u>Director</u>	<u>40 hours</u>	<u>Salary -- \$17,000</u>
<u>Recreation Coordinator</u>	<u>40 hours</u>	<u>Salary -- \$12,000</u>
<u>Family Ass't. Referral</u>	<u>40 hours</u>	<u>Salary -- \$12,000</u>
<u>Librarian -- Resource Person</u>	<u>40 hours</u>	<u>Salary -- \$10,000</u>

(See Reverse)

13. Applicant Profile

a. Description of group (function and activities to date)

The members of "Centro Cultural" shall be natural persons of bilingual, bicultural background without restrictions as to race, sex, religion, or age. See 8a (attached).

b. Describe your group's program and fiscal record-keeping procedures.

No fiscal record-keeping procedures at this point but are willing to work with any city agency to obtain background in such.

c. Total number of staff:

No staff.

d. Board of Directors:

Number: 7

How selected: Elected in general membership.

See list below.

Powers and responsibilities (brief statement)

Board of Directors shall provide notices of meetings and vacancies in the Board as they occur. Directors shall also co-ordinate the annual meetings in April, handle property affairs and business of the corporation and any action taken must be by majority vote of those directors present. Each director has one (1) vote and may

Name of Board Chairman:

Donald J. Vargas

delegate authority to Special Committees except for the approval of the annual budget (For more information, see By-Laws).

Members of Board:

1. Linda Fairbanks, Treasurer
2. Alma Samuels, Secretary
3. Ramon Almieda
4. Benjamin Dominguez
5. Alfredo Garcia
6. Tino Garcia
- 7.

<u>Position Title</u>	<u>Number Hours Worked</u>	<u>Hourly Wage/or Salary</u>
Counselors (2)	40 hours	Salary -- \$24,000
Clerical (1 1/2)		
Para-professionals (5) (Part Time)		Salary -- \$3,000 (each)
Janitorial	20 hours	Salary -- \$3,000

Job Interview Questions

1. What is your philosophy about the Chicano Movement and what does it mean to you?
2. What do you see as the most present need of the Chicano in the ~~national~~ level and the Twin City area?
3. How would you meet their needs?
organize -
4. What would your projective plans be for the administration of the Centro?

General Items:

- ✓ 2
A. Funding
- B. Secretarial
- ✓ C. Social Services
- D. Educational Programs
- E. Recreation

5. How do you work under pressure?

6.. What roll do you see the Chicana playing in the Centro?

X 7. How do you see your relationship with the Board of Directors of Centro Cultural Chicano?

8. *Shirley*

EVALUATION OF #1

1. Does it appear that the producer was able to relate to the subject matter?
YES ☒ NO ☐
2. Color density of film: Excellent__ Very Good ☒ Good__ Fair__ Poor__
3. Does story have depth? Yes__ Somewhate ☒ No__
4. Do shots appear well placed and well taken? Yes__ No ☒
5. Are subjects given the right attention? Yes ☒ No__
6. Does film appear sensitive? Yes__ No ☒
7. Camera handling (movement, zoom, etc.): Excellent__ Very Good__ Good ☒
Fair__ Poor__
8. Editing: Excellent__ Very Good__ Good ☒ Fair__ Poor__
9. Composition: Excellent__ Very Good ☒ Good__ Fair__ Poor__
10. Light exposure: Excellent__ Very Good__ Good ☒ Fair__ Poor__
11. Special visual effects: Excellent__ Very Good__ Good ☒ Fair__ Poor__
12. Special audio effects: Excellent__ Very Good__ Good ☒ Fair__ Poor__
13. Continuity and scene development: Excellent__ Very Good ☒ Good__ Fair__ Poor__
14. What is your overall professional rating? Superior__ Excellent__ Very Good ☒
Good__ Fair__ Poor__

PLEASE STATE

YOUR COMMENTS-POSITIVE

YOUR COMMENTS-NEGATIVE

EVALUATOR'S SIGNATURE

POSITION APPLYING FOR:

EXECUTIVE DIRECTOR
CENTRO CULTURAL CHICANO

APPLICANT:

DONN J. VARGAS

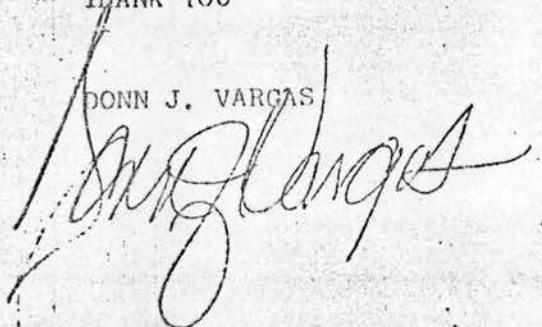
I AM APPLYING FOR THE POSITION OF EXECUTIVE DIRECTOR, ON A
FULL TIME BASIS.

I BELIEVE THAT I AM QUALIFIED FOR THE POSITION BECAUSE I HAVE
EXPERIENCE IN THE FIELD OF SOCIAL SERVICES, HAVING VOLUNTEERED AND
WORKED IN THIS FIELD FOR THE PAST 10 YEARS, I BELIEVE THAT I HAVE
ACCUMULATED IMPORTANT EXPERIENCE.

IF I AM CONSIDERED FOR THE POSITION OF EXECUTIVE DIRECTOR I
WOULD BE MOST APPRECIATIVE.

THANK YOU

DONN J. VARGAS

A handwritten signature in dark ink, appearing to read "Donn J. Vargas", written over a horizontal line.

NAME: DONN JAY VARGAS

374-2996

AGE: 29

RESIDENCE: 2112 5TH AVE. NO.
MINNEAPOLIS, MINNESOTA 55405
1972-1975

411 33RD AVE. NO.
MINNEAPOLIS, MINNESOTA 55412
1975-1976

411 NEWTON AVE. NO.
MINNEAPOLIS, MINNESOTA 55405
1976-1976

2119 EMERSON AVE. NO.
MINNEAPOLIS, MINNESOTA 55411
1977-

EDUCATION: ST. RAPHAELS GRADE SCHOOL
CRYSTAL, MINNESOTA 55428
GRADES 1-8 1956-1964

BENILDE HIGH SCHOOL
ST. LOUIS PARK, MINNESOTA
GRADES 9-12 1964-1968

UNIVERSITY OF MINNESOTA
MINNEAPOLIS, MINNESOTA
1972-

MAJOR-ANTHROPOLOGY

I NEED 45 CREDITS TO COMPLETE A
BACHLOR OF ARTS DEGREE

EMPLOYMENT: CONTROL DATA CORPORATION
7800 COMPUTER AVE. SO.
BLOOMINGTON, MINNESOTA
1968-1972

SHIPPER OF PERIPHERAL EQUIPMENT
DOMESTIC AND INTERNATIONAL

MINNEAPOLIS BOARD OF EDUCATION
807 BROADWAY NORTH EAST
MINNEAPOLIS, MINNESOTA
1973-1975

TEACHERS AIDE I

COMMUNITY RESOURCE PERSON, GATHERED INFORMATION
FOR A CHICANO STUDIES CLASS AT THE NORTH COM-
MUNITY HIGH SCHOOL FOR GRADES 11-12. ALSO.

LECTURED ON CURRENT AFFAIRS REGARDING THE
CHICANO MOVEMENT OF THE LATE SIXTIES AND EARLY
SEVENTIES. PROVIDED AUDIO-VISUAL MATERIAL AND
SCHEDULED FIELD TRIPS FOR THE CLASSES.

EMPLOYMENT CONT:

MINNEAPOLIS BOARD OF EDUCATION
SCHOOL AIDE I

1975-1976

JORDAN JR. HIGH SCHOOL
TUTORED STUDENTS GRADES 7-8

NORTHWESTERN BELL TELEPHONE
MINNEAPOLIS, MINNESOTA

1974-1976

BUILDING SERVICE ATTENDENT

NORTH SIDE SETTLEMENTS INC.
MINNEAPOLIS, MINNESOTA 55411

1977-1979

PROGRAM WORKER

CENTRO CULTURAL CHICANO
MINNEAPOLIS, MINNESOTA 55411

1979-

PROGRAM SUPERVISOR

ACTIVITIES:

MEMBER OF CHICANOS VENCERAN
COMMUNITY ORGANIZATION PROMOTING THE IN-
DIVIDUAL RIGHTS OF THE CHIC/LATINO POP-
ULATION OF MINNEAPOLIS.
MEMBER SINCE 1969

PRESIDENT OF CHICANOS VENCERAN
1975-1977

MEMBER OF CENTRO CULTURAL CHICANO
A NON-PROFIT SOCIAL SERVICE AGENCY PRO-
VIDING REFERRAL SERVICES, INDIVIDUAL ADVOCACY
AND COMMUNITY PROGRAMS. TO PROMOTE THE
WELL BEING OF THE CHIC/LATINO POPULATION
OF MINNEAPOLIS, MINNESOTA.
MEMBER SINCE 1973

BOARD OF DIRECTOR FOR CENTRO CULTURAL CHICANO
1977-1978

CHAIRPERSON FOR CENTRO CULTURAL CHICANO
1977-1978

BOARD OF DIRECTOR FOR THE MINNEAPOLIS
URBAN COALITION CHICANO CAUCUS
1976-1977

GIVE INPUT TO DECISIONS MADE BY THE URBAN
COALITION WHICH WOULD EFFECT THE CHIC/LATINO
COMMUNITY.

ACTIVITIES CONT:

I ALONG WITH RICARDO NEVILLES MEET WITH DR. J. ARNDT OF THE MINNEAPOLIS SCHOOL BOARD IN 1975, THE PURPOSE WAS TO SET UP THE HISPANIC ADVISORY COMMITTEE TO THE MINNEAPOLIS BOARD OF EDUCATION. THIS COMMITTEE IS COMPRISED OF CHIC/LATINO PARENTS WHO HAVE CHILDREN IN THE MINNEAPOLIS PUBLIC SCHOOL SYSTEM.

MEMBER OF THE HISPANIC ADVISORY COMMITTEE TO THE MINNEAPOLIS SCHOOL BOARD OF EDUCATION.

1976-1977

CO-AUTHORED PROPOSEL TO THE METROPOLITAN COUNCIL, MINNESOTA BOARD ON AGING FOR CENTRO CULTURAL CHICANO SO THAT A PROGRAM FOR THE SPANISH SPEAKING SENIOR CITIZEN COULD BE PROVIDED IN THE HENNEPIN COUNTY AREA.

1977

MEMBER OF THE JORDAN PLANNING DISTRICT COMMUNITY ADVISORY COMMITTEE. ALTERNATE MEMBER ON THE CITY WIDE CITIZENS ADVISORY COMMITTEE.

1977

MADE RECOMENDATIONS FOR THE COMMUNITY DEVELOPMENT BLOCK GRANT FUNDING, TO THE MINNEAPOLIS CITY COUNCIL.

CHAIRPERSON FOR THE URBAN COALITION CHICANO/LATINO CAUCUS

1978-1979

MEMBER OF MAYOR HOFSTEDT'S POLICE TASK FORCE. PURPOSE-THE SUBJECT OF DEPOLITICIZING THE MINNEAPOLIS POLICE DEPARTMENT.

1978-1979

MEMBER OF THE MINNEAPOLIS ARTS COMMISSION, VOUCHER COMMITTEE. TO REVIEW PROPOSALS FOR FUNDING COMMUNITY ARTS PROJECTS.

1979-1980

PERSONAL DATA:

HEALTH-EXCELLANT
MARRIED
3 CHILDREN

January 16, 1980

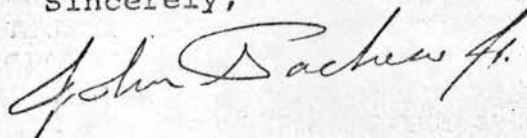
Centro Cultural Chicano
1800 North Memorial Highway
Minneapolis, MN 55411

Personnel Committee

Attached is my resume and other related materials. I am submitting these as application for the position of Director of Centro Cultural Chicano.

If you need additional information or have any questions regarding this material please let me know.

Sincerely,



John Pacheco Jr.

JP:dk

Enclosures

January 16, 1980

Personnel Committee
Centro Cultural Chicano

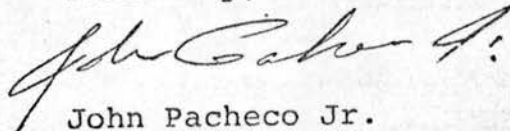
The reason I am applying for and feel that I am qualified for this position is because for the past seven year I have been working in the area of social service and community development. The development of Hispanic programs in this community is of particular interest to me.

In the past two years I have had the opportunity to work with both the past and present Executive Director's of The City Inc. in the areas of proposal writing and budget management.

The City's budget is \$357,000 made-up of both public and private sources. I have had the opportunity to receive firsthand knowledge of how the funding system functions. As director of the Legal Project I am solely responsible for the securing and management of funds for that program.

I look forward to answering any additional questions you might have concerning my qualifications. I have also attached a list of my personal references.

Sincerely,


John Pacheco Jr.

JP:dk

Enclosure

Personal References

David Nasby, Director of Community Relations
General Mills

James Nelson, Executive Director
The City Inc.

Tom Christian, Minnesota Community Corrections Association
Lutheran Social Service

RESUME

John Pacheco, Jr.
2920 37th Avenue South
Minneapolis, MN 55406

Phone: 722-4326
Birthdate: 11/22/53
Soc. Sec. - 472-64-7076

EDUCATION

1972 Vocational High School, Minneapolis, MN
The City Inc. Minneapolis, MN

1973 University of Minnesota, one year

9/78 Metro Community College

EMPLOYMENT

11/77 - present The City Inc. Legal Project (Job description attached)

11/73 - 4/77 Portland House, 514 11th Avenue S.E. Minneapolis, MN
A community based corrections program for
convicted male felons 18 to 30 years old. While
at Portland House I held two positions, Group
leader and House Manager.

WORKSHOPS AND SPECIAL TRAINING

While at Portland House and The City I attended a number of training sessions and seminars.

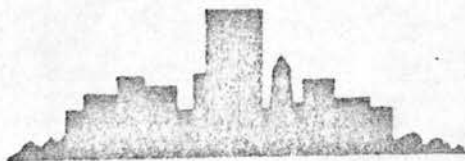
1. Positive Peer Culture
2. Group Guidance Interaction
3. Reality Therapy
4. Victimology
5. Dynamics of Group Therapy
6. Drug Use and Abuse
7. Counseling for Experienced Caseworkers

5/77 "Men Working with Adolescent Women" Center for Youth
Development and Research

6/78 Introduction to Youth Work - Metro Community College

7/78 Working with Groups - training session

9/79 National Council of LaRaza, Washington, DC



The City/Southside Inc.

1536 East Lake • Minneapolis, Minnesota 55407 • 724-2266, 724-21
2912 Bloomington Avenue • Minneapolis, Minnesota 55407 • 721-4411
James Nelson, Executive Director

January 16, 1980

To Whom it May Concern:

This letter is on behalf of John Pacheco who for the last two and a half years has been employed at The City, Inc. While at The City, John functioned as a counselor in our legal project and later directed the project.

In his capacity as Director of the Legal Project, John was responsible for overall administration, coordination and supervision of related staff and public relations with the wider community, most notably the juvenile justice staff of Hennepin County.

John has excellent skills as a supervisor. He has proven to be capable of planning and implementing timely programs. John's contacts with the wider community are also important components of his over-all effectiveness.

While we would certainly miss John's leadership and talents at The City, he would provide excellent leadership to a needed program in Minneapolis.

If you have any further questions regarding John, please let me know.

Sincerely,

James Nelson
Executive Director

JN:dk

Direct the Legal Project

- Be responsible for organizing and carrying out any special projects concerning the Legal Project.

- Develop and maintain positive relationships with area probation officers, court referee's and the Juvenile Court Judge. This should be maintained by a minimum of yearly meetings with each group. More frequent meetings with individual probation officer's or referees should also take place. The purpose of these contacts should be to inform the Juvenile Justice System of the program of The City/Southside, Inc. and represent The City/Southside to that system.

- Coordinate all client involvement of The City/Southside with the court system. This means that all City/Southside clients should be represented by City/Southside staff in court and the Director of The Legal Project should direct this effort.

- Keep all staff of The City/Southside informed of the philosophy of the agency regarding the Juvenile Justice System. Provide any orientation/training effort to provide staff with this information.

- Personally represent any client of The City/Southside in court when possible.

- Maintain statistical records of The City/Southside concerning the Legal Project, e.g., Crime Control Planning Board, etc. This should reflect numbers of clients and services provided.

- Work with all clients as an advocate designing appropriate plan/disposition with area probation officers or an alternative plan/disposition recommendation.

- Close follow-up with any client that has been a part of the Legal Project for trouble shooting and/or other maintenance tasks.

Direct the Employment Project

- Responsible for organizing and carrying out any special projects concerning the employment project.

- Identify, develop and maintain job bank resources in the community.

- Check monthly with employers of the job bank about performance of City clients in job site. (This is a trouble shooting-public relations task).

- Act as a placement resource for any City/Southside client looking for a job.
- Keep statistics about clients requesting a job, clients actually placed and subsequent performance for our own evaluation purposes and existing and potential funders.

- Keep all staff of the City/Southside informed of the philosophy of the agency and the goals of the City/Southside System. Provide a brief overview of the City/Southside System to all staff who are new to the organization.

- Keep all staff of the City/Southside informed of the goals of the City/Southside System and the goals of the City/Southside System.

- Keep all staff of the City/Southside informed of the goals of the City/Southside System and the goals of the City/Southside System.

CARTER NAMES ESTEBAN TORRES TO WHITE HOUSE STAFF(Cont.)

BENJAMIN CIVILETTI said he would appoint an Hispanic advisory group to meet with him regularly. A copy of the town hall follow-up report, "The Carter Administration and Hispanics: Partners in Progress," can be obtained by calling Hernandez' office at (202) 456-6712.

STEERING COMMITTEE ACTS ON HISPANIC ISSUES

At its last meeting in Chicago, the HAD Steering Committee passed resolutions on several issues of concern to the Hispanic community. Following is a brief summary of those resolutions and responses received to date:

1. RESIGNATION OF U.S. AMBASSADOR TO VENEZUELA WILLIAM LUERS--This resolution called for the resignation of Ambassador Luers for remarks made to several HAD members that "Hispanics were not qualified to be ambassadors." Resolution forwarded to President Carter, Secretary of State Vance, UN Ambassador Andrew Young and Luers. NO RESPONSE
2. RURAL INITIATIVES--Delegate HENRY CASSO introduced a resolution urging the White House to extend rural initiatives to Hispanic communities. Forwarded to President Carter, and Alex Mercure of Agriculture Dept. NO RESP
3. ERA--A resolution was unanimously passed requiring that all HAD meetings be held only in states that have ratified the ERA amendment, and urging the Illinois Legislature to ratify the amendment. NO RESPONSE
4. PUERTO RICO DNC VOTING RIGHTS-- A resolution was transmitted to DNC Chair John White calling for the DNC to treat Puerto Rico as a state containing the appropriate number of Congressional Districts; that it take into consideration 372,000 Democratic votes cast in the last Presidential election and its population of 3.3 million; that it be granted a total of 74 delegates; and that it be included in its alphabetical place in the roll of the states. RESPONSE... At its last DNC meeting held in May, the DNC agreed to all provisions of the resolution, thereby giving Puerto Rico the same rights and privileges of all 50 states at the 1980 Demo Convention in New York.



Hispanic American Democrats Newsletter
6055 East Washington Boulevard, Suite 608
Commerce, California 90040 (213) 721-9944



Committees

Chair
Com. 1 + 2 as for
Latinos
+ Report to Mayor

1. Mission and Purpose

- | | | |
|---------------------|---------------------|-----|
| 1. Marcela Trujillo | 3. Alfredo Gonzalez | } 3 |
| 2. Leo Montoya | 4. | |

2. Bylaws + Rule / Regs Criteria

- | | | |
|-----------------|------------------|-----|
| 1. Al Martinez | 3. Paul Gonzalez | } 3 |
| 2. Arturo Perez | Arturo Perez | |

3. Priorities

long range / short range Goals

- | | | |
|-------------------|----------------------|-----|
| 1. Arturo Perez | 3. Dr. Bethke | } 4 |
| 2. Carlos Rubiano | 4. Fermina Hernandez | |

4. Program of Work / Methodology / Needs

- | | | |
|----------------------|-----------------|-----|
| 1. Fermina Hernandez | 3. Daniel Ojeda | } 3 |
| 2. Alfredo Gonzalez | | |

5. Political

- | | | |
|----------------------|------------------|-----|
| 1. Leo Montoya | 3. Jose Gaitan | } 4 |
| 2. Felino de La Peña | 4. Paul Gonzalez | |

6. Communication

- | | | |
|---------------------|-----------------|-----|
| 1. Marcela Trujillo | 3. Dr. Bethke | } 4 |
| 2. Al Martinez | 4. Daniel Ojeda | |
| Carlos Rubiano | | |


Hispanic Housing and Community Development Conference

Hispanic America: Milestones of the 70s — Focusing on the 80s, is the theme of the National Hispanic Housing Conference scheduled from December 16 through 19, 1979, at the Convention Center in San Antonio, Texas.

Increasing Hispanic-American participation in every aspect of housing and community development will be the focal point of the Conference, sponsored by the National Hispanic Housing Coalition (NHHHC), with co-sponsorship of the National League of Cities, the International City Management Association, and the National Association of Housing and Redevelopment Officials.

Make plans now to attend. The intensive three-day work program will provide valuable information to community-based organizations by allowing them opportunities to discuss policy issues, new trends and new directions with state, local, and Federal elected and appointed officials who live and work in communities which have significant Hispanic populations. The Conference hopes to initiate a collective effort among the various officials as well as the private sector.

Program Highlights



Participants attending the **National Hispanic Housing Coalition's first Hispanic Housing and Community Development Conference** will be treated to an exciting and substantive three-day program.

A distinguished roster of guest speakers and panelists has been selected to lead seminars and workshops. The Conference will explore such topics as syndication partnerships, neighborhood revitalization, displacement, solar energy, and legislation.

Bringing together **Hispanic-Americans—Mexican-Americans, Puerto Ricans, Cuban-Americans, South and Central Americans**—to exchange ideas, information techniques that can be adopted at the neighborhood level, thus forming a network for communications on a nationwide basis.

Topping the list of special guests will be Housing and Urban Development Secretary Moon Landrieu; from the banking sector will be Leveo V. Sanchez, Chairman of the Board and President of the Hemisphere National Bank, with headquarters in Washington, D.C.; Robert C. Embry, Jr., Assistant Secretary for Community Planning and Development (HUD), and William Medina, Assistant Secretary for Administration (HUD), will also be among the honored guests.

Fiestas: A little something extra that makes San Antonio nice! The Hispanic Housing Conference would not be complete without the fiestas that so enhance the cultural heritage of Hispanic-Americans. Two special receptions have been planned for participants and guests—A night with the strolling mariachis under the warm San Antonio skies, and an evening set to the pulsating "Salsa" rhythms of New York and the Caribbean.

The Conference schedule has been devised to allow participants to visit the Exhibit Hall where the latest information on housing services, supplies and sub-systems will be on display.

A special film festival has also been scheduled between seminars and workshops. The films illustrate the problems faced by Hispanics across the nation and also innovative solutions that have been successfully applied.

San Antonio has been chosen for the Conference for its Spanish Colonial ancestry. South of the city, the five missions trace the path of the padres and the city's early settlement back in the early 1700's. At the city's center, the Alamo, cradle of Texas liberty. And only in San Antonio does such fascination abound, for next door to the Alamo, in the Menger Hotel, Teddy Roosevelt formed the famed Rough Riders.

