



Irene Gomez-Bethke Papers.

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Minority students doubt Quie's retention proposal

By LYNNETTE McINTIRE

Overtures from Gov. Al Quie's office to University minority students met with skepticism on campus Wednesday. An assistant to Quie met with about 50 students to discuss special minority problems. But students later said they doubt the exchange would lead to improved minority programs at the University.

The focus of controversy was the University's minority retention program. The primarily minority student group told Robert Stevenson, special assistant to the governor, that a stepped-up retention program is necessary to keep more minority students enrolled.

Stevenson, appointed by Quie to gather information about concerns of the minority community, met the students at the Chicano-Latino Supporting Services Center.

Quie has recommended no money for the expansion of campus minority retention programs. The \$1 million request was in the University's 1979-81 budget proposal.

Several students complained to Stevenson.

"It's not a new program.



Robert Stevenson, special assistant to Gov. Al Quie, discussed minority problems with University students Wednesday at the Chicano-Latino Supportive Services Center.

There's been a minority (retention) program since 1969 (the Martin Luther King program). Its function has been expanded and the name has been changed, that's what we want you (Stevenson) to tell the governor," a chicano student said.

Stevenson said it is the University administration's responsibility, not the governor's, to allocate program funds.

Another student countered, contending "the State of Minnesota should be in the business of meeting the needs of this (the minority) constituency. We're a constituency of adults . . . people who have voting power," he said.

Without approval of the new minority retention request, the minority students would still have access to \$1.6 million in special funds for counseling, tutorial help and recruitment in various colleges and University offices, Stevenson said.

Minority students average \$667 in special assistance aside from direct grants, compared with \$197 for other students, Stevenson said. "That's something to consider when you're asking for money from the Legislature," he said.

Students cited the high attrition rate among minority students, up to 90 percent, as evidence that current funding is not enough.

Ray Roybal, a chicano activist and member of the governor's task force on chicano concerns, said the governor should propose a full inquiry on minority stu-

dents' problems. "What we want is the retainment and the education of our people," he said.

Stevenson said he would tell the governor that the minority students who spoke out Wednesday "have a legitimate concern about where the money (for minority programs) is going."

Stevenson said he had no way of predicting whether Quie would reconsider his recommendation on minority program funding, since this was only the second week the governor had been investigating the problem.

He said it will be "darn hard to get anything in by the end of March" when most legislation is submitted for consideration before the end of the legislative session.

After the meeting, several students said they were unimpressed by the results of the meeting.

"It's the same old goddamn thing . . . politics," said chicano student Rojelio Blanco.

"He's (Stevenson) over here just to smooth things over. We've been trying to go through the system (to get minority programs) and now they're trying to take those away, too. We're going to have to fight for it," said Teresa McDuffie, a black student.

"It's a bunch of pacification. I think that Al Quie is hostile in the sense that he is indifferent," said Armando Estrella, a chicano who graduated in 1974.

Stevenson contended Quie has shown interest in minority concerns by sending representatives to investigate the problems.

Woman urged for rights post

By GARY DAWSON
Staff Writer

Representatives of nine women's organizations Wednesday urged Gov. Al Quie to appoint a woman as head of the state Human Rights Department.

The group also suggested four women candidates for the job and repeated a longstanding complaint that the department has been too slow in processing discrimination complaints by women.

"I feel positive about it (appointing a woman), but I'm trying not to be locked into one group," Quie told the women in an amicable half-hour meeting in his capitol office.

THE GOVERNOR, who has had two black men suggested for consideration by a screening committee, repeated his contention that American Indians in Minnesota need the most protection and encouragement of any minority group and that Chicanos also need an advocate in state government.

Quie has said he will not be limited to the two blacks suggested by a task force.

The current commissioner William Wilson, a black, was not recommended for reappointment by the task force. But Quie had included him among those to be considered.

GOV. QUIE TOLD the women's group that he may ask for a separate division within the department to handle discrimination complaints brought by women. Feminist organizations and other women leaders have complained that currently it takes the department three to five years to resolve complaints brought by women.

Jeannette Kahlenberg, White Bear Lake, state board member of the League of Women Voters, praised Quie for advocating a separate women's division within the department and for appointing women to top jobs in state agencies and on his staff.

TWO CANDIDATES suggested by a task force are Paul Caldwell, St. Paul, North Central Airlines equal employment opportunity and affirmative action specialist, and Stanley A. Gardner, St. Paul, state equal opportunity director.

Women suggested to Quie as candidates include Elizabeth Ebbott, Birchwood, a former state League of Women Voters officer and a member of the state Ethical Practices Board; Judith Langevin, St. Paul, an appeals official in the state Human Rights Department; Vi Kanatz, Brooklyn Center, assistant Minneapolis city coordinator and former deputy director of the defunct state Anti-discrimination Commission; and Mary Hartman, Minneapolis, director of human rights for Hennepin County.

Careers abound at 2nd Job Fair

By VIRGIL SMITH
Business Writer

Hundreds of jobs were offered Monday by 30 area companies participating in the Career Job Fair at the St. Paul Civic Center.

Bill Aberman, president of Business People Inc., Minneapolis, sponsor of the fair, said the two-day program is designed to match job seekers from a variety of backgrounds with companies and their job prospects.

