



Irene Gomez-Bethke Papers.

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Date: January 5, 1979

From: Al Martinez

To: Minneapolis Chicano/Latino Advisory Board

I. Charter

A. General statement of Mission and Purpose of this body.

II. Bylaws

- A. Rules for the conduct of committee meetings
- B. Rules for the eligibility election and replacement of members.
- C. Length of term of members.
- D. Rules for interaction of committee with:

- 1. Government
- 2. Agencies
- 3. Political Entities
- 4. The community

III. Long-Range Goals

A. General statement goals for the 2-4 year time frame.

EXAMPLES:

- 1. Politically organize the Minnesota Latinos
- 2. Enable legislation to aid migrants

IV. Short-Range Goals

A. Enumeration of specific goals for the next 1 or 2 years.

- 1. These goals should be stated in a manner that allows verification or measurement of success, the goals should be quantifiable.
- 2. Goals should be dated.
- 3. Prioritize goals for later planning.

B. Develop plans to achieve goals

- 1. List alternatives to achieve each goal.
- 2. Evaluate each alternative, <sup>and</sup> choose best alternative.
- 3. Allocate resources to do the job.
- 4. Determine method of monitoring progress of the goal plan.
- 5. Review the complete set of plans to re-verify priorities and ensure enough resources are available to reach success.

Short-Range Goals cont'd

C. Implement the Program

1. Enact each plan
2. Monitor progress
  - (a) make modifications when necessary
3. Evaluate results

V. Possible Areas for Goal-Setting

A. A schedule of significant events for each area should be put together into a Master Schedule to facilitate planning and prioritizing. This will help us to be prepared well in advance of important events such as elections.

B. Political organization in Minneapolis

1. Develop statement of political goals
2. Organize for grass-roots effort - telephone contact every eligible voter in area.
3. Electing our own
4. Appointments

C. Legislation

1. Migrants
2. Bilingualism in government
3. Affirmative Action

D. Service to Community

1. Advocacy positions
2. Spokesman, input function
3. Leadership, coordination of efforts of agencies and organizations

E. Communication network throughout Minnesota

1. Liason with the state government
2. Liason with the St. Paul agencies and organizations
3. Liason with agencies and organizations in rest of Minnesota

F. Data Base *Establish, benefits, tool, where to start*

1. Investigate possibility of obtaining computer capability
2. Computerize who, how many and where we are
3. Develop lists, (a) voters, (b) poverty, (c) agency servicing, (d) skills inventories.

VI. Long Range

A. Political Independence

1. Organization/effort must survive politics

B. Economic Development

1. Enhancement of educational, ~~skills~~ and *job opportunities*  
*skills improvement*
2. Credit Union
3. Group/Coop ventures, (a) medical/dental insurance  
(b) food buying (c) Small Business Administration (SBA)
4. Mutual aid and support — use *Raza resources*

C. Survival of Agencies and Services

1. What happens when government funding ends?

VII. Information

A. How many and where are we ?

1. Sources, (a) census-federal, (b) state, (c) voter registration demography.

B. Agencies and Services

1. Comprehensive list of all agencies specifically aimed at La Raza
2. Charter of each
3. Funding mechanism of each

C. Affiliated Agencies

1. List of agencies providing services to La Raza

D. Sources of Funds

1. Inventory of all possible funding sources



Rough Draft.

HISPANIC ADVISORY COMMITTEE 1978

To the Mayor of Mpls.

1. Add. Section  
on Activities

2. proper  
of minutes

I. Preface - History of the Hispanic Advisory Committee

A. Acknowledgments

B. Membership (Need list)

II. Learning the System

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

B. Rationale for invitations

III C. Results Activities 1. Hispanic Week

2. Political Conventions

IV. Conclusions

3. Masses Unhappiness - Ch. / Lat in Mpls.

A. Existing Problems and Solutions

B. Specific Needs based on Statistics

C. Future Activity

V. Appendices

Notes do  
not include  
Greene

Time

Newsweek

Reader's Digest

Statistics

- Mpls - Chicano Task Force - Univ

Activities:

1. Hispanic Week - Proclamation by the Mayor

2. - Pol. Convention - Powderhorn

Arturo Perez

Jose Trejo

Resolutions

3. - Masses - Archbishop - Ch/Latinos  
in Mpls

Greene Bethke

me

- HRA - Minutes - concerning 1800 Olson

Last week of April - Meet w/ the mayor.