You'll find San Antonio to be everything you expected and more. Savor its rich heritage and its multi-national personality. San Antonio is indeed unique and its rich past only indicates the even richer future to come.

Program At A Glance

Sunday, December 16

3:00 p.m. - 5:30 p.m.	Registration
5:30 p.m. - 8:00 p.m.	Reception

Monday, December 17

8:30 a.m. - 10:00 a.m.	Registration
9:00 a.m. - 10:30 a.m.	General Session
10:30 a.m. - 12:30 p.m.	Workshops/Panels
12:00 p.m. - 2:00 p.m.	Luncheon
2:00 p.m. - 5:00 p.m.	Workshops/Panels
5:30 p.m. - 8:00 p.m.	Large Reception

Tuesday, December 18

9:00 a.m. - 10:00 a.m.	Workshops/Panels
10:30 a.m. - 12:00 p.m.	Workshops/Panels
12:00 p.m. - 2:00 p.m.	Luncheon
2:00 p.m. - 3:30 p.m.	Workshops/Panels
4:00 p.m. - 5:00 p.m.	Workshops/Panels
5:30 p.m. - 8:00 p.m.	Reception

Wednesday, December 19

9:30 a.m. - 10:00 a.m.	General Session
10:00 a.m. - 11:30 a.m.	Workshops/Panels
11:30 a.m. - 12:30 p.m.	Closing Session



NATIONAL
HISPANIC
HOUSING
COALITION

**National Hispanic Housing Conference
Convention Center, San Antonio, Tx.
Pre-registration Card**

Name _____

Title _____

Agency or Organization _____

Address _____

Telephone _____

Check type of accommodations

	Single	Double
<input type="checkbox"/> Type A	\$45	\$55
<input type="checkbox"/> Type B	\$40	\$54
<input type="checkbox"/> Type C	\$35	\$46
<input type="checkbox"/> Type D	\$35	\$45

Registration Fees:

Prior to November 16\$70
After November 16\$95

*Note—fee includes all conferences
materials and three function meals.*

☐ Check Enclosed ☐ Bill Me ☐ Bill my firm

Detach and mail the pre-registration form to:
National Hispanic Housing Coalition
810 Eighteenth Street N.W.
Suite 705
Washington, D.C. 20006

**NATIONAL HISPANIC
HOUSING & COMMUNITY
DEVELOPMENT CONFERENCE**

We've made attending this conference as simple as possible. A special CONVENTION DESK* has been staffed with responsible, knowledgeable coordinators who will handle all the details of your conference . . . and we have also provided you with a special unlisted toll-free telephone number to call our CONVENTION DESK.*

Transportation

As official airline, Eastern will be handling your air travel arrangements . . . even if you do not live in a city served by Eastern . . . just call our toll-free number and we'll book you on Eastern or the airline of your choice.

Ticketing

We will mail your tickets directly to you and charge the fare to your credit card or include an invoice for payment. Regardless of where you purchase your tickets **call now** to make your reservation.

Fares

Eastern has discount fares to most destinations that are lower than you might expect. Our convention coordinators will work out the lowest fare for you.

Other Services

Our convention coordinators will also provide you with information on your meeting . . . suggest things to do and see during your free time . . . make car rental reservations . . . and arrange for pre and post-convention tours.

REMEMBER CALL

800-327-1295**

(in Florida 800-432-1217)**

TO MAKE YOUR TRAVEL ARRANGEMENTS

*Convention Desk Sales Hours: 9:00 AM-5:30 PM. Mon.- Fri. Local Florida Time.

**Dial (1) before 800 number if required in your area.



EASTERN

WE HAVE TO EARN OUR WINGS EVERY DAY

**NATIONAL HISPANIC
HOUSING & COMMUNITY
DEVELOPMENT CONFERENCE**

**December 16-19, 1979
Convention Center
San Antonio, Texas**



EASTERN

Priorities

- ① Documentation (Needs assessment) see ①
2. Hire permanent Latino staff person as liaison
3. Establish a task force dealing with employment ^{Between city / Comm.} with emphasis
4. Hire affirmative action officer
5. Encourage private sector to go beyond the letter of law with regard to hiring of Latinos.
6. City departments have bilingual staff
7. Health care - Mpls Health care centers have bilingual staff
home health aides bilingual outreach
(task force to study high health cost w/rep from chic lat. com -
8. Housing: Mayor / City Council to take strong stand on more housing for low income and mid income. Create long term low payment loans
HUD office to employ Bil / Bicult. staff for Latino clients. Low rent subsidized housing

Latino advisory committee on housing.

- ② Needs assessment of Mpls. Latino community with adequate staff to do field work and research necessary. Recommend: use of U of M grad students in soc. work. Report of task force to be reviewed / and presented to the Mayor -

9. Police issues: office of ombudsman with subpoena power and adequate Latino rep - Hire Latinos for police force. sensitivity training on a continual basis. Use of deadly force as it applies to the Latino community.

10. Hire minorities for fire fighters
11. Appointments for Hispanics on more commissions.

Friday 28th 11-7 P.M.
Centro Seniors Program

Sept. 29th Crookston
Affmor - Union Welcome Wk -
7 P.M.

Oct 14 - Benefit Dinner
Stillwater \$ 3.00

Donny Davis - Tutor Props
- Met with rep of Groceries Industry
Secmen Rights
Centro -
St. Louis Park

Richard Centro advice

9/24/79

Members Present

	<u>Name</u>	<u>Address</u>	<u>Telephone</u>
1.	Santos Martinez	1513 Spruce Place #302 (Guest)	NONE
2.	Alfredo M. Gonzalez	1941 Ewing Ave So	925-3041
3.	Daniel Ojeda	449-20. Cedar Lk. Rd.	374-5933
4.	Arturo Perez	2327 30th ave. S.	721-7032
5.	Paulo S. Gonzalez	3217 20th. Ave. So.	729-1161
6.	Al MARTINEZ	3927 Abbott Av So	920-0513
7.	Jose A. Barton	1800 Olsson Mar. Hwy.	377- 4749 ³¹⁸³
8.	Celino de la Peña	2117-2nd Av. So ⁵⁵⁴⁰⁴	340 3452
9.	Jaime Buthe	4649 Deater Dr No	537-0469
10.	Humberto Mufia	6101 FRIMON AV No (guest)	(guest)
11.	Samon Rocha	2200 73rd Ct No.	566-3475

Margaret L. Jones - Staff

CHICANO/LATINO ADVISORY COMMITTEE MEETING WITH THE MAYOR

DATE: April 11, 1978
TIME: 2:30
PLACE: Mayor's Office

PRESENT:	Fenlino de la Pena	Rafael A. Esparza
	Jose Gaitan	Loura Garcia
	Joseph Garcia	Alfredo Gonzalez
	Paul S. Gonzalez	Silvia Gonzales
	Fermina Hernandez	Mauricio Longoria
	Leo Montoya	Daniel Ojeda
	Gilbert Rivas	Carlos Rubiano
	Marcela Trujillo	Rachel Garcia Vargas

Jose Gaitan presented the Report make up by Urban Coalition to the Mayor as a outline guide, it is not our final report.

Mayor Al Hofstede spoke about the Chicano/Latinos population support of his campaign and is willing to help us with are needs. He stress on economical needs, such as Housing, Education, Jobs, etc.

Carlos Rebiano confronted the mayor about meeting with just him or were we to meet with someone else. Mayor respons, was that he will meet with us at any set-up time.

Hofstede stated that he was not aware of the problems in Chicano/Latino Community as far as Housing, Education, Job Tranining, etc., and that was the reason for are Committee.

A Chicano Center was brought up to the mayor and he suggested North Branch Library to use. Someone brought up the use of old school buildings. He said that he had nothing to do with the vacant school buildings. But did encourage us to write a poposal to the Broad of Education. Also mantion to write a poposal for a new building and send to varios foundtions.

Alfredo Gonzalez presented a 5 paragraph letter which explained are existence in the Minneapolitan area.

A concern about the were's about of the Chicano/Latino was brought up at the meeting. We need to hand in a recommention in order to find the weres about of our people. Frank Gallegos from Metroplitan Council has various reports on the Latino/Chicano population and the location of the people.

We will set up a schedule with Donn Folstad to meet with various Department Heads. She will also send out a list of Dept. Heads and agency in order for us to get to know each individual department.

Rafael Esparza Spoke of Affirmative Action and how we have been neglected by this department. We will also meet with Head of Affirmative Action.

Next meeting will be Tuesday April 18th 1978 at the Mayors office room 127, to pick a Chairperson and Co-Chairperson.

Alfredo M. Gonzales

A historic and long overdue recognition of a strong contributing sector, of Minneapolis citizenry is served today, by the formalization of a Hispanic Advisory Commission to the Mayor of the largest city in the State and the upper midwest.

The council is representative of the 84 neighborhoods in our city and the 10 districts comprising said neighborhoods.

For some 70 years the Hispanic community has been an integral part of city life even if a rather respectfully silent one.

Today as participating citizens in the democratic process, we are making our presence known, and this event marks the recognized beginning of our active, visible, physical and vocal participation in all sectors of civic affairs.

We too are Minneapolitans, We too are Minnesotans and we too will make our presence known and recognized.

CHICANO/LATINO ADVISORY COMMITTEE TO THE MAYOR

Minutes of Meeting

DATE: July 30, 1979 PLACE: 127 City Hall TIME: 6:30 p.m.

Members present:	Irene Gomez Bethke	Alfredo Gonzalez
	Paul Gonzalez	Jose Gaitan
	Arturo Perez	Fermina Hernandez
	Al Martinez	Margaret Jones, Staff

AGENDA

The meeting was called to order by Irene Gomez Bethke at 6:35 p.m.

Minutes of the June 4th and 11th meetings were approved after the following corrections were made:

1. Al Garcia is not a member of the Advisory Committee as stated.
2. Change made to read approval of June 11th instead of June 19 minutes
3. Misspelling of unanimous corrected.

Minutes were then approved and passed.

REPORT TO THE MAYOR

The report to the Mayor was tabled for the next meeting.

LATINO AIDE STATUS

Brief discussion regarding application for Mayor's Aide. Letter forthcoming to the Mayor.

FOLLOW UP ON ADVISORY COMMITTEE

A letter of thanks will be sent to the City Council for accepting the Mayor's Committee into the City Council.

VACANCIES

There are now 8 vacancies on the Advisory Board. A list of names will be given to Irene Bethke for possible candidates.

COMMITTEE REPORTS

A report was submitted by Jose Gaitan but it was not the report for this Committee.

AQUATENNIAL WRAP UP

A letter of thanks will be sent to the sponsor in Chicago of the Chicano/Latino float. A letter will also go to the chairperson of the St. Paul Advisory Committee and Mayor Latimore. A letter is to be sent to Mr. Walstad of the

Aquatennial Committee. Alfredo Gonzalez will draft a letter to Jimmy Dean. Margaret Jones was kind enough to offer to help Irene Bethke with some of the letters.

OLD BUSINESS

Police Issues - Paul Gonzalez brought up a complaint in regard to the beer keg parties and lack of response from police.

NEW BUSINESS

Jose discussed the situation with the Police Department and politics. He suggested getting a coalition of all advisory committee and minority groups and set up a task force to see what actions can be taken.

A motion was made and passed to adjourn the meeting. Adjourned at 8:30.

Next meeting August 20th.

AGENDA

- 1) Ricardo Nevilles, Executive Director, Centro Cultural Chicano, will be guest at meeting.
- 2) Report to the Mayor
- 3) Names of new applicants for the Advisory Committee
- 4) Police issues

Respectfully submitted,

Fermina Hernandez
Acting Secretary

①

Rough Draft - double space

Charter

I Name

The advisory committee will be called the Chicano Latino Advisory Committee to the Mayor and to the City Council of Mpls.

II Purposes

- A. Advise the Mayor and the City Council on the nature of issues and disabilities confronting the Spanish speaking people in this City.
- B. Address the needs of Chicanos-Latinos in Mpls. and convey the same to the Mayor and the City Council.
- C. Provide important communications between the city government and the Hispanic community.
- D. Provide direction to the city government in employment opportunities for Hispanics.
- E. Provide assistance in evaluating city programs as it pertains to the Hispanic community.
- F. Provide input in long range planning.
- G. Promote economic and social development for the Hispanic community.
- H. Promote the visibility of the Hispanic community and the long standing contributions of the Hispanics and to provide a positive image to the larger community.
- I. Serve as a referral to assist the Hispanic community to secure access to city agencies and programs.
- J. Provides and documents advice and suggestions to our

2 cont.

the appropriate city government depts.,
Mayor and the city Council.

51

B. continued: tasks, and time schedule for completing activities.

C. The Plan of Work will include short and long range goals.

D. Proposals by the Advisory Committee members and others will be considered by the Executive Committee in organizing the Plan of Work.

E. Recommendations ^{Proposals} will be recorded and presented to the Mayor and to the City Council. ~~They have the power to approve or reject the Advisory Committee suggestions.~~

F. The community is welcome at Advisory Committee meetings.

G. A n annual report will be filed with the Mayor and the City Council. It should reflect Advisory Committee activities for the year and include Advisory Committee recommendations.

Wy POG

Charter Chicago Educational Advisory

(2)

III Membership

- A. The committee will include approximately — active members.
- B. Active membership will include representation of individuals from various level positions in career areas of the Hispanic Community representing wards of city ^{cat} ^{lawy}.
- C. The term of appointment will be for three years.
- D. The membership year begins upon appointment.
- E. Appointment of members will determined by the Executive Committee upon recommendations of its members and approved by the mayor and city council.
- F. Members may be re-appointed for a new term.
- G. Ex-officio members will include —
- H. Each individual's participation, involvement, and commitment is needed for an effective committee, therefore members should attend all meetings.
- I. Three unexcused unattended meetings will be cause for dismissal, after written notification by the Secretary.

IV Officers

- A. The officers will consist of a Chairperson, Vice Chairperson and recording secretary.
- B. These officers will be elected at an annual meeting.
- C. Active members qualify for office and voting.
- D. Officers will serve a one year term.
- E. Officers may be re-elected.

- F. Vacant offices will be filled by appointment of the Executive Committee for the remainder of the term.
- G. ~~Sub committees~~ will be appointed by the Executive Committee.

V. Duties of Officers

A. Chairperson

1. Sets Agenda for meeting
2. Conducts all meetings.
3. Appoints Sub committee chairpersons.
4. Serves as member of Executive Committee

B. Vice Chairperson

1. Assumes responsibilities of Chairperson in their absence or upon request of Chairperson.
2. Serves as member of Executive Committee
3. ~~and~~

C. Secretary

1. Keeps full and accurate minutes of meetings
2. Makes minutes available to Mayor's aide in time for meeting.
3. Handles ^{distribution} agenda and other correspondence
4. as is needed.
4. Serves as member of Executive Committee.

D. Executive Committee

1. Includes all officers.
2. Determines plan of work with input of all ^{Advis.} committee
3. Calls additional meetings as needed.

(4.)

4. determine meeting times and locations.

5. Cancels any meeting as absolutely necessary.

E. Sub-Committee

1. Advisory Committee Chairperson will appoint Sub-Committee Chairpersons.

2. Sub committees will report its decisions and recommendations to the Advisory Committee.

VI. Meetings

A. A minimum of 2 meetings will be held each year.

B. Regularly scheduled meetings will be indicated in the Plan of Work.

C. Meetings will begin at the scheduled time and run a maximum of two hours.

D. Special meetings will be called or regular meetings cancelled by action of the Executive Committee. (Mayors aide to be informed.)

E. A quorum will consist of the officially active members of the committee.

F. Parliamentary procedure will be used in decision-making.

G. all resolutions and recommendations are to be recorded.

VII. Policy Operation Guidelines

A. The Executive Committee will plan and operate under an Annual Plan of Work.

B. The plan of Work will include objectives,

NOTICE OF MEETING

LATINO/CHICANO ADVISORY COMMITTEE

DATE: Monday, April 30, 1979
TIME: 6:30 p.m.
PLACE: Mayor's Conference Room
Room 127 City Hall

AGENDA:

1. Report to Mayor Hofstede ✓
2. Planning Committee Report ✓
3. Status of Latino/Chicano Committee
4. New Business ✓
5. Old Business
6. Announcements

11-1 PM
Don Falst -
Letter to Mayor
with recommendation
affirmative aid
to Latino
Aide
City
Council

Wed.

Please try to attend so we can complete some of the Agenda items.

Staff Contact: Margaret Jones
Administrative Aide
348-2100

KTCA chg -

Monthly
cards to
get more

CHICANO/LATINO ADVISORY COMMITTEE

MEETING NOTICE

DATE: Monday, June 11, 1979
TIME: 6:30 p.m.
PLACE: Mayor's Conference Room
127 City Hall

AGENDA 6:30 - 7:30 p.m.

1. Welcome and Introductions
2. Approval of minutes
3. Committee for Latino Liaison to the Mayor
4. Priorities
 - a. City Council meeting

7:30 - 8:00 p.m.

Guest speaker

8:00 - 8:30 p.m.

5. Committee Reports
6. Report to Mayor
7. New Business
8. Old Business
9. Next meeting and Adjournment

Committees

1. Mission and Purpose

- | | |
|---------------------|---------------------|
| 1. Marcela Trujillo | 3. Alfredo Gonzalez |
| 2. Leo Montoya | 4. |

2. Bylaws + Rule / Regs Criteria

- | | |
|-----------------|------------------|
| 1. Al Martinez | 3. Paul Gonzalez |
| 2. Arturo Perez | Arturo Perez |

3. Priorities

Long range / Short range Goals

- | | |
|-------------------|----------------------|
| 1. Arturo Perez | 3. Dr. Bethke |
| 2. Carlos Rubiano | 4. Fermina Hernandez |

4. Program of Work / Methodology / Needs

- | | |
|----------------------|-----------------|
| 1. Fermina Hernandez | 3. Daniel Ojeda |
| 2. Alfredo Gonzalez | |

5. Political

- | | |
|----------------------|-------------------|
| 1. Leo Montoya | 3. Jose Gutierrez |
| 2. Felino de la Peña | 4. Paul Gonzalez |

6. Communication

- | | |
|---------------------|-----------------|
| 1. Marcela Trujillo | 3. Dr. Bethke |
| 2. Al Martinez | 4. Daniel Ojeda |



FAIR HOUSING AMENDMENTS THREATENED

Passage of the Fair Housing Act Amendments of 1979 is presently threatened by an intense lobbying effort led by realtors, appraisers and home insurers who want to weaken the proposed legislation.

The bill, if passed in its present form, would give HUD the power to enforce fair housing laws through an administrative hearing process. This process could, in turn, lead to immediate Federal legal action against those connected with the housing industry who discriminate on the basis of race, sex, religion or national origin. Included in this bill is also language protecting the handicapped against discrimination.

However, lobbying groups led by the National Association of Realtors are concentrating their energies at preserving the "conciliation procedure" as it now exists. This procedure gives both parties included in a housing dispute the opportunity to discuss, and hopefully resolve, complaints and problems. The process has been slow and ineffectual.

The proposed legislation would give HUD the power to take further appropriate action should the conciliation procedure fail to produce results, since the present lack of follow-up authority allows those in the housing industry to ignore the recommendations made at the conciliation procedure, especially if they go against the housing industry's own interests.

The bill (H.R. 5200 and S.506) is being sponsored by Congressmen Don Edwards, (D-CA) and Robert F. Drinan, (D-MA) in the House, and by Senators Birch Bayh, (D-IN), Charles McC. Mathias, Jr., (R-MD), Howard M. Metzenbaum, (D-OH), Jacob K. Javits, (R-NY), John Heinz, (R-PA), Robert T. Stafford, (R-VT), John Glenn, (D-OH), Lowell P. Weicker, Jr., (R-CT), Robert Dole, (R-KS), Patrick J. Leahy, (D-VT), Paul E. Tsongas, (D-MA), and Edward M. Kennedy, (D-MA).

Included in the proposed legislation are stipulations which would allow for quicker legal action against violators who will now have to appear in court within 30 days of being served with a complaint. It would also allow HUD to issue a "cease and desist" order and appropriate relief.

It is imperative that neighborhood organizations support this vital legislation as it now stands and counter the lobbying effort against it. We urge you to write to members of the Judiciary Committees in both the House and Senate, as well as your own representatives and senators in support of this bill.

NHHHC CONFERENCE UPDATE

In cooperation with Eastern and Continental Airlines and Key Travel Corporation, the National Hispanic Housing Coalition (NHHHC) has arranged for a number of discount airfares to insure your attendance at the NHHHC Conference, December 16-19, 1979, in San Antonio. Plan ahead to attend--the fares listed are subject to change, but remember, anyone purchasing tickets now at current or existing airfares will not have to pay an increase, should one occur.

Make your reservations as early as possible. December is a particularly busy month for air travel. Discount allocations decrease as discount demand goes up!

-more-

#1 SUPER SAVER AIRFARES:

--Daycoach super savers are valid on daytime flights every day of the week and offer a discount of 40% off the regular coach airfare.

--Nightcoach super savers are valid on designated nightcoach flights every day of the week and offer a discount of 50% off the regular coach fare.

IT'S EASY. . .to qualify for a Super Saver fare. Simply make your reservations for a Super Saver and buy your tickets at least 7 days before your originating flight. For passengers whose flight originates on a Saturday, you can return as early as the next day. Sunday-on Super Savers.

SAMPLE FARES FROM KEY CITIES:

All Super Saver Fares require a minimum stay of one Saturday. If your flight originates on a Saturday, you can come back anytime.

EASTERN			CONTINENTAL		
From	Daycoach	Nightcoach	From	30 day	7 day
Washington/Baltimore	\$209	\$174	San Diego	\$209	\$253
New York/Newark	\$232	\$193	Denver	\$171	\$207
Miami/Ft. Lauderdale	\$191	\$159	San Francisco	\$256	\$311
Philadelphia	\$222	\$185	Los Angeles	\$230	\$279
Chicago	\$176	\$147	Albuquerque	\$137	\$167
Boston	\$252	\$210	Houston	\$ 70	\$ 85
Detroit	\$190	\$158	El Paso	\$129	\$156
Pittsburgh	\$210	\$175			
Cleveland	\$196	\$163			
Atlanta	\$149	\$124			
New Orleans	\$109	\$ 91			

Additional discounts may be available from other cities. For information on Super Saver Fares or on individual travel, call:

800-327-1295/Eastern

(in Florida, call 1-800-432-1217)

800-525-1130/Continental

#2 GROUP FARES

Group fares are available from most cities, such as : New York, Miami, Chicago, Denver, Albuquerque, Houston, Dallas, Los Angeles, and San Francisco. The deadline for signing up for group travel is November 16. A group must consist of at least ten individuals. For complete information, please contact Georgia Bailey, NHHHC Convention Travel Coordinator, at Key Travel, 703/527-8406. Pre-payment by check or by credit card is required.

NATIONAL HISPANIC HOUSING COALITION

810 EIGHTEENTH STREET, N.W. SUITE 705
WASHINGTON, D. C. 20006
(202) 783-1478

Non-Profit
Organization
U.S. Postage
Paid
Permit No. 675
Merrifield, Va.

55415JONES1272C01
MARGARET JONES
MAYORS OFFICE
HISPANIC ADVISORY COMMITTEE
127 CITY HALL
MINNEAPOLIS MN 55415

MAYOR ALBERT J. HOFSTEDE

minneapolis

city of lakes

June 6, 1979

The Honorable Louis DeMars, President
Minneapolis City Council
Room 307 City Hall
Minneapolis, Minnesota 55415

Dear Alderman DeMars:

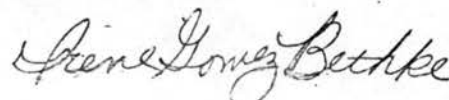
As Chairperson and member of the Latino/Chicano Advisory Committee, I know you are aware that our committee was established by Mayor Hofstede to act as a liaison with the Hispanic community and to advise the Mayor about problems relating to Hispanics.

Our committee is sensitive to the needs of the growing Hispanic population in Minneapolis; and, we feel, has been effective in working with local government and the community. As members of the largest minority in Minnesota, we have tried to make the Minneapolis community cognizant of the difficulties Hispanics face in employment, housing, health and child care, education, etc.

We would like the Latino/Chicano Advisory Committee to function on a permanent policy making basis. The Hispanic population has been victims of displacement, and because of this displacement from "barrios" in the city, have not had the political input of other minority groups. We are in the process of changing this. Therefore, we are requesting that this committee become an advisory committee to the City Council as well as to the Mayor.

We would appreciate any help you can give us, and I shall be contacting you no later than Friday, June 8, 1979 to discuss this change with you.

Sincerely,



Irene Gomez-Bethke

minneapolis

city of lakes

MAYOR ALBERT J. HOFSTEDE

June 6, 1979

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Minneapolis City Council
307 City Hall
Minneapolis, Minnesota 55415

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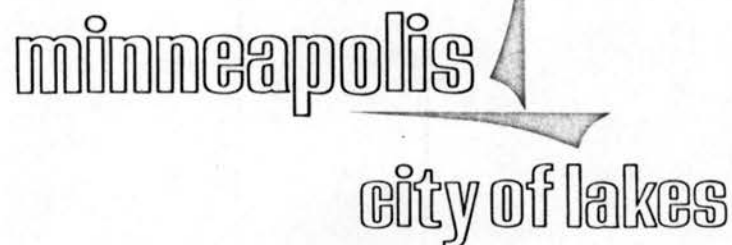
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Irene Gomez-Bethke

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minneapolis

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Sincerely,

Irene Gomez-Bethke

Irene Gomez-Bethke

Minutes of Meeting

CHICANO/LATINO ADVISORY COMMITTEE TO THE MAYOR

DATE: May 14, 1979

PLACE: 127 City Hall

TIME: 6:30 p.m.

Members present: Margaret Jones (Aide to the Mayor)
Irene Gomez De Bethke
Marcella Trujillo
Jose Gaitan
Paul Gonzales
Arturo Perez
Carlos Rubiano
Felino De La Pena
Alfredo Gonzalez
Fermina Hernandez
Al Martinez

Guests: Stephanie Ponticas
Guillermo Perez Vertiz

AGENDA

The meeting was called to order by Irene Gomez who apologized for being late. Minutes of the last meeting were read and two corrections were made. One, Felino instead of Feline and two, Carlos Rubiano stated that there were approximately 10 people instead of saying there were 10 people of color working at the Marriot Inn. The minutes were then approved as read.

MAYOR'S REPORT

Motion was made and seconded and passed that the Committee present its report to the Mayor as soon as possible.

Motion made to establish a committee that will select a person to act as Liaison between the Latino/Chicano Committee and the Mayor. Suggested that the person be classified as an aide instead of an intern, and that he or she be bi-cultural, bi-lingual and a city resident. Motion passed.

STATUS OF ADVISORY COMMITTEE

Motion made that the Chicano/Latino Advisory Committee be made an advisory committee to the City Council as well as to the Mayor. It was also suggested that we write our Aldermen about this. Motion passed.

Irene Gomez composed a letter to Mayor Hofstede conveying our regrets about his decision not to run for Mayor again. Letter to be signed by all members of the Committee.

Ms. Gomez had also made out a list of committees and committee people. Motion made and seconded to accept the committee list. Motion passed 4 - 3, with 2 abstaining.

Felino De La Pena read a letter dealing with organizing a political action committee. Commented that we unite and work for a candidate of our choice.

A motion was made by Jose Gaitan that this Advisory Committee not endorse any candidate as a body. Motion carried with 3 abstaining.

NEW BUSINESS

Irene Gomez De Bethke introduced Stephanie Ponticas of HUD who is recruiting Hispanics for jobs with Housing. Ms. Ponticas briefly outlined the positions available. Discussion followed about whether some of the positions were geared for Hispanic people.

Motion was made that HUD have entry level positions for high school graduates to be trained to allow them to gain higher positions. Motion carried.

Margaret Jones of the Mayor's Office, introduced Mr. Guillermo Perez Vertiz. Mr. Vertiz had not known about the committee. He is interested in participating in other activities concerning Chicano/Latinos.

Motion made and seconded to adjourn.

Meeting adjourned at 8:35 p.m.

NEXT MEETING JUNE 4th at 6:30 p.m., 127 City Hall.

Members of the Hispanic Advisory Committee

Ms. Irene M. de Bethke	4649 Decatur Avenue North, New Hope, Mn. 55428
✓ Mr. Felino de la Pena	2117 2nd Avenue South, Mpls. 55404
Mr. Rafael A. Esparza	P. O. Box 14339, Mpls. 55414
Mr. Jose A. Gaitan	1315 Olson Mem. Highway #62., Mpls. 55405
✓ Mr. Alfred Garcia <i>letter</i>	1901 5th Avenue North, Mpls. 55405
✓ Ms. Laura Garcia <i>L</i>	2115 Emerson Avenue North, Mpls. 55411
✓ Mr. Joseph P. Garcia <i>L</i>	2115 Emerson Avenue North, Mpls. 55411
✓ Mr. Alfredo M. Gonzalez	1941 Ewing Avenue South, Mpls. 55416
Mr. Paul S. Gonzalez	3217 20th Avenue South, Mpls. 55407
✓ Ms. Silvia V. Gonzalez <i>Arturo Perez</i>	3217 20th Avenue South, Mpls. 55407
Mrs. Fermina Hernandez	1622 Vincent Avenue North, Mpls. 55411
✓ Mr. Mauricio Longoria	Folwell Hall, Room 4, University of Minn., Mpls. 55455
Ms. Pola Mardesich	2020 Morgan Avenue South, Mpls. 55412
Mr. Leo Montoya	2509 33rd Avenue South, Mpls. 55406
Mr. Daniel D. Ojeda	449 S. Cedar Lake Road, Mpls. 55405
✓ Mr. Gilbert Lopex y Rivas <i>L</i>	1051 5th Street, S.E., Mpls. 55414
✓ Mr. Carlos Rubiano <i>L</i>	1121 Oliver Avenue North, Mpls. 55411
Ms. Marcela C. Trujillo	814 Penn Avenue North, Mpls. 55411
✓ Ms. Rachel Garcia Vargas <i>L</i>	2119 Emerson Avenue North, Mpls. 55411

Minutes of Meeting

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TIME: 6:30 p.m.

Members present: Margaret Jones (Aide to the Mayor)
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Arturo Perez
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Fermina Hernandez
Al Martinez

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Guillermo Perez Vertiz

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Motion made and seconded to adjourn.

Meeting adjourned at 8:35 p.m.

NEXT MEETING JUNE 4th at 6:30 p.m., 127 City Hall.

Meeting
CHICANO/LATINO ADVISORY COMMITTEE TO THE MAYOR

DATE: April 30, 1979

PLACE: 127 City Hall

TIME: 6:30 p.m.

Members present: Margaret Jones (Aide to the Mayor)

Irene Gomez De Bethke

Arturo Perez

Carlos Rubiano

Leo Montoya

Feline De La Pena

Alfredo Gonzales

Fermina Hernandez

Al Martinez

Antonia Vargas

Irene Gomez called the meeting to order.

There were no minutes read.

AGENDA:

I. Report to the Mayor:

The report to the Mayor should be completed and all inserts or revisions should be turned in at the meeting of May 14th.

II. City Planning Report:

Sec. Hernandez attended the last meeting and reported that the revised papers for the Planning Committee will be presented at the next City Planning Meeting for all ethnic groups to see and make one more change before it is handed to the Planning Committee.

III. Status Report on Chicano/Latino Committee:

Chairperson Irene Bethke will write a letter to the Mayor asking him to fill in 9 positions on the Mayor's Committee:

A motion was made by Alfredo Gonzales that a quorum consists of a reasonable showing of the active constituted membership at any given time. Motion passed by 6 votes - 1 opposed.

IV. New Business:

It was suggested that this committee find a male or female to be appointed as liaison to the Chicano/Latino community and the Mayor's office.

Antonia Vargas, of the Chicano Student Cultural Center was introduced by Alfredo Gonzales. She invited the committee to the rally in St. Paul for the opening ceremony for the 5th of May week. Guest speaker will be Jose Guiterrez. The Ballet Folklorico of Minnesota will perform at St. Catherine's College May 10th at 8:00 p.m. Tickets will cost \$3.00. There will be a two hour performance.

Carlos Rubiano who works for the Marriot Inn, told us of the problem he has encountered with Affirmative Action. Due to a change over in Administration, of 500 employees there are only 10 people of color who work there. He is working to see that more minorities are hired.

Next meeting May 14 - 6:30 p.m.

Motion made to adjourn meeting -- Seconded -- Meeting Adjourned.

The Mayor's Office has received material from HUD regarding positions available. Ms. Stephanie Ponticas is the contact person. Information will be available at meeting.

MINNEAPOLIS COMMISSION ON CIVIL RIGHTS

MICHAEL HARTIGAN, CHAIRMAN

DEPARTMENT OF CIVIL RIGHTS

2649 PARK AVENUE SOUTH
MINNEAPOLIS, MINNESOTA 55407
348-7736

VICTOR L. PROPES, DIRECTOR

minneapolis

city of lakes

TO: All Commissioners and interested citizens

FROM: Michael Hartigan, Chairperson

DATE: July 10, 1979

RE: Addition to the agenda for the May 16th regular meeting.

Elmer Nordlund, Chief of the Minneapolis Police Department will be attending the regularly scheduled meeting of the Minneapolis Commission on Civil Rights on Monday, July 16, 1979 at 7:30 P.M., Room 301, City Hall, to discuss the way the police handle complaints of protected classes both within the Internal Affairs section of the Police Department and the way the police handle reported crime in the minority communities.

Enclosed is a copy of a letter from Michael Hartigan to the Chief of Police.



EQUAL OPPORTUNITY EMPLOYER

MINNEAPOLIS COMMISSION ON CIVIL RIGHTS

MICHAEL HARTIGAN, CHAIRMAN

DEPARTMENT OF CIVIL RIGHTS

2649 PARK AVENUE SOUTH
MINNEAPOLIS, MINNESOTA 55407
348-7736

VICTOR L. PROPPS, DIRECTOR

minneapolis

city of lakes

July 10, 1979

Elmer Nordlund, Chief of Police
Police Administration Office
City Hall Court House
Minneapolis, Minn. 55415

Dear Chief Nordlund:

The Minneapolis Commission on Civil Rights requests you to attend our regularly scheduled July meeting on July 16, 1979, at 7:30 P.M., in Room 301 of the Minneapolis City Hall.

At our special meeting last night, July 9th, members of the Minneapolis Gay Community, the American Indian Community, and the Black Community, met with the Commission and expressed their concerns about police misconduct and harassment of their communities.

The feeling is very strong in our Commission that some report is due on the way the police handle complaints of protected classes both within the Internal Affairs section of the Police Department and the way the police handle reported crime in the minority communities.

I hope you will attend and bring with you any other member of the Police Department you feel will aid the Commission in learning the true facts in all of these charges.

I will try to deliver to you a more complete list of specific ideas the Commission wants to know about, but at this time I need to know as soon as possible if you can attend our Monday night meeting.

Sincerely yours,

Michael Hartigan

Michael Hartigan, Chairperson
Minneapolis Commission on Civil Rights

MH:mj

June 19, 1979

To: City Planning Commission

From: Protected Class Members

Re: Changes in the Comprehensive Plan

Members of the protected class group, Indians, Chicano, Latino, Blacks, handicapped and support organizations have been meeting for approximately two months. We have met with the Director of Planning, Oliver E. Byrum, and a number of plan authors. We want to thank them for giving up their evenings that they spent with us and for incorporating a number of our concerns into this draft comprehensive plan. We chose from the start to deal only with the City-wide elements of the comprehensive plan and did not have any dealing with any of the neighborhood plans.

There are several items that we would like to see added throughout and one would be "minorities, handicapped, and" inserted wherever the terms "low and moderate income" are located within the plan.

Another change in wording comes about because all the plan elements seem to start out "the City should". We would like to see all those terms changed to read "The City will." For instance on p. 2/11 the housing report policy 1 starts off, "The City should insure continued private commitment to the improvement of standard and substandard housing by using public resources to remove or abate NON-RESIDENTIAL blighting influences within or adjacent to residential areas." We feel in this instance and in the instances on the rest of the page that "The City will" insure continued private commitment . . ."

The reason behind this being that the City should not be allowed to have an out by saying they should do it and then come out with different ideas on why they cannot do something within the plan.

There are a number of small changes we want to see: 15i., p. 2/37 should have added to it, "or projects added or assisted by tax monies." On policy 18a. the term, "short of rent control" should be changed to read "including some forms of rent control." The paragraph dealing with a special housing court should have added "with the housing court to have hours during and at evening hours."

A question regarding the metropolitan allocation of City-subsidized housing. The paragraph on page 2/43 would seem to indicate that Minneapolis would receive approximately 35 percent of Section 8 rental assistance subsidies. It would seem that if we follow the City's share of eligible households of 43 percent, we should strive for the 43 percent mark. The last sentence in that paragraph would not seem to warrant being part of the City Comprehensive Plan. 20b should be changed by deleting "in each municipality." 20c to delete "either in the suburbs or ..." Policy 25d, page 2/47 should be changed to read "The City should expand rental assistance opportunities for small family households in existing housing."

Under economic development we want the following changes, or additions: We want mentioned that there must be opportunity for competitive employment of the handicapped. We want contract compliance to be a part of doing business with the City. Policy 14, 3/31, we would insert minorities on line 3 between "hire" and "City", so it would read "hire minorities and City residents."

Transportation. Objective 3, Policy 8, on 5/118, 8A, should be changed to read, "The City will seek Federal funds ..." The transportation plan does not mention existing parking facilities which, while reserving spots for handicapped do not reserve enough room to allow for the use of wheelchairs.

Human Development.

Schools. Policy 3, page 7/23 should have an added sentence "These educational courses will be conducive to maintaining the unique diversity of different cultural lifestyles, thereby keeping the cultural integrity intact. Several issues regarding education in the schools seem to be lacking altogether. For instance, there is no mention of bi-lingual/bi-cultural programs for our schools, even though we do have a large Chicano-Latino population, and a large native American population.. A most important item would be the future of educational possibilities for minority children. Our children should have the benefit of seeing minority teachers in the schools instructing them. 14c should have inserted after "private educational institutions""concerned community based organizations" and to finish the sentence "economic growth should be added."

Subsection Social Services. On Policy 6, page 7/115, local discretion should be clarified, and we would recommend that community-based organizations representative of minority, handicapped, low and moderate income communities be directly involved in the decision-making process of meeting identified needs. Policy 7. Because of the sometimes negative aspects that volunteers bring to a program, if volunteers are used, they must have, or go through, some form of volunteer training. The above would also apply to Policy 15, page 7/19.???

General Management Implementation. Policy 9, page 20/5. There was some discussion about that policy, and a general consensus was not reached. Some felt that the period should be placed after "key citizen groups" and the rest of the paragraph deleted. Some felt that whole paragraph should be deleted. The paragraph seems to express the general belief that most people do not receive, or have ever received, public assistance. We think that would show a callous insensitivity to poor people, especially if one would carry public assistance to its peak, i.e., most people have gone through public schools, most people receive income tax benefits, tax breaks from the State for housing or rental assistance, so it would seem that nobody would qualify under that paragraph.

Objective 4, page 20/6, 3rd paragraph, delete "in no way..."

Policy 13, page 20/32, the sentence beginning "This planning will consist of detailed fiscal" here would be inserted "local training and hiring procedures."

Policy 15, page 20/33, insert a statement on training of local minorities, handicapped, low and moderate income people and affirmative action hiring policies.

CHICANO/LATINO ADVISORY COMMITTEE

MEETING NOTICE

DATE: Monday, June 11, 1979
TIME: 6:30 p.m.
PLACE: Mayor's Conference Room
127 City Hall

AGENDA 6:30 - 7:30 p.m.

1. Welcome and Introductions

2. Approval of minutes

3. Committee for Latino Liaison to the Mayor — Latino Liaison

4. Priorities

a. City Council meeting

7:30 - 8:00 p.m.

Guest speaker

8:00 - 8:30 p.m.

5. Committee Reports

6. Report to Mayor

7. New Business

8. Old Business

9. Next meeting and Adjournment

table

table into next meeting

*1- Liaison
2-
3-*

Chic lat Advis Com to the Mayor of St Paul

*Julio
July 4-10
Com to al
Pueblo*

Strategy meeting

*Letter to Downtown
Shops*

*Letter to
Jose Cortez*

*Cult Activities
fund*

*Agenda -
Strategy for Latino Liaison to Mayor*

Agenda Meeting

Margaret

CHICANO - LATINO ADVISORY COMMITTEE

MONDAY - MAY 14, 1979

A G E N D A

6:30 - 7:30

- 1) Welcome and Introductions
- 2) Approval of Minutes
- 3) Report to Mayor
- 4) Committee for Latino Liaison to Mayor
- 5) Priorities
 - a) Status of Advisory Committee
 - b) Filling of Vacancies

7:30 - 8:00

8:00 - 8:30

- 6) Organization Committee Rules & Regulations/Program of Work
- 7) New Business
- 8) Old Business
- 9) Next Meeting and Adjournment

~~May~~ June 4, 1979

New Agenda

1. 1st order of Business
2. City Council Meeting

3. Report to Committee Reports

Reports

Felino + Jose - Building Architect
Mr. Campos

KFAN - Committee

MAOC

- 1) send a letter to Louis DeMaio Pres. City Council for Advisory Council
- 2) to the rest of the city Council
3. Delegated to keep an eye on it

Mr David Sandoval

Civil Rights
Maphwood

Ceta
Fireman

JUAN HOYOS

Phone 6449959

780 CURFEW

ST. PAUL, SS114



There is a letter to Juan H. Hoyos (St. Paul, SS114) from the City of St. Paul, Minnesota. The letter is dated 10/10/64 and is addressed to Juan H. Hoyos, 780 Curfew, St. Paul, SS114. The letter is from the City of St. Paul, Minnesota, and is dated 10/10/64. The letter is addressed to Juan H. Hoyos, 780 Curfew, St. Paul, SS114. The letter is from the City of St. Paul, Minnesota, and is dated 10/10/64.

APPRAISING AND ASSESSING¹
SERIESGS-1171
(p. 1)

Appraiser GS-5/15

DESCRIPTION OF WORK

Appraisers estimate the value of real or personal property, or interests therein, in support of a variety of realty activities, such as acquisition, disposal, exchange, leasing, loans and loan insurance, and tax assessment. In gathering information to estimate value, appraisers review records and interview property owners, builders, real estate brokers, businessmen, etc. Appraisers develop estimates of value by application of a variety of appraisal principles and techniques.

EXPERIENCE, EDUCATION, AND TRAINING
REQUIREMENTS

Except for the substitution of education provided below, applicants must have had the following kinds and length of experience:

Grade	General experience (years)	Specialized experience (years)	Total experience (years)
GS-5-----	3	0	3
GS-7-----	3	1	4
GS-9-----	3	2	5
GS-11/15----	3	3	6

General experience

Experience that demonstrates:

- ✓ Knowledge of general realty practices and principles as they relate to the value of real property;
 - Skill in collecting and assembling data;
 - ✓ Ability to deal effectively with individuals or groups;
 - Ability to prepare clear and concise reports.
- This experience may have been gained in types of work such as the following:
- Sales or management of real estate;
 - Mortgage financing;
 - Preparation of cost estimates for building construction (e.g., as a construction contractor);

¹ This standard supersedes the standard for this series issued in October 1960.

- Urban planning, when the work involved a knowledge of real estate values and trends;
- Forestry, agricultural, or other work that required a knowledge of rural land values.

Specialized experience

Experience in the valuation of property that demonstrates a knowledge of, and the ability to apply, the principles, practices, methods, and techniques of appraising. Such experience must have demonstrated:

- Ability to plan an appraisal project;
- Resourcefulness and judgment in collecting the sales, cost, income, and other economic and social data affecting property value;
- Tact, discretion, and ability to obtain the cooperation of others;
- Ability to think logically, to analyze and evaluate data, and to come to sound conclusions;
- Skill in preparing written reports of appraisal findings in a clear and concise manner.

Specialized experience may have been gained in types of work (as appropriate) such as the following:

- Appraisal of residential, commercial, agricultural, and/or industrial properties for purposes of acquisition, disposal, mortgage financing, liquidation, loans, etc.;
- Appraisal of special rights and interests, such as rights-of-way, clearance easements, flood rights, leaseholds, etc.;
- Legal experience in eminent domain law, provided that the experience involved a detailed knowledge of appraisal principles, methods, and techniques;
- Appraisal of real property for tax purposes, provided the experience clearly demonstrated a knowledge of the valuation of individual properties for fair market value;
- Appraisal of personal property (appropriate as specialized experience only for those positions having a substantial requirement for personal property valuation).

GS-1171
(p. 2)

APPRAISING AND ASSESSING
SERIES

SUBSTITUTION OF EDUCATION AND TRAINING FOR
EXPERIENCE

To be acceptable as substitution for general or specialized experience, the level and quality of the education and/or training must have equipped the candidate to perform appraisal duties at the grade level of the position to be filled.

1. Education successfully completed in an accredited college or university may be substituted at the rate of one year of study (30 semester hours or equivalent) for nine months of general experience. Four years of study in a college or university or completion of all requirements for a bachelor's degree qualifies for positions at grade GS-5.

2. The Superior Academic Achievement Standard in section III of Part II, Instructions to Users, of this handbook is applicable at grade GS-7.

3. Graduate education may be substituted for experience on the following basis. The education must have equipped the candidate with the knowledge and ability to perform fully the work of the position for which he is being considered.

a. *For one year of specialized experience.*

One full year of study (30 semester hours or equivalent) in any of the following fields: Appraising, real estate, engineering, architecture, real property management, business administration, economics, agriculture, forestry, or other fields related to the position to be filled. (This amount and kind of education meets all the requirements for grade GS-7.)

b. *For two years of specialized experience*

Completion of all requirements for a master's or an equivalent degree, or 2 full years of graduate education, that is in one of the fields described in paragraph a, above. (This amount and kind of education meets all the requirements for grade GS-9.)

4. Completion of a total of at least six years of prelegal education that meets all the require-

ments for an LL.B. or J.D. degree will provide eligibility in full for grade GS-9.

QUALITY OF EXPERIENCE

For positions at any grade, the amount of experience will not in itself be accepted as proof of qualification. The applicant's record of experience and training must show that he has the ability to perform the duties of the position.

For grades GS-11 and below, at least six months of experience must have been at a level equivalent to the next lower grade or one year of experience at a level equivalent to the second lower grade in the Federal service. For grades GS-12 and above, applicants must have had at least one year of experience equivalent to the next lower grade in the Federal service.

SUPERVISORY EXPERIENCE

For supervisory positions, the qualification standard for Supervisory Positions in General Schedule Occupations, in part III of this handbook, should be used in conjunction with this standard.

WRITTEN TEST

Applicants for competitive appointment to positions at grades GS-5 and GS-7 must pass an appropriate written test. The test is also required for appointments outside the register at grades GS-5 and GS-7.