Add Recommendation: Budget -

I. *History of the Hispanic Advisory Committee to the Mayor*

The Hispanic Advisory Committee to the Mayor was initiated in April, 1978. Mayor Hofstede was the first Minnesota Mayor to recognize the political potential of the Hispanic population which today, is the largest ethnic minority in the state. St. Paul's Mayor has followed suit, initiating an Hispanic Advisory Committee only recently in December, 1978, after approval from its City Council.

Minnesota has also legislated a Spanish Speaking Affairs Council which began meeting in June, 1978. Our Chairperson, Irene Gomez Bethke, represents Minneapolis on that Board, and is our liaison in state affairs.

Bilingual Education has become a reality in Minneapolis in 1977 due to the efforts of some of the present members of the Hispanic Advisory Committee. Alfredo Gonzales is Director of Bilingual education for Minneapolis.

A. *Acknowledgements*  
Mayor Hofstede's appointments of Marcela Trujillo, the first Hispanic Commissioner on the HRA, and Rafael Esparza to the Civil Rights Commission, has given the community input into these areas. The Hispanic Advisory Committee is also grateful to the Mayor's <sup>for</sup> ~~granting~~ the use of his conference room, and especially to the selection of Aides, Donna Folstad and RoseMarie Freeman, who have shown dedication and ~~hospitality~~ to our committee.

Further, the Mayor has been accessible when Hispanics have called special meetings to meet with him personally.

B. *Membership*  
The composition of the Board reflects a good cross-section of the Minneapolis community since many members serve on other Boards, and we are knowledgeable in areas of migrant workers, health, education and human services for Chicanos and Latinos. The Committee has <sup>a profile of representatives</sup> ~~professional, as well as grass roots~~ <sup>people</sup> who are presently serving the community whether from an employed position or as volunteers. These people are politically aware: many are spokespersons for the community, and they also have the means to communicate with the largest <sup>r</sup> segment of this community despite the dispersement of the Hispanic population in Minneapolis.

## *Learning the System*

### *Rationale for Invitations*

II. *B.* 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:~~ *A.* People who Addressed the Committee - Directors of City Agencies *Gov.*

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. *Add B.* 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 <sup>his</sup> staff includes a <sup>Phillipino</sup> Philipino with Spanish surname. <sup>were explained</sup> His goals/timetable, so that Latinos would qualify. <sup>the</sup> accountability, <sup>lies</sup> with affirmative action policy through <sup>their</sup> budget.

<sup>informed us on</sup> Commission employment opportunity. <sup>the two positions were:</sup>

1. Civil Rights Commission
2. Lawyer

<sup>Criteria:</sup> Resident of Minneapolis, resume to Commission by August 31.

<sup>discussed</sup> Major issues Budget/Refinancing

<sup>discusses</sup> Funding from EEOC

<sup>His office</sup> Procedure instigated, <sup>a new procedure</sup> to speed process of case load and to deal with backlog of 311 accumulative case load. Seven investigators <sup>with would</sup> 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, <sup>Director of Centro Cultural Chicano</sup> ~~as suggested by Marcela Trujillo~~. The particular meeting has been one of the most productive meetings between ~~the~~ 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

*Under  
the  
leadership  
of the  
Chairperson  
Irene Gomez  
Bittner, the  
Hispanic  
Advisory  
Committee  
to the Mayor*

*met with the HRA eleven times and*

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.

*IV Conclusions A. Existing Problems / Solutions*  
There are also other housing needs. Through Insight, Mabel Stapleton?

(Spaulding) from the Mayor's Office and ~~Marcella Trujillo~~ <sup>*The HRA*</sup> 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~~ <sup>*The Hispanic Advisory Committee*</sup> 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 ~~he~~ <sup>*one of the members*</sup> became <sup>*Lemley*</sup> commissioner. Mr. Lemley, the present Director, as well as the present affirmative action director, have promised to help in this aspect.

~~V~~ <sup>*Conclusions*</sup> 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.

*Specific Needs based on Statistics*  
B.

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." (Reader's Digest, Feb. p. 183).

*Future Activities*  
C.

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) Perpetuate 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<sup>✓</sup> 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.