For inservice placement actions, the written test is *not* required and, therefore, may *not* be used on a pass-fail basis. In addition, the test may *not* be used in evaluating or ranking eligible employees unless the test is approved for this purpose by the Civil Service Commission. (See section A-3, appendix A, *FPM Supplement 335-1*.)

No written test is required for positions at grade GS-9 and above.

SELECTIVE PLACEMENT

Some positions may require competence and knowledges relating to appraisals of particular types of properties (for example, some positions involve a substantial number of appraisals

APPRAISING AND ASSESSING
SERIES

GS-1171
(p. 3)

of subdivision of multifamily housing, agricultural, timber, or mineral lands). Where such specialized requirements exist, selective placement of eligibles should be made on the basis of related experience, education, and/or training.

BASIS OF RATING

Candidates for competitive appointment to positions at grades GS-5 and GS-7 will be rated on the basis of their written test scores.

Candidates for positions at grades GS-9 and above will be rated on the basis of their experience, education, and training. Ratings will be based on statements in the application forms and any additional information received.

GUIDE FOR EVALUATING EMPLOYEES FOR INSERVICE
PLACEMENT IN POSITIONS ABOVE THE ENTRANCE,
OR TRAINEE LEVELS

Guidelines for evaluating employees' qualifications and promotion potential are discussed in *FPM Supplement 335-1, Evaluation of Employees for Promotion and Internal Placement*.

In evaluating each applicant's experience and training as related to the position to be filled, attention should be given to the following elements that identify the key knowledges, skills, and abilities important to success in most appraiser positions:

- Knowledge of basic appraisal principles, practices, methods, and techniques;
- Ability to select, gather, and analyze pertinent appraisal data;
- Ability to reach sound conclusions on value from a variety of data, much of which has only limited applicability; and to present well supported justifications for these conclusions;
- Ability to communicate clearly, both orally and in writing;
- Ability to deal effectively with people from a wide range of backgrounds (e.g., businessmen, farmers, Government officials, homeowners, etc.);
- Ability to review the work of others and to recognize deviations from accepted ap-

praisal principles and practices, errors in computations, unjustified conclusions, etc.; —Knowledge of specialized aspects of appraising, such as mineral appraising, timberland appraising, appraisal of personal property, severance damage determination, etc.

In evaluating specialized experience, the following general criteria may be used to identify the levels of difficulty of appraisal assignments:

1. Appraisals tend to be more difficult—
 - (a) For uncommon and atypical properties for which there is no established investment market;
 - (b) For larger and more valuable properties;
 - (c) For properties for which there is little or no comparable data on sales price, construction costs, normal profits and operating costs, and other pertinent information;
 - (d) For the valuation of special rights and interests, such as rights-of-way, easements, severance damages and offset benefits.
2. Experience as an expert witness in court proceedings normally indicates at least journeyman knowledge in the specific type of appraisal involved.
3. Demonstration of a level of ability in appraising one type of property (e.g., urban residential) does not imply the same level of knowledge or ability in appraising unrelated types of properties (e.g., rural agricultural).
4. Review of work done by other appraisers (either staff or fee) may often be a double check review, and therefore, of the same level of difficulty as the original appraisal (see the classification standard for this series for a further discussion of evaluating review work).

PHYSICAL REQUIREMENTS

See Part II, *Physical Requirements*, paragraph 3; in addition, applicants must possess emotional and mental stability.

(TS 143)
June 1972

TO : Brenda G. Head, Director

DATE: APR 27 1979

Office of Regional Administration, 5A

IN REPLY REFER TO:

5.6HML:SPB

FROM : Thomas T. Feeney, Minneapolis-St. Paul Area Office, 5.6S

SUBJECT: Hispanic Initiative Work Group Meeting

In response to your Memorandum of April 12, 1979, we are enclosing unpublished census data (1970) on minority counts by county and minor civil division. This census was compiled by Mr. Tim Engel, Minnesota Analysis and Planning System (MAPS) for HUD (specifically the Economic and Market Analysis Division and the Fair Housing and Equal Opportunity Division). His office address is:

Agricultural Extension Service
U. S. Department of Agriculture
U of M, Institute of Agriculture
Room 415 Coffy Hall
St. Paul, MN 55108
Phone - (612) 376-7003

The following is a list of the cities in this census which have a 3%, or above, Spanish population:

<u>County</u>	<u>City</u>	<u>Total Pop</u>	<u>Spanish Pop</u>	<u>%</u>
Anoka	East Bethel	2,656	163	6.14
	Lexington	1,882	113	6.00
	St. Francis	887	123	13.87
Blue Earth	Garden City	730	37	5.07
	Madison Lake	611	43	7.04
	South Bend	1,374	174	12.66
Brown	Cottonwood	864	131	15.16
	North Star	402	26	6.47
	Springfield	2,530	111	4.39
Carver	Chaska City	4,352	142	3.26
	Young America	1,031	42	4.07
Cottonwood	Highwater	299	82	27.42
Crow Wing	Crow Wing	559	20	3.58
	Unorganized Terr.	2,430	99	4.07

<u>County</u>	<u>City</u>	<u>Total Pop</u>	<u>Spanish Pop</u>	<u>%</u>
Dakota	Farmington	3,104	144	4.64
	Hampton Twp	454	145	31.94
	Marshan Twp	1,206	61	5.06
Faribault	Blue Earth	3,965	250	6.31
	Emerald Twp	474	69	14.56
	Wells Village	2,791	137	4.91
Fillmore	Newburg Twp	562	20	3.56
Freeborn	Geneva Twp	696	43	6.18
	Hayward Village	197	84	42.64
Grant	Elbow Lake	1,498	104	6.94
Hennepin	Dayton Twp	2,027	110	5.43
	Maple Plat	1,193	82	6.87
	Orono Village	6,787	212	3.12
Houston	Crooked Circle	397	18	4.53
Kandiyohi	Raymond Village	615	22	3.58
Le Sueur	Waterville	1,472	57	3.87
McLeod	Glencoe City	4,217	164	3.89
	Helen Twp	789	70	8.87
	Hutchinson	1,073	46	4.29
	Rich Valley	871	74	8.50
	Winsted Twp	1,160	154	13.28
Marshall	Bloomer Twp	163	20	12.27
Martin	Cedar Twp	363	22	6.06
	Northrop Village	189	114	60.32
	Silver Lake	568	40	7.04
Murray	Iona Village	305	75	24.59
Nicollet	Courtland	344	27	7.85
	Lafayette	533	107	20.08
Nobles	Highlow Village	248	20	8.06
	Lorain Twp	510	56	10.98
	Rushmore Village	357	93	26.05
	Worthington	9,825	334	3.40
	Worthington Twp	1,040	351	33.75
Norman	Shelly Twp	360	141	39.17
Otter Tail	Battle Lake	791	81	10.24
Pipestone	Ruthton Village	420	73	17.38
Polk	Crookston	604	135	22.35
	Grand Forks	374	237	63.37
	Lowell Twp	244	117	47.95

<u>County</u>	<u>City</u>	<u>Total Pop</u>	<u>Spanish Pop</u>	<u>%</u>
Ramsey	Gem Lake Village	178	20	11.24
	Lauderdale	2,457	258	10.50
	North St. Paul	11,929	536	4.49
	St. Anthony	2,428	130	5.35
Rock	Springwater	525	81	15.43
Roseau	Polonia	100	48	48.00
St. Louis	Lakewood Twp	1,409	129	9.16
	UN NW St. Louis	746	45	6.03
Scott	Cedar Lake	1,036	119	11.49
	Jackson Twp	1,649	62	3.76
Sibley	Cornish Twp	454	62	13.66
	Molske Twp	425	43	10.12
Todd	Birchdale	497	20	4.02
	Burnham Village	544	459	84.38
	Burtrum Village	128	55	42.97
Wabasha	Hamond Village	235	26	11.06
Waseca	Tosco Twp	436	139	31.88
	Waldorf Village	278	49	17.63
Washington	Baytown Twp	609	63	10.34
	Forest Lake Twp	2,990	102	3.41
	May Twp	1,435	55	3.83
	Stillwater	10,191	311	3.05
Watsonwan	Lewisville	318	15	4.72
	Odin Village	167	64	38.32
	Riverdale	634	20	3.15
	South Bran	478	42	8.79

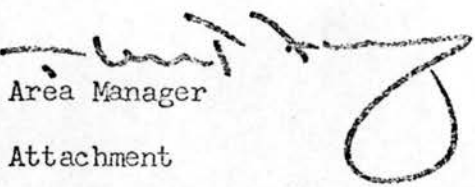
The following is a list of high Spanish population (250+) but a small percentage of the total population.

<u>County</u>	<u>City</u>	<u>Total Pop</u>	<u>Spanish Pop</u>	<u>%</u>
Anoka	Coon Rapids	30,509	575	1.88
	Fridley City	29,215	527	1.80
Blue Earth	Mankato City	30,895	291	.94
Brown	New Ulm City	13,051	255	1.95
Dakota	Inver Grove	12,146	311	2.56
Freeborn	Albert Lea	19,418	430	2.21

<u>County</u>	<u>City</u>	<u>Total</u> <u>Pop</u>	<u>Spanish</u> <u>Pop</u>	<u>%</u>
Hennepin	Bloomington	81,948	902	1.10
	Brooklyn Center	35,147	848	2.41
	Crystal City	30,804	651	2.11
	Golden Valley	24,265	261	1.08
	Minneapolis	434,381	6,109	1.41
	Minnetonka Village	35,779	443	1.24
	Richfield	47,242	946	2.00
	St. Louis Park	48,890	429	.88
Ramsey	Maplewood	25,215	606	2.40
	Roseville	34,521	480	1.39
	St. Paul City	309,940	7,179	2.32
Steele	Owatonna	15,341	357	2.33
Washington	Cottage Grove	13,623	258	1.89

Note: Dakota County, West St. Paul, has a total Spanish population of 109, 0.58% of the total population, in a very concentrated neighborhood.

If you need any further assistance on this project, or if we can assist you in any other way, please feel free to contact Stephanie Ponticas-Beyer, our Hispanic Program Coordinator, at FTS 725-4837.


Area Manager

Attachment

1 - 40 Program (Summer Program)

For Students of Low Income Families, ages 16 - 21

Stay in School Program

Also for Students of Low Income Families, ages 16 - 21

Minnesota State Job Services handles all applications for participation in these program. Various office locations are listed below:

St. Paul:

Downtown Office:

390 No. Robert St.
St. Paul, Minnesota
Tel: 296-6009
Attn: Dan Faas

West Side Office:

466 South Robert St.
St. Paul, Minnesota
Tel: 226-1035
Attn: Ignosio Bricsino (Spanish speaking)

Martin Luther King Center:

270 Kent Street
St. Paul, Minnesota
Tel: 224-4601
(Other offices listed in St. Paul Phone Directory)

Minneapolis:

Downtown Office:

309 Second Ave. So.
Minneapolis, MN
Tel: 333-0192
Attn: Marty Dockman

Bloomington Office:

9100 W. Bloomington Freeway
Bloomington, Minnesota
Tel: 884-7405

North Minneapolis Office

1315 Penn Ave. North
Minneapolis, Minnesota
Tel: 348-4777

Northeast Minneapolis Office:

2544 Central Ave. N. E.
Minneapolis, Minnesota
Tel: 789-4324

The Minneapolis High Schools all have counselors who know about the 1 - 40 Program and the Stay in School Program. Students should check with their counselors if they are interested.

Some of the St. Paul High School Counselors have information on these programs also and the students could see them for assistance.

Minutes of Meeting

CHICANO/LATINO ADVISORY COMMITTEE TO THE MAYOR

DATE: June 19, 1979

PLACE: 1800 Olson Memorial Highway

TIME: 6:30 p.m.

Members Present: Marcela Trujillo
Alfredo Gonzalez
Irene Gomez-Bethke

Al Martinez
Fermina Hernandez

(Carlos Rubiano called and said he would not be present.)

Guests: Members of the Advisory Committee to the Mayor of St. Paul.

Meeting was called to order by Irene Gomez-Bethke, chairperson.

Motion made to table the minutes of the June 11th and June 19th meetings until the next meeting. Motion passed.

AGENDA

I. Letter to Minneapolis City Council:

Letter is to be sent to the City Council thanking them for unanimously voting for the Advisory Committee under both the City Council and Mayor. Thanks to be given to Advisory Members Al Garcia and Al Martinez. Sally Howard and Lou DeMars were main Council members responsible for unanimous vote.

II. Planning Committee - Protective Class Meeting.

Wes Hayden from Planning Committee is also having a meeting this evening with some of the Advisory Committee members. Other members are meeting with the Aquatennial Committee.

III. Advisory Committee to the Mayor of St. Paul

Members of the St. Paul Advisory Committee to the Mayor had been invited to the meeting so both committees could exchange information on activities and important issues.

Meeting adjourned at 7:35 p.m.

Next Meeting: Monday, July 16, 1979, at 127 City Hall, 6:30 p.m.

Respectfully submitted,

Fermina Hernandez

Manuel
Trujillo

Antonio

6:30-8:30

strategy

30-8130

1. presume letter to H.
2. call - at home
3. ~~call to~~ ~~see~~ ~~Mr. Mac~~
al mailing to talk to
the ~~reason~~ all
Garcia -

3. ~~Sal~~
al mailing to
the ~~major~~ all
Hancin -

af thanks)

1. mission / Purpose 4. Program Work
2. Beliefs / Regs 5. Political
3. Priorities 6. Communication

6.

2 Reports/Regs 5 Political
3 Priorities 6 Communication

Send letter to Mr. Walsted

- a. Committee
- b. publicity
- c. letter to

~~Sponsor -~~
~~James Dean~~

Sh.
Paul

Address:
From:
People

to Mayor
Zatimov

~~Josh~~
Farr

Sunday
Sp. Speak. Club.

A-U.

15.

Sunday
Sp. Sp.

Ap.

Ballet

1. All Advisory Committees to the Mayor -

② (A little of concern) every

3. Police Issues

4. Hiring of Minorities

1. All advertising committees to the Mayor -
 2. (A little of each) -

Police Force

4. Hiss - 1 of m.

4. King of the house

(5)

July 30 - 1979

6:30 - 8:30

1. Welcome / Introduction
2. approval of minutes
3. Report to the Mayor -
4. Latino aide status?
5. Follow up on Advisory Com. (letter of thanks)
6. ~~XX~~ Vacancies?
7. Committee's report. (6.)
 - 1. minor / papers
 - 2. Refers / Rep
 - 3. Minutes
 - 4. Program Work
 - 5. Political
 - 6. Communication
8. Quasi-annual wrapup.
9. Old Bus. (Report to the Mayor).
10. New Bus.
11. Adjournment (next meeting).

Minutes of Meeting

CHICANO/LATINO ADVISORY COMMITTEE TO THE MAYOR

DATE: June 11, 1979 PLACE: 127 City Hall TIME: 6:35 p.m.

Members Present: Irene Gomez Bethke Felino de la Pena
Marcela Trujillo Carlos Rubiano
Al Martinez Alfredo M. Gonzalez
Leo Montoya Margaret L. Jones, Staff

AGENDA

The meeting was called to order by Irene Gomez Bethke, Chairperson, at 6:35 p.m.

The minutes of June 4, 1979, were tabled since Fermina Hernandez, Secretary, was not present.


A motion was made by Felino de la Pena, seconded by Carlos Rubiano, that Al Martinez occupy one of the seats on the Hispanic Committee. Motion passed.

CITY COUNCIL MEETING

Report given by Al Martinez that the Minneapolis City Council had unanimously voted to accept joint sponsorship with the Mayor for the Chicano/Latino Advisory Committee. This agreement will assure the Minneapolis Hispanic people of continued liaison with the City through the committee even with Mayoral or City Council changes.

COMMITTEE FOR LIAISON TO THE MAYOR

The Liaison Committee to the Mayor will meet to make plans and set up a date to talk with key City Council members and the Mayor.

 Alfredo Gonzalez suggested that a letter be sent to Jose Cortez, Director, Humphrey Juarez Supportive Services, Dome City. Motion made, seconded and passed that letter be written by Mr. Gonzalez.

Further comments made by Mr. Gonzalez about the Minneapolis Aquatennial and the lack of participation by the Minneapolis Hispanic community even though this year's Aquatennial theme is Latin America. He stated that the St. Paul community has been contacted because he had heard about the Aquatennial from them, but few, if any, Minneapolis Chicano or Hispanic people had been contacted. What could be done at this time?

Motion made and passed that a letter be sent to the Downtown Council and Aquatennial Committee from the Advisory Committee about the lack of input by Hispanic people and that a meeting to discuss further action be set up between the Aquatennial Committee and the Chicano/Latino Advisory Committee.

A suggestion was also made that a letter could be sent to Percy Ross asking him to finance a float.

Another suggestion was that money be raised through the Mayor's Office to finance a float.

Margaret Jones to write a letter to the Aquatennial Committee about setting up a meeting for Thursday or Friday of this week. M. Jones said she would first contact the committee by telephone since time was so short, and try to set up a meeting by phone for Thursday or Friday. She would then contact the committee.

COMMITTEE REPORTS

Committee reports tabled until committee has minutes of June 4 meeting. Brief discussion by Irene Gomez-Bethke on mission and purpose.

REPORT TO MAYOR

Report is to be together by next meeting to present to Mayor Hofstede.

NEW BUSINESS

- A. To discuss strategy meeting.
- B. To discuss Aquatennial Meeting.
- C. Felino de la Pena reported on
 - 1. Benefit Dance to be held on June 16 at American Legion Hall, 725 South 10th Street, Minneapolis, from 8:30-12:30 p.m. for the Centro Senior Program. Donations: \$4.00 - Seniors \$2.00.
 - 2. Father's Day Spanish Mass at Ascension Church, 1723 Bryant Avenue North, Minneapolis, at 6:30 p.m., June 17.
- D. Motion made by Alfredo Gonzalez, seconded by Felino de la Pena that a letter be sent to Dr. David Roffers, a director of the Minneapolis Public Schools about research he has done on why Blacks and Indians drop out of school. Alfredo Gonzalez will write the letter.

OLD BUSINESS

Brief discussion about HUD.

- 3 -

Meeting adjourned at 8:28 p.m.

Next meeting will be June 17 at Centro Cultural Chicano.

Respectfully submitted,

Margaret L. Jones
Acting Secretary

September 21, 1979

Dear Neighborhood Leader:

This is a letter encouraging and inviting you to attend a Planning Meeting on October 1, 1979 at 7:00 p.m. in Heritage Hall of the downtown library.

The purpose of this meeting is to plan for a Minneapolis Convention to form an independent City-Wide Coalition of Neighborhood Organizations and to discuss and prioritize issues.

There has been some discussion already in the last several weeks among diverse neighborhood groups addressing the need to form a coalition around a platform of particular issues identified by and affecting neighborhood people. At an ad-hoc meeting on September 18th, there was a general feeling that there was a disproportionate amount of staff compared to neighborhood people. That's why this letter is being sent to you. There is some momentum now for building a coalition, and, this meeting could direct that momentum into making this convention happen. If it doesn't work out on Monday, the inertia for a coalition and platform of neighborhood issues will be dormant. Staff people will be at the meeting and are welcome, but will act only in an advisory capacity. Here are some questions to think about:

Do you think this type of coalition is a good idea? Would you be willing to help form it? What issues do you think are most pressing now in your neighborhood?

A coalition of neighborhood organizations can:

- Facilitate sharing of mutually beneficial information and resources,
- Be a support mechanism when broad support is needed for one neighborhood's problem or project,
- Be an empowering force for strengthening grass-roots neighborhood organizations to effect changes and policy in city government.

Some of the issues which could be addressed are; jobs, community development, housing, health and welfare, transportation, energy, human resources, and neighborhood government. These are just ideas which would need to be more specific and could be changed or added to.

Again, the Planning Meeting will be Monday, October 1, 1979 at 7:00pm in Heritage Hall of the Public Library, 300 Nicollet Mall.

Your input is needed !! Please contact Sunday at 2529 - 13th Ave. So., 55404, 722-9461, about any ideas and feedback you have. Tell other folks in your organization and neighbors about the meeting. If you are unable to attend, it is even more important that you let us know your opinion on this matter.

Thanks much.

Vernon Wetternach
Bob Heine

NEIGHBORHOOD COMMITTEE PLANNING MEETING

TENTATIVE AGENDA

OCTOBER 1, 1979

1. INTRODUCTION & AGENDA REVIEW (5 minutes)
2. OVERVIEW & UPDATE (10 minutes)
3. DISCUSSION OF GENERAL FORMAT & STRUCTURE (30 minutes)
4. BREAK DOWN INTO COMMITTEES & DEFINE RESPONSIBILITIES (1 hour)
 - a. Fundraising
 - b. Issues
 - c. Logistics & arrangements
 - d. Outreach and Public Relations
 - e. Coalition Research
5. SCENARIO FOR NEXT MONTH (10 minutes)
6. ADJOURN

* * * * *

This is a partial list of organizations that this is being mailed to:

- Planning District Citizens Advisory Committees
Chairpersons and Secretaries
- Neighborhood Strategy Area chairpersons
- Project Area Committee chairpersons
- Various neighborhood councils and community organizations

establish a
* citizens review: function: to study
planning & budget evaluation

G.R.F.

3. for implementation

lobby mayor & city council -

Next meeting

* ① volunteer for Committee
Diana
Leo
Al Martinez

② Sub - Advisory committee
Calendar to get M Boards

3. Job bank - for boards to fill with people with
expertise in that area -

③ Recruitment

Alfredo's request -

send letter to Peter Mc Graw
greater representation com - to Adv. com -

letter from committee
to praise KUOM - 1

letter to Peter Mc Graw -

Agenda

6:30 - 8:30

Get Allday
to support a
proposal

1. Report for the mayor - !

2. Planning Committee Report

Law

Room 210 7-PM. Wednesday -

3. New Business trip to Miss.

~~4. Old Bus~~ - Concern -

5. Centro - Announcements

~~trip to Missouri~~

6.

3. letter to Mayor !

recommendations for following
vacation vacancies to be filled
immediately.

to the Mayor and City Council
Oct. 16,

Agenda

Chic Let. Ad. meeting Sept 24, 1979

6:30 ① Introduction / Welcome, Roll call

2. Minutes

3. Charter

(approval)

4. Plan of Work

(approval)

7:00 ⑤. Guest

rap up of KKK-

7:30

Marcella - 6 appointment

8:00 6. Old business (Report on Committees, Mayor Nominations)

7. New Business 1. (Jackie Slater's letter) 2. People of Color

8. Announcements

8:30 9. Next meeting / adjournment

Oct. 16, 1979

6:30 - 8:30

~~Com. on Racism - - invite to meeting (let address)~~

car.

CHICANO/LATINO ADVISORY COMMITTEE
to the Mayor and City Council

DATE: Tuesday, October 16, 1979

TIME: 6:30 p.m.

PLACE: Mayor's Conference Room
125 City Hall

AGENDA:

6:30 p.m. 1. Introduction/Welcome - Roll Call

2. Minutes

③ 3. Charter

4. Plan of Work

7:00 p.m. 5. Community Representatives

8:00 p.m. 6. Old Business

7. New Business — *Comm* —

8. Announcements

8:30 p.m. 9. Next Meeting/Adjournment



NATIONAL HISPANIC HOUSING COALITION

Hispanic Housing and Community Development Conference

Hispanic America: Milestones of the 70s — Focusing on the 80s, is the theme of the National Hispanic Housing Conference scheduled from December 16 through 19, 1979, at the Convention Center in San Antonio, Texas.

Increasing Hispanic-American participation in every aspect of housing and community development will be the focal point of the Conference, sponsored by the National Hispanic Housing Coalition (NHHHC), with co-sponsorship from the National League of Cities, the International City Management Association, and the National Association of Housing and Redevelopment Officials.

Make plans now to attend. Participants from across the nation will be permitted to review existing programs, identify recently available funding mechanisms, learn new systems and techniques involved in housing and community development, examine major policy trends and generally provide insight to the unique problems and goals of the Hispanic community.

The intensive three-day work program will provide valuable information to community-based organizations addressing housing and community development matters, and initiate a collective effort among Hispanics, state, local, and Federal officials as well as the private sector.



NATIONAL LEAGUE OF CITIES



International
City
Management
Association



Serving the Nation's Housing and
Community Development Needs

PROGRAM HIGHLIGHTS

Participants attending the National Hispanic Housing Coalition's first Hispanic Housing and Community Development Conference will be treated to an exciting and substantive three-day program.

A distinguished roster of guest speakers and panelists have been selected to lead seminars and workshops. The Conference will explore such topics as syndication partnerships, neighborhood revitalization, displacement, solar energy, and legislation.

Bringing together Hispanic-Americans — Mexican-Americans Puerto Ricans, Cuban-Americans, South and Central Americans — to exchange ideas, information techniques that can be adopted at the neighborhood level, thus forming a network for communications on a nationwide basis.

Topping the list of special guests will be Housing and Urban Development Secretary Moon Landrieu; from the banking sector will be Leveo V. Sanchez, Chairman of the Board and President of the Hemisphere National Bank, with headquarters in Washington, D.C.; Robert C. Embry, Jr., Assistant Secretary for Community Planning and Development (HUD), and William Medina, Assistant Secretary for Administration, (HUD), will also be among the honored guests.

Fiestas: a little something extra that makes San Antonio nice! The Hispanic Housing Conference would not be complete without the fiestas that so enhance the cultural heritage of Hispanic Americans. Two special receptions have been planned for participants and guests — A night with the strolling mariachis under the warm San Antonio skies, and an evening set to the pulsating "Salsa" rhythms of New York and the Caribbean.

The Conference schedule has been devised to allow participants to visit the Exhibit Hall where the latest information on housing services, supplies, and sub-systems will be on display.

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San Antonio has been chosen for the Conference for its Spanish Colonial ancestry. South of the city, the five missions trace the path of the padres and the city's early settlement back in the early 1700's. At the city's center, the Alamo, cradle of Texas liberty. And only in San Antonio does such fascination abound, for next door to the Alamo, in the Menger Hotel, Teddy Roosevelt formed the famed Rough Riders.

You'll find San Antonio to be everything you expected and more. Savor its rich heritage and its multi-national personality. San Antonio is indeed unique and its rich past only indicates the even richer future to come.

PROGRAM AT A GLANCE

Sunday December 16

3:00 p.m. to 5:30 p.m.	Registration
5:30 p.m. to 8:00 p.m.	Reception

Monday December 17

8:30 a.m. to 10:00 a.m.	Registration
9:00 a.m. to 10:30 a.m.	General Session
10:30 a.m. to 12:30 p.m.	Workshops/Panels
12:30 p.m. to 2:00 p.m.	Luncheon
2:00 p.m. to 5:00 p.m.	Workshops/Panels
5:30 p.m. to 8:00 p.m.	Reception

Tuesday December 18

9:00 a.m. to 10:00 a.m.	Workshops/Panels
10:30 a.m. to 12:00 p.m.	Workshops/Panels
12:00 p.m. to 2:00 p.m.	Luncheon
2:00 p.m. to 3:30 p.m.	Workshops/Panels
4:00 p.m. to 5:00 p.m.	Workshops/Panels
5:30 p.m. to 8:00 p.m.	Reception

Wednesday December 19

9:30 a.m. to 10:00 a.m.	General Session
10:00 a.m. to 11:30 a.m.	Workshops/Panels
11:30 a.m. to 12:30 p.m.	Closing Session

CUT ALONG THIS LINE

National Hispanic Housing Conference
Convention Center, San Antonio, Tx.
Pre-registration card

Name _____

Title _____

Agency or Organization _____

Address _____

Telephone _____

Check type of accommodations

	Single	Double
<input type="checkbox"/> Type A	\$45	\$55
<input type="checkbox"/> Type B	\$40	\$54
<input type="checkbox"/> Type C	\$36	\$46
<input type="checkbox"/> Type D	\$35	\$45

National Hispanic Housing Coalition
810 Eighteenth Street N.W.
Suite 705
Washington, D. C. 20006

Registration Fees: Prior to November 16...\$70. After November 16...\$95.

Note—fee includes all conferences materials and three function meals

☐ Check enclosed ☐ Bill me ☐ Bill my firm

All checks payable to NHHHC

CHICANO/LATINO ADVISORY COMMITTEE

DATE: Monday, September 24, 1979
TIME: 6:30 p.m.
PLACE: Mayor's Conference Room
127 City Hall

AGENDA

- 6:30 1. Introduction/Welcome, Roll call
2. Minutes ✓
3. Charter (approval)
4. Plan of Work (approval)
7:00 5. Guest *cancelled*
8:00 6. Old Business (Report on Committees, Mayor's nominations)
7. New Business (Jackie Slater's letter) — H.A.A.
8. Announcements — *Oct 11, 7 PM. Heritage Hall Library*
8:30 9. Next meeting / Adjournment

October 16, 1979
6:30 - 8:30

*San Antonio
Hispanic*

*Committee
Arturo's staff
person*

*Indian
Oct-Nov*

*Metro College
15 to be
December
35*

*Hispanic
Nov
Oct 12-13*

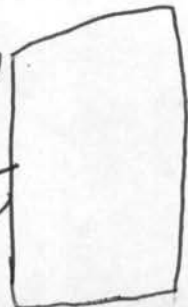
*Sept. Affair
Sp. Affair
Committee*

*Mayor -
Council
each
all agencies*

*Chpt. Jensen
No High
1:00 PM.*

*1. get back
2. J.V.
3. done
4. B.B.G.
Headquarters*

*San Antonio
City Venture
Bella*



I have enjoyed
working with you over
the past year and will
continue in my
personal commitment
to the betterment of
Hispanic people.

Geo Montoya

Mayon Hofstede *
members of the
Hispanic Advisory
Committee:

This is to notify
you of my resignation
from the Hispanic
Advisory Committee,
as of November 1, 1979,
Job opportunities permit
me to return to
my hometown of Denver, Col.



EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

342 NORTH WATER STREET
MILWAUKEE, WISCONSIN 53202

TELEPHONE: (414) 291-1111

IN REPLY REFER TO:

You are cordially invited to attend an "Open House" of the Minneapolis Area Office of the Equal Employment Opportunity Commission.

Thursday, September 20, 1979
3:00 P.M. to 6:00 P.M.
Plymouth Building, Suite 1110
12 South Sixth Street
Minneapolis, Minnesota 55402
RSVP by September 14, 1979

We have invited members of various St. Paul and Minneapolis area Civil Rights and Women's Organizations, as well as employer and union representatives, to introduce our new Area Office and its staff to the community.

We've opened the Area Office to provide better localized service to the State of Minnesota and to the Minneapolis - St. Paul metropolitan area in particular. The Area Office, whose Director is Mrs. Lisa Springfield, can now receive and process Title VII charges as well as Equal Pay and Age Discrimination complaints.

Attending this Open House will give you the opportunity to:

Meet the staff;

Learn about our new Rapid Charge Processing, Systemic, and Early Litigation Identification Programs;

Find out how the EEOC is handling Equal Pay and Age complaints;

Discuss other Commission policies and regulations and how they impact on you.

I very much look forward to meeting you on September 20th.

Kathleen Blunt

Kathleen Blunt
District Director

1978

	<u>BOARD MEETINGS</u>	<u>ATTENDANCE</u>	<u>PRODUCTION</u>	<u>ATTENDANCE</u>	<u>GRIEVANCE</u>	<u>ATTENDANCE</u>	<u>SPEC. COM.</u>	<u>ATTENDANCE</u>	
MAY	1	1							1
JUNE									
JULY	2	2	2	2					4
AUGUST	3	2	2	2	2	2			7 *
SEPTEMBER	3	3	2	2	1	1			6
OCTOBER	3	2	3	2	2	0			4
NOVEMBER	4	4	1	1			3	3	9 *
DECEMBER	4	4	2	1	1	1			<u>7</u> *
									38

* Attended a Policy and Planning Committee

TOTAL BOARD MEETINGS	20	ATTENDANCE	18
TOTAL PRODUCTION	12	ATTENDANCE	10
TOTAL GRIEVANCE	6	ATTENDANCE	4
TOTAL SPECIAL COMMITTEE	3	ATTENDANCE	3
	<u>41</u>		<u>35</u>

+ 3 Policy and Planning Committees = 38

Minutes of Meeting

CHICANO/LATINO ADVISORY COMMITTEE TO THE MAYOR

DATE: June 19, 1979

PLACE: 1800 Olson Memorial Highway

TIME: 6:30 p.m.

Members Present: Marcela Trujillo
Alfredo Gonzalez
Irene Gomez-Bethke

Al Martinez
Fermina Hernandez

(Carlos Rubiano called and said he would not be present.)

Guests: Members of the Advisory Committee to the Mayor of St. Paul.

Meeting was called to order by Irene Gomez-Bethke, chairperson.

Motion made to table the minutes of the June 11th and June 19th meetings until the next meeting. Motion passed.

AGENDA

I. Letter to Minneapolis City Council:

Letter is to be sent to the City Council thanking them for unanimously voting for the Advisory Committee under both the City Council and Mayor. Thanks to be given to Advisory Members Al Garcia and Al Martinez. Sally Howard and Lou DeMars were main Council members responsible for unanimous vote.

II. Planning Committee - Protective Class Meeting.

Wes Hayden from Planning Committee is also having a meeting this evening with some of the Advisory Committee members. Other members are meeting with the Aquatennial Committee.

III. Advisory Committee to the Mayor of St. Paul

Members of the St. Paul Advisory Committee to the Mayor had been invited to the meeting so both committees could exchange information on activities and important issues.

Meeting adjourned at 7:35 p.m.

Next Meeting: Monday, July 16, 1979, at 127 City Hall, 6:30 p.m.

Respectfully submitted,

Fermina Hernandez

36 X 36 stage

sent to change

Jane Boyd
348-4985
B-F. de M...

2-3 Sunday } Heritage
4-5 - Sunday } Village

Chic Lat adw. Com + to St Paul

1. Joanne 1 Stw
2. Compa 2
- 3 Frank Rod. Wed.
- 4 Ray Guzman
5. Adelina 3
- 6 Robert Avina 4

1. Al Martinez
2. Marcela Trujillo
3. Felino de la Pena M
4. Leo Montoya M

- 7
8. Sat. Wed -
9. — Wed -

5. 2 Bithen

10. parade
- 12 Sat stadium

6. Dan - Ojeda
9. Alfredo Gonzalez M

- (7) Ref. Esp. - M

- (8) Arturo Perez M

Mpls - A.

Will call

1. Med.

2. Railroad

3. Educator F.D.P.

4. Migrant family

(2) 5. Legislator

6. Sports

(7) Senior Citizen (2)

8. Meet Pader

Sat. St. P
Wed. Betty
Rad.

9. Comm. Marilyn McChen

10. Artist — Sat. Marilyn McChen

11. Police / Law

12. Soldier

(1)



Cooperating Fund Drive Inc.

1162 Selby Ave.
St. Paul, Minn. 55104
612-646-4566

October 10, 1979

Dear Friends,

This is an invitation.

An invitation to hard work, no guarantees and few immediate benefits.

An invitation to join on of the most exciting new organizations in the Twin Cities area. An organization which may be able to provide you and many other community improvement organizations with immeasurable benefits in the years to come.

This is an invitation to join the Cooperating Fund Drive.

Why the 'come on'? Because we want to be very clear from the beginning, what your and our expectations will be if you should choose to join CFD.

If your organization is anything like over 90% of the non-profit organizations in the Twin Cities, you know how tough it is to raise monies which will keep your organization alive and growing. Foundations are fickle. Individual contributors are nice but generally not wealthy. The government is tight-fisted and ever-changing and the United Ways are tough to join.

With this organization we are asking you to become part of an organization which we believe may go a long way to alleviate some of these problems. But as you know, there is no such thing as a free lunch. In these first years, the Board has decided that the amount of money each organization receives from CFD will be directly proportional to the amount of work you put into CFD

We do believe that the future looks good. That's why we're inviting you and 55 other community improvement organizations to be one of the nine new CFD members.

Enclosed is the criteria for membership, some general information about CFD and an Information Request Sheet. If you feel that CFD meets your organization's needs and that you can pull your share of the load, please send the Information Request Sheet and some basic information about your organization (e.g. brochures, annual reports) to Hardy Wright, Hallie Q. Brown Center, 100 N. Oxford, St. Paul, Minnesota, 55104 by NOVEMBER 16. Decisions will be made by January 1, 1980.

If you don't feel that this is the right move for you just yet, don't worry, we'll be around for a while. If your not sure or you have any questions, call Steve Paprocki at the CFD offices or any one of us. We hope to be hearing from you soon.

Sincerely,

Hardy Wright
Hardy Wright
Saint Paul Tenants Union
224-4601

encl.

Why not come to the Basketball Marathon Nov. 30 - Dec. 1
Ann Waterhouse
West Bank CDO
328-1092

Grady High School
Eileen Erickson
Southside Family School
229-5566

CANDIDATE

Election night party
LOCATION

ADDRESS

DON FRASER
(o) 333-0351

HOLIDAY INN CENTRAL

1313 Nicollet Avenue

Walt Dziedzic *
(h) 781-4080 (o) 348-2201

-None-

Judy Corrao
(h) 7229244 (o) 348-2202

Her house

2303 27th Ave. S.

Pat Daugherty
(h) 521-4987 (o) 348-2203

His house

3914 Bryant Ave. N.

Alice Rainville
(h) 529-7352 (o) 348-2204

Her House

4727 Girard Ave. N.

Van White
(h) 521-0678

Boyd's on the River

Plymouth & W. River Road

Jackie Slater *
(h) 338-0491 (o) 348-2206

Philip Tykwinski's house
871-4845

616 E. 25th St.

Jim Lenfestey
(h) 374-2238

His house

1925 Girard Ave. S.

Mark Kaplan
(h) 874-1684 (o) 348-2208

DFL State HQ's

730 E. 38th St.

Tony Scallon
(h) 729-1613 (o) 457-9558

Campaign HQ's
724-7770

2604 Bloomington Ave. S.

Jack Kryst
(h) 825-2544 (o) 375-2839

His house

4227 Harriet Ave. S.

Frank Altman
(h) 824-7117 (o) 296-9819

Pepito's

48th & Chicago

Earl Arneson
(h) 729-1100

UAW Hall

13 W 25th St.

Bob Lindahl
(h) 823-8489 (o) 379-4740

His house

1202 W. 53rd St.

Comptroller-Treasurer

Mary DesRoches
(h) 378-1892 (o) 348-2577

w/ Fraser

Senate Dist. 55

Ann Stokowski
(h) 789-7790

VFW Hall

27th & Central Ave. N.E.

Board of Estimate

Jo Mattson
(h) 378-9226

Her house

319 5th St. S.E.

Ms. Hoyt 348 2213 City Hall

Park Board

Nancy Anderson
(h) 871-3276

w/ Mark Kaplan

Erv Chorn
(h) 825-2258 (o) 296-5647

-none-

Wally Bratt
(h) 721-4153

-none-

Pat Hillmeyer (unopposed)
(h) 781-9707

-none-

Dale 'Skip' Gilbert
(h) 727-2714

-none-

Library Board

Lee Burress
(h) 331-8268 (o) 788-1651 #197

-none-

Woods Halley
(h) 331-8268

-none-

School Board

Joy 'Bunny' Davis
(h) 922-0152

Her house

5547 Morgan Ave. S.

Judy Farmer
(h) 3797429

Her house

147 Cecil S.E.

HISPANIC ADVISORY COMMITTEE TO THE MAYOR & CITY COUNCIL

(CHICANO/LATIN AMERICAN)

DATE: FRIDAY, November 2, 1979

TIME: 6:30PM

PLACE: MAYOR'S CONFERENCE ROOM
125 City Hall

AGENDA

- 6:30PM 1. Introduction/Welcome - Roll Call
2. Minutes
3. Charter
- 7:00PM 4. Community Representatives
- 8:00PM 5. Old Business
6. New Business
7. Announcements
- 8:30PM 8. Next Meeting/Adjournment

MCAA - pray

9:00AM City Council
Nov. 16, 1979
Media Community
Ston Marjok signs
Candidate

6 people -
telephone city council
Thumbnails
CD

Walker
Art
Center

1.
2.

CHICANO/LATINO ADVISORY COMMITTEE
to the Mayor and City Council

DATE: Tuesday, October 16, 1979

TIME: 6:30 p.m.

PLACE: Mayor's Conference Room
125 City Hall

AGENDA:

- 6:30 p.m. 1. Introduction/Welcome - Roll Call
2. Minutes
3. Charter
4. Plan of Work

7:00 p.m. 5. Community Representatives

- 8:00 p.m. 6. Old Business
7. New Business
8. Announcements

8:30 p.m. 9. Next Meeting/Adjournment



NATIONAL HISPANIC HOUSING COALITION

Hispanic Housing and Community Development Conference



NATIONAL LEAGUE OF CITIES



International
City
Management
Association



Serving the Nation's Housing and
Community Development Needs

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PROGRAM AT A GLANCE

Sunday December 16

3:00 p.m. to 5:30 p.m.	Registration
5:30 p.m. to 8:00 p.m.	Reception

Monday December 17

8:30 a.m. to 10:00 a.m.	Registration
9:00 a.m. to 10:30 a.m.	General Session
10:30 a.m. to 12:30 p.m.	Workshops/Panels
12:30 p.m. to 2:00 p.m.	Luncheon
2:00 p.m. to 5:00 p.m.	Workshops/Panels
5:30 p.m. to 8:00 p.m.	Reception

Tuesday December 18

9:00 a.m. to 10:00 a.m.	Workshops/Panels
10:30 a.m. to 12:00 p.m.	Workshops/Panels
12:00 p.m. to 2:00 p.m.	Luncheon
2:00 p.m. to 3:30 p.m.	Workshops/Panels
4:00 p.m. to 5:00 p.m.	Workshops/Panels
5:30 p.m. to 8:00 p.m.	Reception

Wednesday December 19

9:30 a.m. to 10:00 a.m.	General Session
10:00 a.m. to 11:30 a.m.	Workshops/Panels
11:30 a.m. to 12:30 p.m.	Closing Session

CUT ALONG THIS LINE

National Hispanic Housing Conference
Convention Center, San Antonio, Tx.
Pre-registration card

Name _____

Title _____

Agency or Organization _____

Address _____

Telephone _____

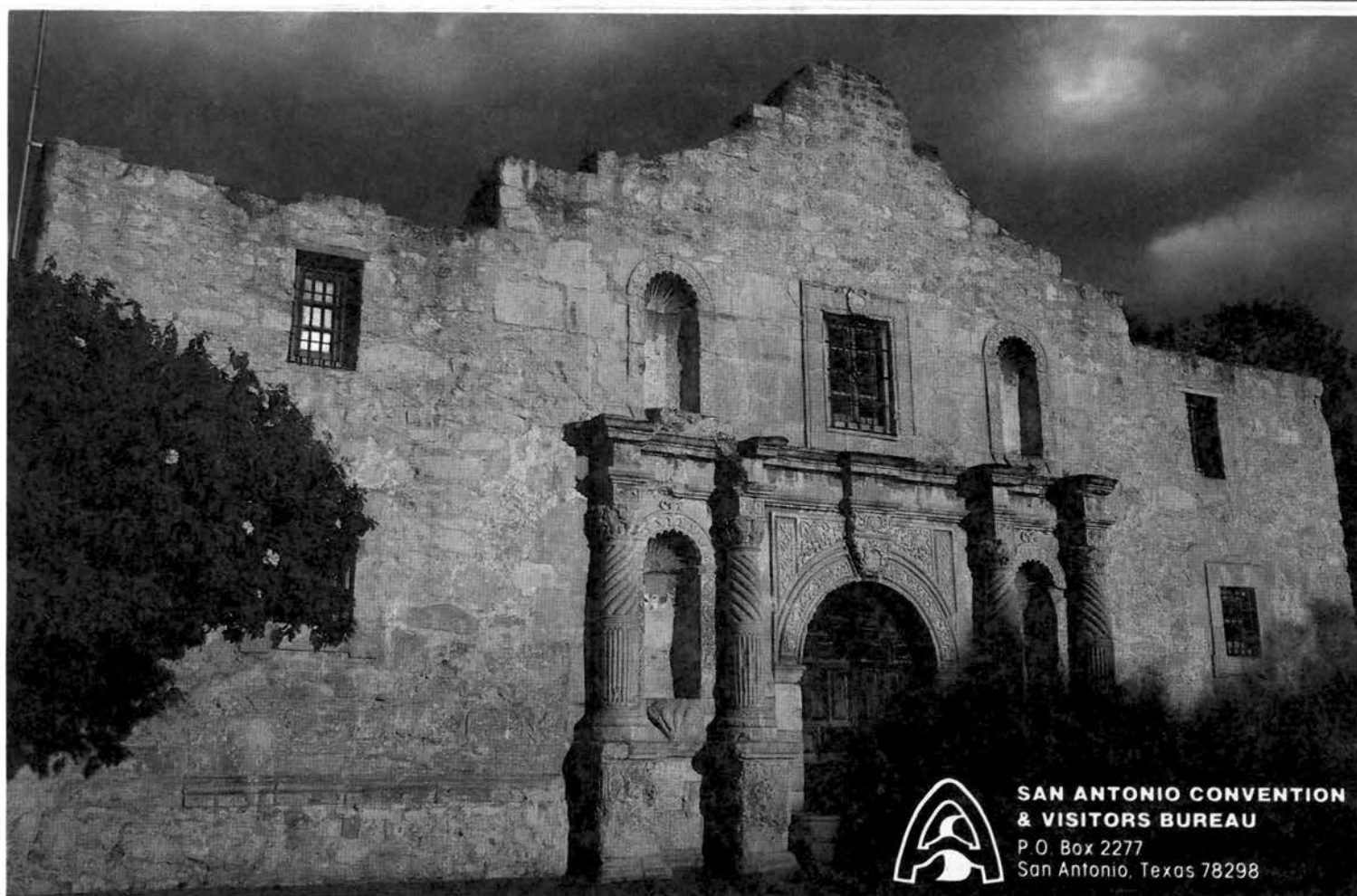
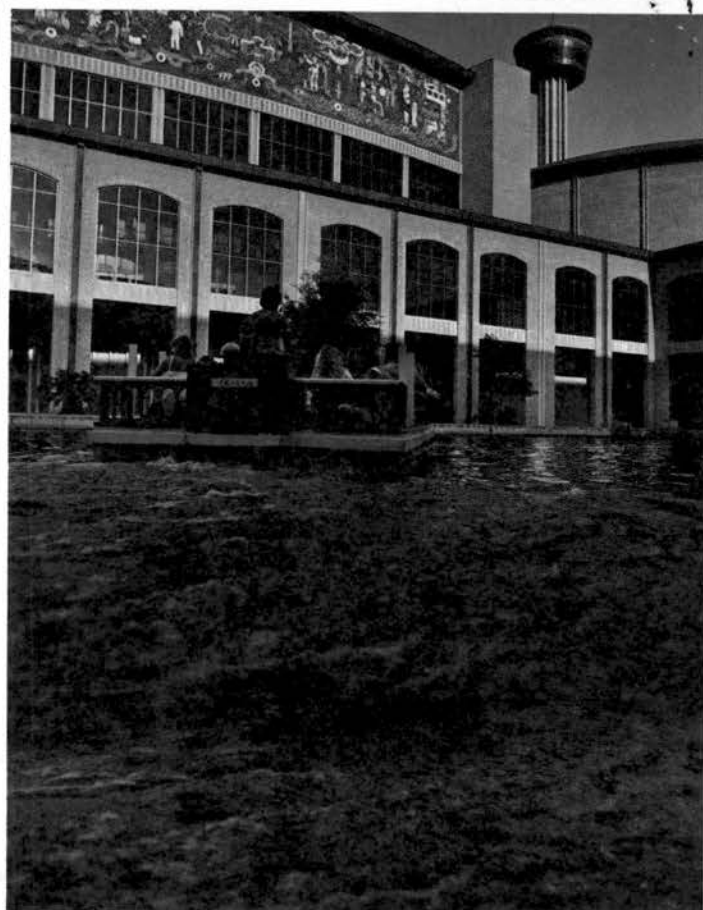
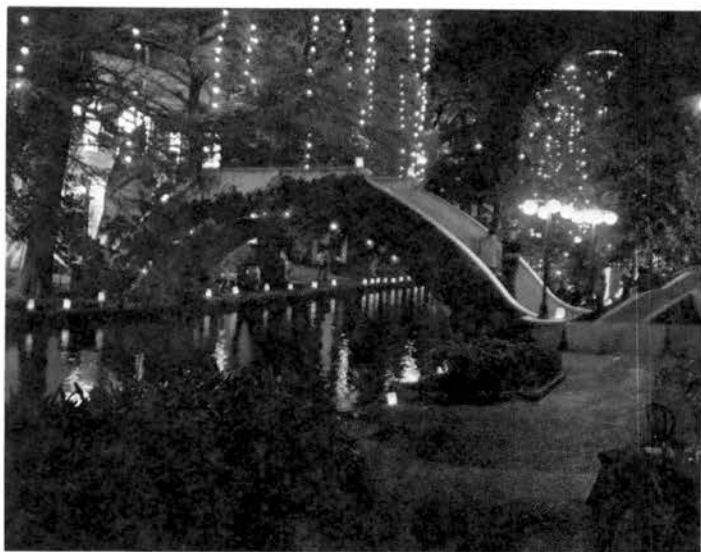
Check type of accommodations

	Single	Double
<input type="checkbox"/> Type A	\$45	\$55
<input type="checkbox"/> Type B	\$40	\$54
<input type="checkbox"/> Type C	\$36	\$46
<input type="checkbox"/> Type D	\$35	\$45

National Hispanic Housing Coalition
810 Eighteenth Street N.W.
Suite 705
Washington, D. C. 20006

Registration Fees: Prior to November 16...\$70. After November 16...\$95.
Note—fee includes all conferences materials and three function meals
☐ Check enclosed ☐ Bill me ☐ Bill my firm
All checks payable to NHHHC

Do it up San Antonio Style.®



**SAN ANTONIO CONVENTION
& VISITORS BUREAU**
P.O. Box 2277
San Antonio, Texas 78298

Meeting
CHICANO/LATINO ADVISORY COMMITTEE TO THE MAYOR

DATE: April 30, 1979

PLACE: 127 City Hall

TIME: 6:30 p.m.

Members present: Margaret Jones (Aide to the Mayor)

Irene Gomez De Bethke

Arturo Perez

Carlos Rubiano

Leo Montoya

Feline De La Pena

Alfredo Gonzales

Fermina Hernandez

Al Martinez

Antonia Vargas

Irene Gomez called the meeting to order.

There were no minutes read.

AGENDA:

I. Report to the Mayor:

The report to the Mayor should be completed and all inserts or revisions should be turned in at the meeting of May 14th.

II. City Planning Report:

Sec. Hernandez attended the last meeting and reported that the revised papers for the Planning Committee will be presented at the next City Planning Meeting for all ethnic groups to see and make one more change before it is handed to the Planning Committee.

III. Status Report on Chicano/Latino Committee:

Chairperson Irene Bethke will write a letter to the Mayor asking him to fill in 9 positions on the Mayor's Committee:

A motion was made by Alfredo Gonzales that a quorum consists of a reasonable showing of the active constituted membership at any given time. Motion passed by 6 votes - 1 opposed.

IV. New Business:

It was suggested that this committee find a male or female to be appointed as liaison to the Chicano/Latino community and the Mayor's office.

Antonia Vargas, of the Chicano Student Cultural Center was introduced by Alfredo Gonzales. She invited the committee to the rally in St. Paul for the opening ceremony for the 5th of May week. Guest speaker will be Jose Guiterrez. The Ballet Folklorico of Minnesota will perform at St. Catherine's College May 10th at 8:00 p.m. Tickets will cost \$3.00. There will be a two hour performance.

Carlos Rubiano who works for the Marriot Inn, told us of the problem he has encountered with Affirmative Action. Due to a change over in Administration, of 500 employees there are only 10 people of color who work there. He is working to see that more minorities are hired.

Next meeting May 14 - 6:30 p.m.

Motion made to adjourn meeting -- Seconded -- Meeting Adjourned.

The Mayor's Office has received material from HUD regarding positions available. Ms. Stephanie Ponticas is the contact person. Information will be available at meeting.

CHICANO - LATINO ADVISORY COMMITTEE

MONDAY - MAY 14, 1979

A G E N D A

6:30 - 7:30

- 1) Welcome and Introductions
- 2) Approval of Minutes
- 3) Report to Mayor
- 4) Committee for Latino Liaison to Mayor
- 5) Priorities
 - a) Status of Advisory Committee
 - b) Filling of Vacancies

7:30 - 8:00

GUEST SPEAKER

8:00 - 8:30

- 6) Organization Committee Rules & Regulations/Program of Work
- 7) New Business
- 8) Old Business
- 9) Next Meeting and Adjournment

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1) Welcome and Introductions

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4) Committee for Latino Liaison to Mayor

5) Priorities

a) Status of Advisory Committee

b) Filling of Vacancies

*\$381,000.00
aide - \$20,000 - \$22,000 -*

*Same
City Council
Pres. Louis Aleman -*

7:30 - 8:00

GUEST SPEAKER

*Letter of
Shanks - to
Stephenie
Thomas
Fennig*

8:00 - 8:30

(6) Organization Committee Rules & Regulations/Program of Work

7) New Business

Committee

8) Old Business

9) Next Meeting and Adjournment

Members of the Hispanic Advisory Committee

Ms. Irene M. de Bethke	4649 Decatur Ave. North, New Hope, Mn 55428
Mr. Felino de la Peña	2117 2nd Avenue South, Mpls. 55404
1 Mr. Rafael A. Esparza <i>Res.</i>	P. O. Box 14339, Mpls. 55414
Mr. José A. Gaitán	1315 Olson Mem. Highway #62., Mpls. 55405
2 Mr. Alfred Garcia <i>re</i>	1901 5th Avenue North, Mpls. 55405
3 Ms. Laura Garcia	2115 Emerson Avenue North, Mpls. 55411
4 Mr. Joseph P. Garcia	2115 Emerson Avenue North, Mpls. 55411
Mr. Alfredo M. Gonzalez	1941 Ewing Avenue South, Mpls. 55416
Mr. Paul S. Gonzalez	3217 20th Avenue South, Mpls. 55407
5 Ms. Silvia V. Gonzalez	3217 20th Avenue South, Mpls. 55407
Mrs. Fermina Hernandez	1622 Vincent Avenue North, Mpls 55411
6 Mr. Mauricio Longoria	Folwell Hall, Room 4, University of Minn. Mpls. 55455
7 Ms. Pola Mardesich 588-8307	1313 44th Avenue No. Mpls. 55412
Mr. Leo Montoya	2509 33rd Avenue South, Mpls. 55406
Mr. Daniel D. Ojeda	449 S. Cedar Lake Road, Mpls. 55405
8 Mr. Gilberto Lopez y Rivas	1051 5th Street, S.E., Mpls. 55414
Mr. Carlos Rubiano 727-1649	5540 37th Avenue South, Mpls. 55417
Ms. Marcela C. Trujillo	814 Penn Avenue North, Mpls. 55411
9 Ms. Rachel Garcia Vargas	2119 Emerson Avenue North, Mpls. 55411

SMU
news
from the mayor's office

minneapolis

city of lakes

OFFICE OF CITY COUNCIL

JACKIE SLATER, ALDERMAN 6th WARD
307 CITY HALL, MINNEAPOLIS, MINNESOTA 55415
PHONE: 348-2206

August 20, 1979

Ms. Irene Gomez-Bethke
Chairperson
The Chicano/Latino Advisory Committee
to the Mayor and City Council
4649 Decatur Avenue North
Minneapolis, Minnesota 55428

Dear Chairperson Bethke:

In response to your August 13, 1979 letter to Alderman DeMars, I would like to know the location of the Chicano/Latino families residing in my ward. I understand that some 100 families are located in the 6th ward. Although I know a few, I would like to become acquainted with those I do not know. It would greatly help the input that I would give to your committee for programs or suggested programs to help serve their needs.

Thank you for your help.

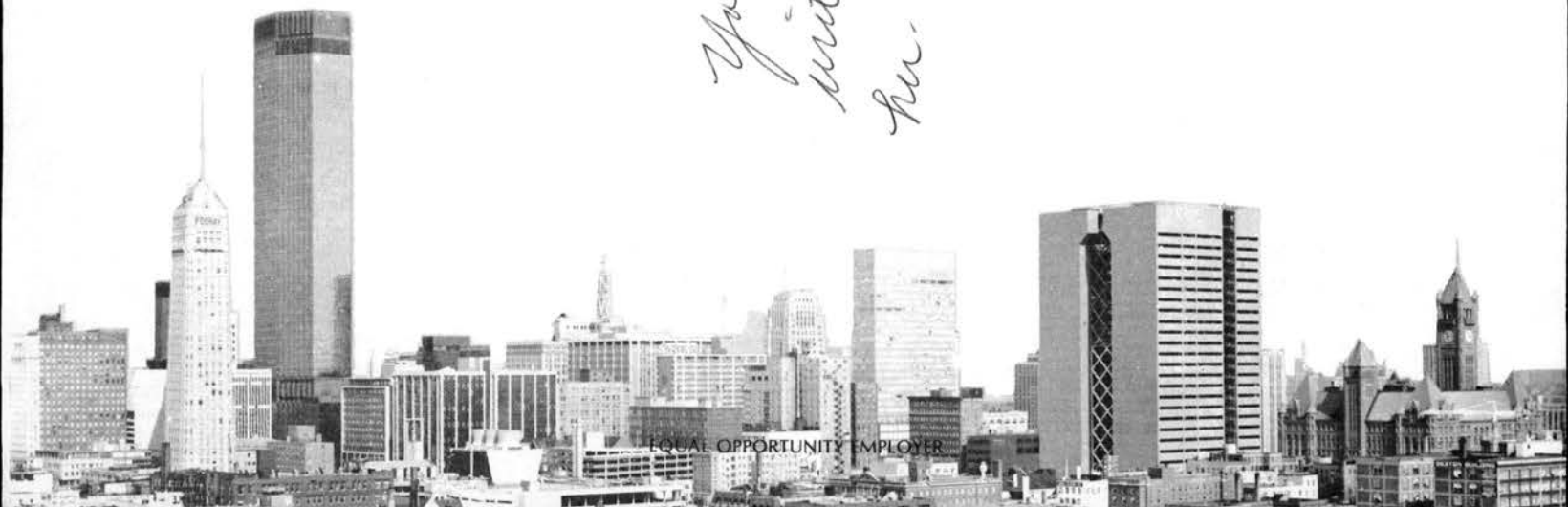
Sincerely,

Jackie Slater

Jackie Slater
Alderman, Sixth Ward

JS:ez

You write to her.



May 14, 1978

630 - 830

- 6:30
1. Welcome / Introduction
 2. Approval of Minutes
 3. Report to the Mayor.
 4. Latino Liaison to the Mayor (Committee?)
 5. Priorities:
 - A. Status of Advisory Committee
 - a. Resolution to City Council
 - b. Letters and follow up to Aldermen
 - c. Which alderman will be asked for Resolution
 - B. Filling of Vacancies
- 7:30
- 7:30 - 8:00 Guest Stephanie Ponticas
HUD Office Thomas Teaney
Area Manager - Mission
- 8
6. Committees:
 - 1 Purpose / Philosophy
 - 2 Rules / Regs
 - 3 Program of Work
 - 4 Priorities
 - 5.
- 8:30
7. New
 - 8
 - 9 next meeting / Adjournment

Chicano / Latino Advisory Committee
Date: 7-30-79 Time: 6:30 Place: 127 City Hall

Present.

Termina Hernandez - Centro cultural Chicano

Inez Beckhe

Paulo S. Gonzalez

Al Martinez

Arturo Fierro

Alfredo M. Douglas

Jose A. Garcia

Margaret L. Jones - Staff

- . Voted to back Frazier up. (Centro's Pol. Meeting)
- . Paul Sanchez Raybat Salazar
- . A liaison aide to Mayor.

Rice did not make a

Barros made a good presentation.

Rich. Van White —	Doothy James —	
Sony Scanlon —	open communications	
Jackie Slater —	(Call her)	100 fam.
— 5th Ward —		85 fam.

Aug. 1978

disadvantage Ceta
people.

manpower

↑ 1 in 1977
Mig in Action ← 29 placements in 4 mos

1 Excess target population

set up programs

ends Sept. 30

Fiscal year starts Oct. 1

Gene - Chuck McKinney
St. Paul has made inroads

Jnpls had no program -

Geo Monroe discussed contract
said he would support the project
Did not!

Prog. implemented > 4 staff filled
shoe strings budget
lease ment office

7190 -

Goal - pers. intake
112 -

Ceta

did not service July - 4790 - 53 people
anyone (esp.) (4 mos.) → 7590 - 5390 reached
with help of Ceta < MIA > 26 people placed

teaching / training people to keep
job through Ceta.

Q ? to Geo Monroe -

1. Min. reception for Latino comm -

← 1. Spec. Prog. Geo Monroe & J.S.

Committee send letter to M.H.
about Ceta. Geo Monroe -
Copy of letter to all members

Meq. in Action
Counselors - ^{Mpls Ceta} John 348-8213
17 people loss?

\$37,000 from March
Ask Mayor what he did to protect Ceta for our people -
Answer for MIA wk-10 days

Ceta Sigist. in Wash.
No Ceta Bill passed

Some \$ to spend after Oct. 1.

Priorities on Spec. Projects -

Health / Soc. Serv. Com. Meeting
Shuro - Com. chambers - 3d floor city Hall -
Aug. 31. 1978 -

Statistics 1977

Letter - pop. sp. enr. 19% of total

Cross action suit against Ceta

→ unemployed - 262-23,000
planning dept. advocate -
Chicago Advantage

\$ 46 1/2 million through the state

Letter to City Council -

City Council!

HRA.

Affirmative Action

Proposal - to HRA.

Antio Home developer for nonprofit.

HISPANIC ADVISORY COMMITTEE

I. Preface - History of the Hispanic Advisory Committee

A. Acknowledgments

II. Learning the System

A. People who addressed the Committee-Directors of City Government

B. Rationale for invitations

C. Results

IV. Conclusions

A. Existing Problems and Solutions

B. Specific Needs based on Statistics

C. Future Activity

V. Appendices

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I. Preface - History of the Hispanic Advisory Committee

A. Acknowledgments

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A. People who addressed the Committee-Directors of City Government

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V. Appendices

II. During the past year, we have met with key personnel in City government which has included Commissioners, Directors and other visitors. We have analyzed statistics, studied legislative bills, reports from various agencies and other data which has been relevant to our problems and progress.

The following report will focus on some of the activities, issues discussed, results if any, and conclusions with solutions concerning the first year of existence.

Learning the System: People who Addressed the Committee - Directors of City Agencies

It was decided to invite department heads of various agencies of city government to question them on their personnel policies and sensitivity to Hispanic concerns. The first addressee was Otis Smith, Director of Affirmative Action. He stated that there were 18 Chicanos working for the city and 28 for the Park Board. We questioned the nature of these jobs which could be menial positions and found that none were management or power of decision-making positions. Mr. Otis asked the Committee to help him recruit, however, retrenchment in the city budget could not create new positions except those filled by attrition. Most openings were of a technical nature, and there is a lack of Chicanos educated in these fields. Nevertheless, some members of the committee cited some instances where qualified Chicanos had been passed over - one who had passed the test was ruled ineligible when he failed to show for the second part of the test due to illness. The ruling stated that he could not proceed for the position. Statistics were shown to the Committee, and affirmative action goals as it concerned Chicano/Latino employment were found to be zero based or minimal, or menial.

Gerald Singer of the Civil Service Commission, met with the Committee and gave an outline of the function of his office, the qualifications and procedures in applying for civil service jobs. When asked about Chicano Latino organizations being aware of job openings, Mr. Singer replied that recruitment was excellent, but the hiring was bad because there were not enough jobs available. He also

defended the Civil Service exam as being objective after many discussions from the Committee concerning its validity. The Committee was not satisfied with his rationale.

Mr. Victor Propes, Director of the Department of Civil Rights, also met with the Committee, and gave us an overview of his office. He came in 1970 from L.A. - Alhambra, Calif, and staff includes a Philipino with Spanish surname. His goals/timetable so that Latinos would qualify. ^{lies} Accountability with affirmative action policy through budget. *He also informed us about*

1. Commission employment opportunity.

2. Civil Rights Commission

3. Lawyer

Criteria: Resident of Minneapolis, resume to Commission by August 31.

He also discussed
Major issues Budget/Refinancing

His office
Funding from EEOC
was

Procedure instigated to speed ^{the} process of case load and to deal with backlog of 311 accumulative case load. Seven investigators ^{will} speed resolution to within 10 weeks.

III. Visitors, John Soderland, an aide to John Monroe, Director of CETA met with the Committee who expressed disappointment that a substitute had been sent. Mr. Soderland gave us some statistics on the Spanish speaking people on the CETA program. Frank Guzman, Executive Director of Migrants in Action, St. Paul, expressed serious concern for the Minneapolis Migrant in Action CETA employees. Their program had received the news that it was not to be refunded, although the program had overreached its goals. The Chicano/Latino Community from the Twin Cities had vigorously supported this program by calling the CETA program directors, their Aldermen and other influential people. (It was reported that Alderman DeMars did not return the calls). Donna Folstad and RoseMarie Freeman lobbied for our

group and were unsuccessful. It was felt that CETA should have some responsibility to support the Migrant CETA program. Adult Education classes stressing job development skills were initiated. The program created its own employment agency. Information about bilingual personnel in hotel and industries was obtained to help migrants obtain employment.

In spite of all efforts to save this program, the only one of its kind in Minneapolis, the project was terminated at the end of 1978. The clients will now have to go to Centro Cultural Chicano which does not really have enough staff to cope with the new types of services these people are requesting.

The Committee met with Director Dick Brustad, HRA, after Dick Brustad received a letter from Ricardo Nevilles, as suggested by Marcela Trujillo. The particular meeting has been one of the most productive meetings between Directors and the Committee. Brustad mentioned 1800 Olson Hwy. as a possible site for the Chicano agencies. He stressed that he would look into the matter and present it to the Commissioners.

However, when the recommendation for 1800 Olson Hwy came before the Commissioners, it was unacceptable to the Chicanos. The recommendation stated that the Chicanos could occupy 1/3 of the space with 2/3 going to the Head Start group, and occupancy could begin November, 1978. The Chicanos were to occupy the Mandel building in November and then move to 1800 Olson in June when they could then occupy the entire building. The Mayor was asked to intervene, and although he was willing to write the letter, Commissioner Trujillo advised him against it. Both buildings are owned by HRA. The recommendation would have meant two moves for the Chicanos within the space of seven months. This caused problems for both the Chicanos and the Head Start group, and although the vote went against the Chicanos, the building was not vacated in time for the Head Start group to begin classes in November. This coincided with the eviction of the Chicanos from 204 W. Franklin since that building had been sold, and so they were able to move to 1800 Olson immediately, and were later joined by the Chicano Seniors agency. Both

groups now occupy the building.

This center has become the focal point for community organization and activity for the Hispanic population of Minneapolis. Hopefully, more political activity will emanate from the community now that a home base has been established.

There are also other housing needs. Through Insight, Mabel Stapleton ? (Spaulding) from the Mayor's Office and Marcella Trujillo are publicizing the advantages to home ownership, few can meet the mortgage requirements. A high rise for the Hispanic elderly is feasible since the majority or roughly 95% of this population speak Spanish, primarily. Their needs in many social service agencies are not being met because of a lack of bilingual personnel, and it would be ideal to concentrate them in one building, and bring health and other services to them. Marcella Trujillo has also inquired about the affirmative action policy of HRA where there are 5 part time and temporary positions and only one full time Chicano employee who was hired about the time that she became commissioner. Mr. Lemly, the present Director, as well as the present affirmative action director, have promised to help in this aspect.

V Although there are too few Hispanics employed even in the lower echelons of City government, there was little possibility that they would be employed due to budgetary cutbacks, according to our speakers. Affirmative action officers have little or no knowledge of where to recruit the Hispanic population. There needs to be more visibility of the Advisory Committee to act as resource persons for state agencies and city agencies. This may mean hiring a liaison within the Mayor's Office, even with CETA funds, in order to facilitate the "learning the system" process.

Affirmative action has never been responsive to Chicanos and Latinos in Minneapolis because we are invisible to other minorities, and ignored, if visible. The few jobs that were publicized to us, were of such highly technical

nature so as to discourage our input. We contend that some of the jobs could hire qualifiable Hispanics since even degreed people need initial training on any job. Through CETA or other funds, more positions could be given Hispanics in City agencies and government.

We can report no progress or impact in this area. More publicity and visibility for Hispanics is needed, and we are requesting input from the Mayor and his Aides to help us in this respect. For if they do not, visibility will come anyway - since Hispanics will be the largest minority nationally in the next decade. As TIME Magazine has said, "Already the two groups (Chicanos and Blacks) are competing fiercely for jobs and government aid. Nearly 27% of Hispanic families in the U.S. earn under \$7000 a year; only 16.1% of non-Hispanic families fare as badly. Hispanics are the most under-educated of Americans despite their own deep belief of the maxim, "Saber es Poder" (Knowledge is power). Only 40% have completed high school as compared with 46% of U.S. Blacks and 67% of Whites. (Readers' Digest, Feb., Pg.183)

The Hispanics are also under-represented in politics, especially in Minnesota; and the future looks bleak since Scandinavian and Slavic names are needed for credibility. There are also a number of reasons for under-representation: The relatively recent emergence of Hispanics as an important minority; their traditional preoccupation with family and community affairs rather than broad political issues and outright discrimination.

We have made few gains and those are tenuous. Although we have a building at 1800 Olson Highway, we need support from City leaders and Alderpersons to (1) Perpetrate the existence of our Chicano agencies in Minneapolis and (2) Give us knowledge about obtaining and lobbying for CDBG funds and (3) Recognition from the City to recognize us in terms of the total Hispanic, Minneapolis population; and not just as a group within a certain ward or planning district, since a Chicano "barrio" does not exist. This is a matter that we have to pursue through the City Council.

Learning the system has been a lesson in futility and frustration. The committee

decided to end the interview with department heads because we were getting no where since there was a general trend to "pass the buck" and to put the blame on us for not contacting them personally.

Many of our conclusions are not conclusive, but are only the beginning of future actions and resolutions.

Irene,

This is the response
I received from the mayor
regarding my follow-up
communication I sent to
him, as requested by the
Committee. As you can
see, he doesn't even
address the issue of
Cynthia Dela Santina.

af

MAYOR ALBERT J. HOFSTEDE

minneapolis

city of lakes

September 27, 1979

Mr. Arturo Perez
2327 30th Avenue South
Minneapolis, Minnesota 55406

Dear Mr. Perez:

I am in receipt of your letter of September 26th regarding the Chicano/Latino Advisory Council's request for my office to hire a representative from your community. I respect your honesty and hope to address your concerns.

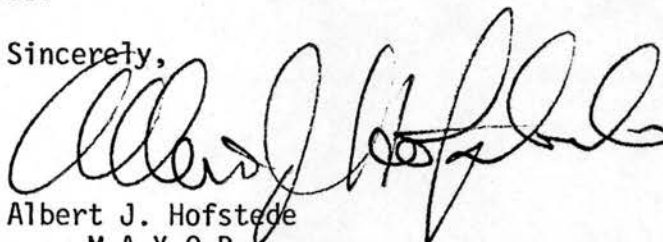
At the time a staff position was vacant I requested that we attempt to institute a job-share program. The legal work involved in implementing this idea took three to four weeks and the actual ruling we received at that point only involved the particular position in my office. My staff is still working with the City Council, the City Attorney's office and the Civil Service Commission to make job-sharing programs a reality in Minneapolis.

The job-share program was explained to Ms. Vargas at the time she was interviewed and she indicated that she was interested in full-time employment. We did maintain her name on our list of interviewees until it was determined that we would be able to initiate the job-share program.

Ms. Vargas is also a resident of Golden Valley with minimal background in office or public service work. These factors were taken into consideration when we made our final selection for staff and were discussed with Ms. Vargas.

My commitment to your community, to all minorities, is a matter of record. If I can be of any assistance to you during the next few months, please feel free to contact my office.

Sincerely,


Albert J. Hofstede
MAYOR

AJH:mi

from readers

Indian committee

Regarding your Sept. 16 editorial on the mayor's American Indian Advisory Committee: As a former member of the advisory committee, having resigned on Feb. 1, 1979, in protest of the attempt by the mayor and deputy mayor, Erv Dauphin, to terminate Donna Folstad, a Chippewa Indian, from the mayor's staff, I'll respond to your editorial.

It is true that a joint effort was put forth to provide a channel of communication between city government and the Indian community. In that connection, the advisory committee developed a statement of purpose and policy in November and December of 1978 clearly to define the role, responsibilities and function of the advisory committee.

The reason for the development of that document was twofold. One, the lack of leadership, direction and direct support from the mayor; and two, to insure that the input and recommendations made were acknowledged and addressed by the mayor.

You alluded to the regularly scheduled monthly September meeting and that no one showed up. Again, there are several factors that contributed to the demise of the advisory committee. Prior to the development of the statement of purpose, the advisory committee was attempting to carry out the intent of the committee, which at that particular time was assumed. However, again due to the lack of leadership, direction and support of the mayor as to the role and responsibilities of the committee, the committee functioned on a hit-or-miss basis.

The one and only appearance the mayor made was at the initial meeting of the committee to welcome the newly appointed members. He failed to appear at subsequent meetings when invited or requested. The political friction within the mayor's staff you alluded to was not caused by the advisory committee. If I recall, the mayor was gearing up for his re-election campaign or was making his decision to run for office again.

The urban Indian housing funds you alluded to were not a major factor in the demise of the advisory committee. The primary concern of the advisory committee was to insure whatever American Indian entity administered the housing funds that the board, council or committee membership be reflective of the urban Indian community.

I disagree with your assertion of the advisory committee not getting off the ground. In fact, it not only got off

the ground, but was shot down by the inactivity and nonsupport of the mayor himself and of his staff, excluding Donna Folstad.

The problems of urban Indians are severe, but not so insurmountable to prevent desired changes. The demise of an American Indian Advisory Committee under the Hofstede administration does not mean that all is lost. It merely points out that citizen input depends on the commitment and support of our elected officials.

I am most positive that should Donald Fraser or Michael Barros be elected, the American Indian Advisory Committee will become a reality in the true sense of the word. However, if Charles Stenvig is elected, Indian people of Minneapolis will survive and endure. — Eugene D. Buckanaga, Minneapolis.

Price of butter

I was shocked the other day to find that the price of butter had jumped to \$1.69 a pound. That was a 30-per cent increase over the price that I paid just two weeks ago. Naturally I did not buy, and I will never again buy butter until it goes back under \$1.20 per pound.

I remember last year when the price of lettuce was raised to \$1.39 a head. People did not buy it. In three days lettuce was selling for as low as 2 cents a head. — Floyd H. Bolton, Brooklyn Center.

'Life of Brian'

I am shocked after reading the review of "Life of Brian" (Tribune Sept. 25). Is there no one to censor anything that you put into your paper? Doesn't anyone on your staff have any morals at all, or have any respect for God or religion or what is right or wrong?

How great it would be for this country if the news media would get together and promote what is left of the good and right in this world, instead of helping along the dirty and downright filthy stuff. I am sorry for America. You could all do so much good, but you've chosen the opposite. Why don't you wake up? — Mrs. Peter Swedlund, Minneapolis.

Jordan lost the land

As regards Jordan's fearful yearning for the return of the West Bank, let me recall that Jordan lost it in the 1948 war that it entered against Israel notwithstanding Israel's urgent plea for neutrality. And, furthermore, if it wishes, Israel can claim lawful sovereignty over the West Bank under those provisions of international law that recognize the right of nations to keep territory taken by them in the course of a defensive war. And Jordan, having seized the West Bank in war, lost it in war. How just and fair. — Mark Brooks, St. Louis Park.

berg's gift of \$50,000 toward the cost of the papal reception in Philadelphia is probably a sign of the interfaith amity John Paul can expect in other cities.

But all this is not to say that his quick passage through us will be purely ceremonial. He will be watched and his words will be

do not hear the truth, they cannot respond to it.

John Paul II will be closely guarded, even contained, on his quick tour of our Eastern seaboard. He may not hear each of us while he is here. But, please God, he will have leisure at home later on to read and to ponder our responses to his messages.

and is causing problems

iving in return is quite different — affluent part-time commuters, young professionals, retired executives, mining engineers, resort managers, craftsmen and artists, unemployed idealists and returning natives — even Southern blacks — who have decided they prefer life at home to the city.

Where in rural America are all the people going? Some are actually "far-out" suburbanites, settling in the distant rural orbit of such cities as Washington, St. Louis, Nashville, Atlanta and Minneapolis. But, surprisingly, the rural counties with the least commuting, the most distant from metropolitan areas, are now getting the lion's share of in-migration.

There are the sun-seekers in rural Florida and the Southwest. But waves of retirees have headed for country parts of Missouri, Arkansas, Oregon and even chilly upper Michigan and northern New England. Outlying factories draw people to the rural South, Idaho, Wisconsin and parts of Appalachia. "Alternative life styles" draw immigrants to rural New Mexico, Colorado and New England. And there are the now-expanding energy boom towns of the mountain West, Kentucky and West Virginia.

It's true that hundreds of rural counties — especially in the Great Plains and the old Dixie Cotton Belt — are still losing people. But they are the exceptions. In history, the 1970s will be remembered as the decade of rural return.

Will all this harm the big cities and their suburbs? Probably not. The country's 281 metropolitan areas have an overwhelming 73 percent of the people; even at the present rate of outmigration, they would still have 70 percent in the year 2000, more than live there in 1950.

The most serious "victim" of the rural return could be rural America itself. We're not seeing a "return to the land" as much as a dispersal of urban America into the countryside.

Joseph Doherty, in a report for the Urban Land Institute, calls it the "countryfied city" — an extension of small-city conditions and activities to a county or multi-county scale. An example is Montgomery County, Md., where most people live outside the towns and are "in reality subur-

ban people." They live in split-levels and bungalows on a few acres, in tiny subdivisions or in mobile homes; they work in offices, factories or service jobs; they send their children to suburban-like consolidated schools; they shop mainly in suburban-type shopping centers.

Most rural communities are ill-equipped to deal with sudden population growth; many are repeating the wasteful, sprawling patterns of metropolitan suburbs. North Carolina, for instance, found the new population was concentrating adjacent to, but outside, the boundaries of small incorporated cities. New subdivisions, shopping centers and plants escape the tax reach of those small cities, creating a rural mirror of the "hole in the doughnut" problem typical of troubled metropolises.

All of this is horrendously expensive, says North Carolina state official Arnold Zogry: "There's no way you'll have funds available to develop all these into thriving centers" with water and sewer lines, police, fire and other services.

Doherty depicts the growth of "linear suburbs" — houses and mobile homes, soon joined by fast-food pit stops, convenience stores, small subdivisions and shopping centers — stretching between towns and sapping the strength of the rural towns and small cities. Without good zoning and planning, the countryside soon becomes despoiled. Yet the thought of controls, Doherty suggests, often "prompts the countryman to reach for his rifle."

Even with a will, rural local governments are ill-equipped to deal with the onslaught. Counting counties, townships, villages, special districts and Indian reservations, tens of thousands of units are trying to serve an increasingly diverse and demanding population of exurbanites who have often chosen an unincorporated place to live.

The great governor of rural growth may be energy shortages: Country areas depend overwhelmingly on the internal combustion engine. A moderate pinch in gasoline supplies might be the best news for these areas. It would permit them to grow a bit more slowly, to plan better and perhaps to preserve the vistas, the uncrowded atmosphere, the very rural quality of life that makes them so desirable in the first instance.

Minority Women Workers: A Statistical Overview



U.S. Department of Labor
Employment Standards Administration
Women's Bureau
1977 (Revised)

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Minority Women Workers: A Statistical Overview

U.S. Department of Labor
Ray Marshall, Secretary

Employment Standards Administration
Donald Elisburg,
Assistant Secretary for Employment Standards

Women's Bureau
Alexis M. Herman, Director
1977 (Revised)



Minority Women Workers A Statistical Overview

The 1960-70 period proved to be a particularly difficult time for many minority women and white alike. Unemployment rose throughout the 1960's, and the 1970's period saw an annual average rate of 7.5 percent, the highest since data became available by year in 1948. Although women's unemployment fell somewhat in 1970, unemployment rates were higher than at any time in the post-World War II era.

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The proportion of minority women in the labor force expanded that of white women in all age groups 25 years and over. The difference was greatest among women 25 to 34 years of age, where 52 percent of minority women were workers compared with 38 percent of white women. The situation was reversed, however, among women 14 to 24 years of age.

Note: Minority races are comprised of all races other than white, including Negro, American Indian, Japanese, Chinese, Filipino, Korean, Hawaiian, Cuban, Alaskan, and all other nonwhite races. Negroes account for 87 percent of persons of minority race. Persons of Spanish origin are included in the white population.

The 1974-76 period proved to be a particularly difficult time for many workers--minority and white alike. Unemployment rose throughout 1974, and the 1975 jobless rates, on an annual average basis, were the highest since data became available by race in 1948. Although overall unemployment fell somewhat in 1976, unemployment rates were higher than at any time in the post-World War II era.

In 1976 women had an unemployment rate of 8.6 percent, compared with 7.0 percent for men. The rate for all minority workers was 13.1 percent, substantially higher than the 7.0 percent for whites. Minority women, then, experiencing both sex and race discrimination, face a double disadvantage in their job search. The jobless rate of these women in 1976 was 13.6 percent.

Despite the higher unemployment rates of minority women workers, other disadvantages which these women have faced (although still severe) have been alleviated to some extent, particularly since 1960. First, the occupational distribution of minority women has become more favorable as women have moved into more skilled and professional jobs from the more menial service-type occupations. Second, this occupational shift has been a significant factor in raising the median wage or salary income of minority women; it rose from \$2,372 in 1960 to \$6,611 in 1974 for those working full time throughout the year. This was an increase of 179 percent over the 14-year period. The income of white women showed a less spectacular increase of 106 percent--from \$3,410 to \$7,025.

Labor Force Participation

The labor force participation rate of minority women has remained steady in recent years, while the rate of white women, although still below that of minorities, has risen considerably. In 1976 there were 5.0 million minority women 16 years of age and over in the civilian labor force. Minority women accounted for 12 percent of all women in the population and for 13 percent of all women workers. Among all minority women, about 50 percent were workers, as compared with 47 percent of the white women (table 1). The labor force participation rate of minority women was highest among those 25 to 34 years of age; the rate of white women was highest in the 20- to 24-year-age group.

The proportion of minority women in the labor force exceeded that of white women in all age groups 25 years and over. The difference was greatest among women 25 to 34 years of age, where 65 percent of minority women were workers compared with 56 percent of white women. The situation was reversed, however, among women 16 to 24 years of age.

Note: Minority races are comprised of all races other than white, including Negro, American Indian, Japanese, Chinese, Filipino, Korean, Hawaiian, Eskimo, Aleut, and all other nonwhite races. Negroes constitute 89 percent of persons of minority races. Persons of Spanish origin are included in the white population.

Table 1.--Percentage of Persons in the Civilian Labor Force,
by Age, Sex, and Race, 1976

Age	Women		Men	
	Minority	White	Minority	White
Total, 16 years and over	50.2	46.9	70.7	78.4
16 and 17 years	23.9	43.8	30.2	51.8
18 and 19 years	43.3	61.8	55.6	73.5
20 to 24 years	57.9	66.2	78.4	86.2
25 to 34 years	65.3	55.8	90.6	95.9
35 to 44 years	62.2	57.1	90.6	96.0
45 to 54 years	57.3	54.7	83.4	92.5
55 to 64 years	43.4	40.8	65.7	75.4
65 years and over	11.2	8.0	19.7	20.3
18 to 64 years	57.7	55.2	81.1	89.1

Source: U.S. Department of Labor, Bureau of Labor Statistics:
Employment and Earnings, January 1977.

Unemployment Status

In 1976 the unemployment rate of adult minority women (20 years and over) averaged 11.3 percent, about the same as the 11.5-percent rate in 1975 (table 2). The rate for white adult women was 6.8 percent, down from 7.5 percent registered the previous year.

Although relatively small in number, teenagers continued to be the most seriously affected group, with a jobless rate of 39.0 percent for minority young women 16 to 19 years (35.4 percent for minority young men) and 16.4 percent for white young women (17.3 percent for white young men).

Table 2.--Unemployment Rates, by Race, Age, and Sex, 1975 and 1976

Age	Women		Men	
	1976	1975	1976	1975
<u>Minority</u>				
Total, 16 years and over	13.6	14.0	12.7	13.7
16 to 19 years	39.0	38.5	35.4	35.4
20 years and over	11.3	11.5	10.6	11.7
<u>White</u>				
Total, 16 years and over	7.9	8.6	6.4	7.2
16 to 19 years	16.4	17.4	17.3	18.3
20 years and over	6.8	7.5	5.4	6.2

Source: U.S. Department of Labor, Bureau of Labor Statistics:
Employment and Earnings, January 1977 and January 1976.

In addition to those persons unable to find work (unemployed), there are those who, although employed, cannot find full-time jobs. These workers are classified by the Bureau of Labor Statistics as "involuntary part-time workers" and are considered by many analysts as constituting a form of "disguised unemployment." Although included among the employed count, these persons want full-time jobs but are able to work only part time because of so-called "economic" reasons--slack work, material shortages, and the like. In 1976 one-third (311,000) of minority women and nearly one-fifth (1,379,000) of white women working on part-time schedules were doing so involuntarily.

Another form of disguised unemployment is made up of persons classified as "discouraged workers"--those who desire work but either do not enter the labor force or withdraw from it because they think they cannot find a job. In 1976, 138,000 minority and 451,000 white women were not in the labor force because they were discouraged with job prospects.

Reasons for Unemployment

Adult minority and white women showed slightly different patterns in reasons for joblessness (table 3). Forty percent of minority and 45 percent of white women had lost their jobs. Thirteen and 18 percent, respectively, had voluntarily left their jobs in search of another. Forty percent of minority women and 34 percent of white women were reentrants to the labor force, and 9 percent of minority and 4 percent of white women were new entrants.

The percentage of unemployment accounted for by reentrants to the labor force was more than twice as large among adult women as among adult men in both racial groups. Women made up almost half of the unemployed who were reentrants in 1976. Several factors account for this: (1) most reentrants are women who return to the work force after a period of absence devoted to childrearing, (2) divorce and separation also force many women to reenter the labor market, (3) the continued expansion of the service-producing industries--many offering part-time employment--has led to more jobs for women, and (4) many women have been encouraged to return to the labor force because of the increasing opportunities that have resulted from the breaking down of discriminatory barriers.

Table 3.--Percentage Distribution of Unemployed Persons, by Sex, Age, Race, and Reason for Unemployment, 1976

Sex, age, and race	Total		Job losers	Job leavers	Reentrants	New entrants
	Number (in thousands)	Percent				
Total	7,288	100.0	49.8	12.2	26.0	12.1
Women, 20 years and over	2,546	100.0	43.5	16.5	35.2	4.8
Men, 20 years and over	3,041	100.0	70.1	10.4	16.8	2.7
Both sexes, 16 to 19 years	1,701	100.0	22.6	8.9	28.8	39.7
Minority	1,433	100.0	45.6	9.1	29.8	15.6
Women, 20 years and over	521	100.0	39.7	12.5	39.3	8.6
Men, 20 years and over	567	100.0	67.5	7.9	19.4	5.1
Both sexes, 16 to 19 years	345	100.0	18.6	5.8	32.5	43.1
White	5,855	100.0	50.8	12.9	25.1	11.3
Women, 20 years and over	2,024	100.0	44.5	17.5	34.1	3.9
Men, 20 years and over	2,474	100.0	70.8	10.9	16.1	2.2
Both sexes, 16 to 19 years	1,356	100.0	23.6	9.7	27.9	38.8

Note: Individual items may not add to totals because of rounding.

Source: U.S. Department of Labor, Bureau of Labor Statistics, unpublished data.

Unemployment During the Recession

To measure the disproportionate burden of unemployment experienced by minority women, it is helpful to present the rise in unemployment of both groups in relative terms rather than to simply compare the jobless rates of both minority and white workers. The "incremental ratio" is such a measure, as it takes the absolute change in unemployment rates and expresses this change in relative terms.^{1/} Over the course of the recent recession,^{2/} 11 minority adult women entered the unemployment stream for every 10 white adult women (table 4). Similarly, 18 minority

Table 4.--Peak-to-Trough Change in Unemployment Rates, by Race, Sex, and Age, November 1973 to May 1975

Race, sex, and age	Peak	Trough	Over-the-period change
	Nov. 1973	May 1975	
Minority women, 20 years and over	8.1	11.9	3.8
White women, 20 years and over	4.3	7.9	3.6
Incremental ratio			1.1
Minority women, 20 years and over	8.1	11.9	3.8
Minority men, 20 years and over	5.5	11.8	6.3
Incremental ratio			.6
Minority women, 16 to 19 years	31.4	37.9	6.5
White women, 16 to 19 years	13.4	17.0	3.6
Incremental ratio			1.8

Note: Data are seasonally adjusted. The cycle turning points are those defined by the National Bureau of Economic Research (NBER). Three-month averages were computed to smooth inherent sampling variability (particularly among relatively small sample size groups) from the Current Population Survey and to mitigate somewhat the discrepancy which may occur between the NBER cycle turning points and the turning points in unemployment.

Source: U.S. Department of Labor, Bureau of Labor Statistics, unpublished data.

^{1/} See Curtis L. Gilroy, "Black and White Unemployment: The Dynamics of the Differential," *Monthly Labor Review*, February 1974, pp. 38-47, for a more elaborate description of this measure.

^{2/} For the purpose of this analysis, November 1973 and May 1975 (the low and high points in overall unemployment) have been chosen as the peak and trough months of the recessionary period.

teenage women became unemployed for every 10 white teenage women. Among adult women and men of minority races, however, the situation was reversed. Although the absolute unemployment rates of minority women were higher than those of minority men, 6 minority adult women became unemployed for every 10 minority adult men in the period. This occurred because the percentage increase in the unemployment rate for minority men exceeded that for minority women.

Occupations

Minority women workers were more heavily concentrated in service occupations (including private household) than were white women--35 and 19 percent, respectively, in 1976 (table 5). In contrast, a larger proportion of white women were in professional, technical, or managerial occupations as well as clerical jobs than were minority women--58 percent compared with 43 percent.

Significant changes have occurred in the occupational distribution of women since 1960. Among minority women, the changes have been more dynamic. Between 1960 and 1976 the proportion of minority women who were professional and technical workers rose from 7 percent to over 14 percent; the proportion who were clerical workers increased from 9 to 26 percent. On the other hand, the percentage of private household workers dropped sharply--from 35 to 9 percent.

Table 5.--Major Occupation Groups of Employed Women, by Race, 1960 and 1976 ^{1/}

Major occupation group	1976		1960	
	Minority	White	Minority	White
Number (in thousands)	4,356	30,739	2,821	19,376
Percent	100.0	100.0	100.0	100.0
Professional and technical workers	14.2	16.2	6.9	13.1
Nonfarm managers and administrators	2.8	5.9	1.8	5.4
Clerical workers	26.0	36.2	9.3	32.9
Sales workers	2.5	7.3	1.5	8.5
Operatives (including transport)	15.7	11.3	14.1	15.1
Service workers (except private household)	26.0	16.8	21.4	13.7
Private household workers	9.4	2.2	35.1	6.1
Other occupations	3.4	4.1	10.8	5.2

^{1/} Data are for women 16 years of age and over in 1976 but 14 years and over in 1960.

Source: U.S. Department of Labor, Bureau of Labor Statistics: Employment and Earnings, January 1977 and January 1961.

Marital Status

Forty-five percent of the minority women workers in March 1976 were married and living with their husbands (table 6). Twenty-eight percent were widowed, divorced, or separated from their husbands, and the remaining 27 percent were single. In contrast, among white women workers nearly three-fifths (59 percent) were married and living with their husbands, 24 percent were single, and 18 percent were widowed, divorced, or separated.

Minority women with husbands present were more likely to be in the labor force than were single minority women or those who were widowed, divorced, or separated. Among white women, those with husbands present were less likely to be in the labor force than were single women, but somewhat more likely than those who were widowed, divorced, or separated.

Table 6.--Marital Status of Women in the Labor Force, by Race, March 1976

Marital status	Number (in thousands)	Percent distribution	As percent of women in population
<u>Minority</u>			
Total	5,018	100.0	50.3
Never married	1,329	26.5	48.5
Married (husband present)	2,268	45.2	54.9
Widowed, divorced, or separated	1,421	28.3	45.7
<u>White</u>			
Total	32,799	100.0	46.3
Never married	7,754	23.6	61.2
Married (husband present)	19,285	58.8	44.1
Widowed, divorced, or separated	5,760	17.6	39.8

Source: U.S. Department of Labor, Bureau of Labor Statistics, unpublished data.

Women Heads of Families

In March 1976 there were 2.1 million families headed by women of minority races. They accounted for 28 percent of the 7.5 million families headed by women. Women headed 34 percent of all minority families; by contrast, only 11 percent of all white families had a female head.

Minority families headed by women were almost twice as likely to have incomes below the low-income or poverty level as similar white families--49 percent and 26 percent, respectively, in 1975 (table 7). Among families headed by women who worked full time the year round, the incidence of poverty was almost four times greater for minority families than for white families--15 and 4 percent, respectively.

Table 7.--Work Experience in 1975 of Women Heads of Families With Incomes Below the Low-Income Level, by Race

Race	Total	No work experience	Worked during year	Worked year round full time
Number of poor families headed by women (in thousands)				
Total	2,430	1,543	887	135
Minority	1,036	667	369	60
White	1,394	876	518	75
As percent of all families headed by women				
Total	32.5	49.5	20.3	5.8
Minority	49.3	71.4	36.8	15.0
White	25.9	40.4	16.1	4.2

Note: The low-income or poverty level is based on the Social Security Administration's poverty thresholds, adjusted annually in accordance with changes in the Department of Labor's Consumer Price Index. Classified as poor in 1975 were those nonfarm households where total money income was less than \$2,724 for an unrelated individual; \$3,506 for a couple, and \$5,500 for a family of four. (The poverty level for farm families is set at 85 percent of the corresponding level for nonfarm families.)

Source: U.S. Department of Commerce, Bureau of the Census: Current Population Reports, Series P-60, No. 103.

For those families headed by women who had no work experience during the year, 71 percent of minority families and 40 percent of white families had incomes below the low-income level.

Working Mothers

Minority mothers, like their white counterparts, have sharply increased their labor force participation in recent years. The greatest increase for both minority and white mothers has been among women with children under 6 years of age. In fact, the participation rate of these minority mothers exceeds the rate for all minority women workers. Although the participation rates for minority mothers have always been considerably higher than those for white mothers, their increase in the last 5 years has not been so marked as that of their white counterparts.

Minority mothers in the labor force in March 1976 totaled 2.2 million, or 15 percent of all working mothers. Sixty-two percent of minority women with children 6 to 17 years of age were workers, as were more than half (53 percent) of those with children under 6 (table 8). The comparable figures for white women were 55 and 38 percent, respectively.

Table 8.--Percentage of Mothers in the Labor Force, by Race, Age of Children, and Marital Status of Mother, March 1976

Age of children	All ever married	Married (husband present)	Other marital status ^{1/}
Minority			
Total	58.1	58.3	57.7
6 to 17 years	62.4	63.8	60.3
Under 6 years	53.3	53.2	53.8
White			
Total	47.5	44.8	66.0
6 to 17 years	55.4	52.7	70.9
Under 6 years	37.7	35.5	57.2

^{1/} Widowed, divorced, or separated.

Source: U.S. Department of Labor, Bureau of Labor Statistics, unpublished data.

Among minority mothers, labor force participation rates were similar for those who were married with husbands present and those who were widowed, divorced, or separated. On the other hand, the labor force participation rate of white mothers with husbands present was significantly lower than that of white mothers who were widowed, divorced, or separated.

Children of Working Mothers

In March 1976, 28.2 million children under age 18 had working mothers (table 9). About 4.8 million (17 percent) of these children were of minority races. More than 1 out of 4 minority children (more than 1 out of 5 white children) was under 6 years of age.

Approximately 1.7 million minority children and 3.6 million white children had working mothers who were family heads. But the proportion of minority children whose working mothers were family heads was more than twice as high as that of white children--36 and 15 percent, respectively.

Table 9.--Number of Own Children of Working Mothers, by Race, Type of Family, and Age of Children, March 1976

(Numbers in thousands)

Type of family	Total children under 18 years	Children under 6 years	Children 6 to 17 years
<u>Minority</u>			
Husband-wife family	4,792	1,247	3,545
Female-head family	3,079	848	2,231
	1,712	399	1,313
<u>White</u>			
Husband-wife family	23,367	5,192	18,175
Female-head family	19,789	4,532	15,257
	3,579	660	2,918

Source: U.S. Department of Labor, Bureau of Labor Statistics, unpublished data.

Education

Most minority women workers are high school graduates. In March 1976, 65 percent had graduated from high school, including 12 percent who had completed 4 or more years of college. The comparable figures for white women were 76 and 14 percent, respectively.

The median 12.4 years of schooling for minority women workers in 1976 reflected an increase of more than 1 year from the median in 1966, bringing the median educational attainment to above the high school graduate level.

Both women and men of minority races are narrowing the education gap between themselves and their white counterparts. The following table shows the median years of schooling completed by minority and white women and men in 1976 and 1966:

	March 1976	March 1966
<u>Women</u>		
Minority	12.4	11.2
White	12.6	12.4
<u>Men</u>		
Minority	12.2	10.0
White	12.6	12.3

Note: Data are for persons 16 years of age and over in 1976 but 18 years and over in 1966. Data are from the U.S. Department of Labor, Bureau of Labor Statistics, Special Labor Force Reports Nos. 80 and 193.

Employment Status of High School Dropouts

High school dropouts are seriously disadvantaged in the labor market. In October 1976 there were 196,000 minority women workers 16 to 24 years of age who had left school before completing high school. Their unemployment rate was 44.9 percent (table 10). In contrast, among the nearly 949,000 white women of this age group who had dropped out of school, the unemployment rate was much lower--27.0 percent.

The jobless rate among minority women in this age group who had graduated from high school was somewhat lower--22.7 percent--but was still excessively high. The rate for white women graduates was 11.7 percent.

Table 10.--Employment Status of High School Graduates Never Enrolled in College and Dropouts, by Sex and Race, October 1976

(Persons 16 to 24 years of age)

Race	Graduates never enrolled in college		Dropouts	
	Labor force participation rate	Unemployment rate	Labor force participation rate	Unemployment rate
<u>Women</u>				
Total	71.0	13.0	44.8	30.0
Minority	63.6	22.7	38.0	44.9
White	72.1	11.7	46.7	27.0
<u>Men</u>				
Total	94.3	11.3	85.7	21.7
Minority	84.8	22.8	73.6	31.5
White	95.5	10.0	88.6	19.7

Source: U.S. Department of Labor, Bureau of Labor Statistics, unpublished data.

Earnings

Although the median wage or salary income of minority women increased by nearly 15 percent between 1973 and 1974, this advantage was seriously undercut by the 12-percent rate of inflation between those years. Median income of white women increased 7 percent during the same period.

The median wage or salary income of minority women, like that of white women, is substantially less than the income of men, either minority or white. In addition, fully employed minority women continue to earn less than white women, although the earnings gap has narrowed appreciably. In 1974 women of minority races who worked the year round at full-time jobs had a median wage or salary income of \$6,611--94 percent of that of white women, 73 percent of that of minority men, and 54 percent of that of white men. In 1960 the corresponding proportions were 70, 63, and 42 percent.

Median Wage or Salary Income in 1974, by Race and Sex

Race	All workers		Year round full-time workers	
	Women	Men	Women	Men
Total	\$4,850	\$10,404	\$6,967	\$12,072
Minority	4,751	7,617	6,611	9,082
White	4,863	10,745	7,025	12,343

Source: U.S. Department of Commerce, Bureau of the Census: Current Population Reports, Series P-60, No. 101.

The low earnings of black ^{3/} women relative to those of white women may be partially attributed to the types of occupations in which they are employed. For example, the largest number of black women are employed in service occupations, except private household, where the median earnings of year round full-time women workers were \$5,046 in 1974. The occupation employing the largest number of white women is clerical work, where year round full-time women workers had median earnings of \$6,827. Significantly more black women than white were employed in private household work, where median earnings were only \$2,676.

The earnings of married women make a substantial contribution to total family income. Nonfarm minority wives who worked in 1974 contributed a median of 32 percent to family income; for white wives, the median was 26 percent.

The median income of a black ^{3/} family headed by a woman was only \$4,465 in 1974, less than half of the "low" standard of living budget for a family of four (\$9,198) estimated by the Bureau of Labor Statistics.

^{3/} Data not available for minorities.

Conclusion

As the Nation continues its recovery from the 1973-75 recession, the unemployment rate for minority adult women is still excessively high--11.4 percent, seasonally adjusted, in the fourth quarter of 1976. The rate for white adult women was 7.1 percent. The minority teenage unemployment rate, after climbing to an all-time high of 39.3 percent in the second quarter of 1976, settled back to 35.8 percent by year's end. By contrast, the jobless rate for white teenagers was 17.0 percent.

In terms of employment during 1976, minority adult women experienced greater proportional increases than their white counterparts. By the fourth quarter of 1976, 4,140,000 minority adult women held jobs, 5.5 percent more than were working a year earlier; white adult women's employment stood at 27,950,000 by the end of 1976, a gain of 4.4 percent from the fourth quarter of 1975.

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Facts About Women Heads of Households and Heads of Families



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Facts About Women Heads of Households and Heads of Families



U.S. Department of Labor
Ray Marshall, Secretary

Women's Bureau
Alexis M. Herman, Director

December 1979

Introduction

There is increasing public concern about the special problems of women who are the main source of support for their families or themselves. Over the past decade 1968 to 1978, the number of women who headed households increased by 57 percent compared with an 18 percent increase among men who were household heads. Women headed one-fourth of all households in 1978. Similarly, there was a 54 percent increase over the decade in the number of women who headed families, compared with a 10 percent increase among their male counterparts. About 14 percent of all families were headed by women in 1978.

The economic responsibilities of women who head households and families are usually very great, but vary somewhat depending on marital and family status and race or ethnic origin of the head. For example, divorced women constitute the largest proportion of female heads of households, while the largest proportion of female family heads are widows. Black families are nearly 3½ times as likely as white families to be headed by women--39 percent of black families were headed by women in 1978 compared with 12 percent of white families. In addition, the mean number of children in black families is higher than that in similar white families.

To provide background on who the women heads of households and families are, this statistical overview presents data on their personal and employment characteristics. There is, however, some overlap in the data for the two groups, as explained by the following definitions, which apply to the 1978 data used in this publication.

A household consists of all persons who occupy a housing unit, which may be a house, an apartment or other group of rooms, or a single room. A family is a group of two or more persons who reside together and are related by blood, marriage, or adoption. A primary family ^{1/} is a family that includes among its members the person or couple who maintains the household. A secondary family ^{1/} is a family that does not include among its members the person (or couple) who maintains the household, or any persons related to the person or couple who maintains the household. Members of secondary families may include persons such as guests, lodgers, or resident employees and their relatives living in a household.

A head of household ^{1/} is one person in each household, family, or subfamily designated as the "head." This person is usually regarded as the head by members of the group. Married women are not so classified if their husbands are living with them.

^{1/} This is a definition of the Bureau of the Census, U.S. Department of Commerce. It should not be confused with the entirely different definition of the Internal Revenue Service.

Note: Future reports on this subject will use the term "householders" instead of "heads of households and families." Beginning with the October 1979 Current Population Survey, a family reference person is considered the "householder," and is classified by sex. The "householders" include only divorced, separated, or never married persons. Also, the term "husband/wife families" is characterized as "married couple families."

Unless otherwise indicated, data in this report are for March 1978.

In the 1980 Census, the Census Bureau plans to discontinue the use of the terms "head of family" and "head of household." Recent social changes have resulted in a trend toward more nearly equal status for adult members of a household and, therefore, have made the term "head" less relevant in the analysis of household and family data. Specifically, the Census Bureau is planning to change its long time practice of always classifying the husband as head when he and his wife are living together.

A head of family may be the head of a primary family or the head of a secondary family.

The following examples further illustrate the terms "head of household" and "head of family" as they apply to data used in this publication. If a widow and her children under 18 years of age are the only family members living in a dwelling unit, she is the head of household and head of family. But if this same family group lives in the home of the widow's parents, the father of the widow is head of household and head of family. (Related members residing together are considered one family.) If the widow and her children under 18 share their dwelling unit with nonrelatives who, for instance, are live-in household employees, the nonrelatives would constitute a secondary family. If, however, the widow lives alone, she is a primary individual who is head of the household.

The number of women and men who headed households and families in March 1968 and 1978 was as follows:

	<u>Heads of households</u>			
	1978		1968	
	Women	Men	Women	Men
Total	19,298,000	56,731,000	12,323,000	48,123,000
Primary families	8,037,000	48,921,000	5,273,000	44,461,000
Primary individuals	11,261,000	7,811,000	7,049,000	3,661,000
Living alone	10,363,000	6,352,000	6,490,000	3,253,000
Living with nonrelatives	898,000	1,458,000	559,000	408,000
	<u>Heads of families</u>			
	1978		1968	
	Women	Men	Women	Men
Total	8,236,000	48,979,000	5,332,000	44,501,000
Primary families	8,037,000	48,921,000	5,273,000	44,461,000
Secondary families	199,000	58,000	59,000	40,000

Heads of Households

Of the 76 million persons classified as heads of households, 19.3 million, or 25 percent, were women. The number of women heads increased by 57 percent in the last decade. The comparable increase among male heads was 18 percent.

Race

Of the 19.3 million women heads of households, 15.7 million were white, 3.4 million were black, and 229,000 were of other races. A much higher proportion of white than of black female heads of households were primary individuals--64 percent as compared with 35 percent.

Age

Women heads of households who were heads of primary families were younger on the whole than women primary individuals. More than half (52 percent) of the women family heads were 35 to 64 years of age but a third of them were 34 years of age or under. In contrast, primary individuals tend to be older. About half (49 percent) of the women primary individuals were 65 years of age and over and nearly a third were between 35 and 64 years old.

When these data are analyzed by race, they reveal that women heads of black primary families are usually younger than their white counterparts. Among the primary individuals, the same relationship holds, that is, they tend to be even younger. Sixty-four percent of the black women primary individuals were under 65 years of age, while less than half (49 percent) of the white women primary individuals were in that age group.

The percent distribution of women heads of households by age and race was as follows:

	<u>Heads of primary families</u>			<u>Primary individuals</u>		
	<u>Total</u>	<u>White</u>	<u>Black</u>	<u>Total</u>	<u>White</u>	<u>Black</u>
Total	100	100	100	100	100	100
Under 35 years	33	33	43	20	20	22
35 to 64 years	52	54	48	30	29	42
65 years and over	14	16	10	49	51	35

Marital Status

While the largest proportion of women heads of families were divorced (34 percent), the largest proportion of women primary individuals were widows (54 percent). About one-fourth of the women heads of primary families were married with husband absent; another 34 percent were divorced.

The percent distribution of women heads of households by marital status was as follows:

	<u>Heads of primary families</u>	<u>Primary individuals</u>
Total	<u>100</u>	<u>100</u>
Married, husband absent	22	6
Widowed	29	54
Divorced	34	15
Single	15	25

Heads of Families

Women heads of families numbered 8.2 million in March 1978, an increase of 54 percent in the last decade. Families headed by men numbered 48,979,000, an increase of 10 percent over the same period. Thus, the proportion of families headed by women increased from 11 percent in March 1968 to 14 percent in March 1978.

Racial/Ethnic Group

Among the families headed by women, 5.8 million were white and nearly 2.3 million were black. The remaining 131,000 families were Indian, Oriental, Eskimo, or Aleutian. About 561,000 families of Spanish origin were headed by women. Of these families, about 252,000 were Mexican American, another 179,000 were Puerto Rican, and the remainder were Cubans and other Spanish origin.

There was considerable difference among racial/ethnic groups in the proportion of families headed by women. While only 12 percent of white families were headed by women, 39 percent of black families had female heads. The comparable proportions for Mexican American and Puerto Rican families were 16 and 41 percent, respectively.

Age

Female heads of black families were more likely to be younger than the female heads of white families. In March 1978 more than 2 out of 5 of the female heads of black families were under 35, but less than 1 out of 3 of their counterparts in white families was under 35.

The percent distribution of women heads of families by age and race was as follows:

	<u>White</u>	<u>Black</u>
Total	<u>100</u>	<u>100</u>
Under 35 years of age	31	43
35 to 64 years of age	53	47
65 years of age and over	16	9

Marital Status

Nearly 3 out of 10 female heads of families in March 1978 were widowed. About one-third were divorced and another one-fifth were separated from their husbands. Data by race present a different distribution. Three out of ten black female heads of families were separated from their husbands and nearly the same proportion were single.

The percent distribution of female heads of families by marital status and race was as follows:

	<u>White</u>	<u>Black</u>
Total	<u>100</u>	<u>100</u>
Separated	19	29
Widowed	32	21
Divorced	39	21
Single	11	28

Number of Children

Of the 8.2 million families headed by women, 5.7 million, or 69 percent, had more than 11.2 million related children under 18 years of age in March 1978. Some 9 million of these children were under 6 years of age. About 4.4 million children (1.4 million under 6) were in black families with women head. Among families with related children under 18, the mean number of such children per family was 1.15 in white families and 1.92 in black families.

Educational Attainment

The median years of school completed by female heads of families was 12.2 years. It was 12.3 years for white female heads and 11.6 years for black female heads. More than three-fifths of all white female heads of families were at least high school graduates. On the other hand, about one-fourth of all black female heads of families had 8 years or less of education.

The percent distribution of female family heads by educational attainment and race was as follows:

	<u>White</u>	<u>Black</u>
Total	<u>100.0</u>	<u>100.0</u>
Elementary school:		
8 years or less	20.9	22.9
High school:		
1 to 3 years	17.3	30.7
4 years	40.0	31.1
College:		
1 year or more	21.8	15.3

Residence

Three out of four families headed by women lived in metropolitan areas. Fewer than half (41 percent), however, lived in central cities. Among black families headed by women, the situation was somewhat different. Seventy-seven percent lived in metropolitan areas, and sixty-two percent lived in central cities.

Employment Status

Almost three-fifths (59 percent) of the female heads of families were in the labor force. White female heads of families were more likely than black female heads to be working or seeking work. Their labor force participation rates were 60 and 55 percent, respectively.

The unemployment rate for all female heads of families was 9.0 percent. It was much higher for black female heads (15.4 percent) than for similar white women (6.6 percent).

Work Experience

Of the 8.2 million female heads of families, nearly 5 million, or 60 percent, had worked at some time in 1977. Nearly 3 million, or 55 percent, of them had worked year round full time.^{2/} White women were not only more likely than black women to work at some time in the year (63 percent as compared with 53 percent) but were also more likely to work full time year round (35 percent as compared with 28 percent).

The percent distribution of female family heads who worked at some time in 1977, by full- and part-time status and race, was as follows:

	White	Black
Number	3,630,000	1,250,000
Percent	<u>100.0</u>	<u>100.0</u>
Worked at full-time jobs	81.4	78.6
50 to 52 weeks	56.3	50.5
27 to 49 weeks	13.9	12.6
1 to 26 weeks	11.1	15.4
Worked at part-time jobs	18.6	21.4
50 to 52 weeks	6.9	7.8
27 to 49 weeks	5.8	5.7
1 to 26 weeks	6.0	8.0

^{2/} 35 hours a week for 50 to 52 weeks.

Occupations

One-third (33 percent) of the female family heads were employed as clerical workers. The next largest proportion (20 percent) were service workers outside the home, followed by operatives, including transport (15 percent).

An analysis, by race, of the jobs held by female heads of families shows a different picture. A higher proportion of white women (36 percent) than of black women (26 percent) were employed as clerical workers. On the other hand, nearly twice as many black (37 percent) as white women (19 percent) were employed as service workers either inside or outside the home.

The distribution of employed female heads of families by race was as follows:

	Total	White	Black
Number	4,414,000	3,266,000	1,069,000
Percent	<u>100.0</u>	<u>100.0</u>	<u>100.0</u>
Professional and technical workers	13.0	13.5	10.9
Managers and administrators (except farm)	6.7	8.1	2.2
Clerical workers	33.1	35.6	26.4
Sales workers	4.6	5.4	1.9
Craft workers	2.3	2.5	1.9
Operatives (including transport)	15.0	13.9	18.3
Nonfarm laborers	1.1	1.0	1.7
Private household workers	3.4	1.7	8.7
Service workers (except private household)	20.2	17.6	28.2
Farm workers	.6	.8	--

Income ^{3/}

The median income of families headed by women was \$7,765 in 1977. The comparable figure for families headed by men was \$17,517. There was considerable variation in the median income of family heads by race and by the participation or nonparticipation of wives in the paid labor force. The highest median income was among white husband-wife families where the wife was in the paid labor force, and the lowest was among families headed by black women. The range of incomes earned by these family groups in 1977 was as follows:

^{3/} Income includes (1) money wages or salary; (2) net income from nonfarm self-employment; (3) net income from self-employment; (4) Social Security; (5) dividends, interest (on savings or bonds), income from estates or trusts, or net rental income; (6) public assistance or welfare payment; (7) unemployment and workers' compensation, government employee pensions, or veterans' payments; (8) private pensions, annuities, alimony, regular contributions from persons not living in the same household, and other periodic income.

Type of family	Median income	
	White	Black
Husband-wife:		
Wife in paid labor force	\$20,518	\$17,008
Wife not in paid labor force	15,389	9,697
Male head, no wife	15,630	10,296
Female head	8,799	5,598

One-fourth of the female-head families had no earners. More than one out of four had two or more earners. More than four-fifths (84 percent) of the female-head families had income other than earnings. The largest proportion (37 percent) had income from social security, and about 32 percent had public assistance income. About 1 percent of female-head families had no income.

Low-Income Status

About 2.6 million, or 32 percent, of the female-head families had incomes below the low-income level in 1977.^{4/} The comparable proportion for families with a male head was 6 percent. Among those female-head families where there were related children under age 18, 42 percent were poor. Of those families where the related children numbered five or more, 80 percent were poor.

About one-fourth of all white female-head families had incomes below the low-income level in 1977, but more than half (51 percent) of all black female-head families had such low incomes. Among women family heads of Spanish origin, 54 percent had incomes below the poverty level. Thirty-four percent of the white female-head families with related children under age 18 were poor; the comparable proportion for black female-head families was 58 percent.

The following table gives the number and percent distribution of female-head families with incomes below the low-income level in 1977, by number of related children under age 18 and race.

^{4/} The low-income level is based on the Bureau of the Census definition of poverty, adjusted annually in accordance with the Department of Labor's Consumer Price Index. Classified as poor in 1977 were those nonfarm households where total money income was less than \$3,075 for an unrelated individual; \$3,951 for a couple; and \$6,191 for a family of four.

Female-head families	White			Black		
	Below low-income level		Percent of total	Below low-income level		Percent of total
	Total	Number		Total	Number	
Total	5,828,000	1,400,000	24.0	2,277,000	1,162,000	51.0
With related children under 18 years	3,735,000	1,261,000	33.8	1,878,000	1,081,000	57.5
Number of children						
1	1,759,000	455,000	25.9	651,000	284,000	43.6
2	1,200,000	391,000	32.5	501,000	273,000	54.5
3	473,000	222,000	47.0	354,000	224,000	63.1
4	214,000	127,000	59.4	201,000	158,000	78.7
5 or more	88,000	66,000	75.0	172,000	143,000	83.1
Without related children under 18 years	2,094,000	139,000	6.6	399,000	81,000	20.4

Children.--More than 5.7 million children under 18 years of age lived in families headed by women with incomes below the low-income level in 1977. Of these children, 2.9 million lived in families headed by black women. About two-fifths (40 percent) of all children in white female-head families were poor in 1977; the comparable proportion for children in black female-head families was 66 percent.

Educational Attainment.--The educational attainment of female heads of families with incomes below the low-income level in 1977 was less than that for all female family heads 22 years of age and over--11.2 years as compared with 12.2 years. The median years of school completed by poor female heads of families, by race, was 11.6 years for white women and 10.8 years for black women.

Types of Income.--Of the 2.6 million female-head families with incomes below the low-income level in 1977, nearly half had one or more workers. This was true for both black and white families. About 8 percent of white families had two or more earners compared with 10 percent for black families.

Although nearly half of the female-head families who were poor in 1977 had income from earnings, 85 percent had some income other than earnings. Of these, the majority (72 percent) received public assistance income; 17 percent had social security benefits; and 17 percent had income from private pensions, alimony, and annuities.

Source: U.S. Department of Commerce, Bureau of the Census: Current Population Reports, P-20, Nos. 233, 237, 238, 242, 246, and 338; and P-60, Nos. 118 and 119.

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