"Success of the first program," Aberman said, "indicates this concept meets needs of industry as well as job hunters."

"Industry personnel directors welcome a more economical means of contacting potential employees. While our job fairs will not replace other means of personnel hiring, we do provide a method that is more direct, efficient and less costly."

The two-day program, which opened Monday, runs 9 a.m. to 5 p.m. today. Features include private interview facilities, a career reference guide, opportunities for immediate job interviews and self-development seminars.

Today's seminar, from noon until 1 p.m., will be conducted by Evelyn Woods Reading Dynamics Inc. This course is designed to allow a person to read faster with greater understanding. Monday's seminar was a Dale Carnegie self-development course presented by Morris L. Norman & Associates Inc., Minneapolis.

Some companies represented at the fair are seeking engineers. In this category are firms such as Cardiac Pacemakers Inc., Honeywell, Data 100, Sperry Univac, Toro Co., Bass Instruments Inc. and Rosemount Inc.

Jobs also are available in fields such as materials management, finance, systems analysis and programming, product

development, accounting, marketing, building energy management, and industrial electronics and controls. Investment, insurance, hospital supply and computer companies offered many jobs in regular sales, technical sales and sales management.

Mike Dooley, employment manager for Cardiac Pacemakers, said the jobs fair offers his company an opportunity for quick and direct contact with potential employees, and to cut employment expenses.

"The average cost of hiring one employee," Dooley said, is about \$2,000. The cost can run as high as \$12,000 when a new employee must be transferred.

"If we hire just one person here, the costs will be less than \$1,000, and then be less for each additional person hired. We are enthusiastic about this novel approach to our personnel problems."

Bass Instruments Inc., a small microcomputer controls manufacturer from Minnetonka, has great hopes for filling four engineering vacancies.

"We are a small company," a Bass spokesman said, "but we need four engineers... two electronics engineers, an electro/mechanical designer and a technical sales engineer. The hiring of these four persons will increase our payroll by one-third."

Aberman said Business People was formed last year for this specific purpose.

"The company is not an employment agency," Aberman said. "We merely provide the space and opportunity for the company and the job hunter to find each other."

"Our third Career Jobs Fair will be held March 19-20 in the Leamington Hotel in Minneapolis. We expect to have about 60 companies participate in this program," he said.

Little state aid seen for Cubans

By KARL J. KARLSON
and BILL SALISBURY
Staff Writer

Gov. Al Quie says Minnesota cannot handle a large influx of Cuban refugees.

Quie said in Rochester Monday that the state's public housing and social service programs are already being heavily taxed by the large migration of Indochinese refugees to Minnesota. He said the state would be hard-pressed to provide additional services for Cubans.

The governor was not telling Cubans to stay out, Bob Anderson, Quie's press secretary, said today. "If private agencies sponsor these refugees, that's fine."

But Quie feels Minnesota is al-

ready providing its fair share from the state treasury for refugees, Anderson said.

HE SAID the state Emergency Services Office surveyed the availability of public housing and found "at this time, it would very difficult to provide anything more than very short-term, temporary housing" for Cubans.

More than 10,000 Indochinese refugees have resettled in Minnesota, giving the state the third largest Indochinese population in the nation, Anderson said.

"Perhaps other states could help resettle the Cubans," he said. "As we face a recession, it would be best if the responsibility for these refugees could be shared among the states."

See Refugees, Page 2A

Refugees: Hard pressed

Continued from Page 1A

Robert Connor, a spokesman for the Federal Emergency Management Agency working at Fort McCoy, Wis., said the Cubans will be distributed throughout the Midwest. "We won't dump them all in the same place."

HE SAID the government is first seeking relatives for help in resettlement and then may go to religious organizations.

The church agencies which in the past have been active in the resettlement of refugees are waiting more information before gearing up to bring Cubans to the state.

Ross Greaves, an Austin, Minn., architect who is the state coordinator for Church World Services, has been asked to help in the relocation of the Cubans. But, he said, "We are waiting for more information and are not actively seeking sponsors now."

Last month, Greaves' agency helped settle 186 refugees, mostly Indochinese. So far, he said, there has been no information about the numbers of Cubans who will need to be resettled.

Church World Services is an umbrella group for 11 Protestant denominations. Greaves' program works in conjunction with the Minnesota Council of Churches.

JEAN DOWELL of the United Methodist Church office of Minnesota said there is little data now on who might be coming, what their job skills are and their needs.

She said there is no federal money available to assist sponsors. She said right now the Cubans are here on a political asylum basis, not refugees as were the Indochinese.

"The federal government will pay for their transportation to a sponsor and give them \$15 pocket money," she said. "The sponsor is responsible for housing, getting them a job and taking care of them."

Margrette Loftus, 12-county coordinator for Catholic Social Services, said the Cubans are first being relocated with relatives and then with Cuban communities around the United States.

SHE SAID there is not much now in the way of a federal program for them with most of the money and work coming through churches, particularly the United States Catholic Conference, the parent organization of Catholic Social Services.

Locally, Loftus said, there is no program now for the Cubans although she said she expects the churches to accept more and more responsibility for them.

"Right now we are trying to locate Cuban communities in our area," she said. She said there are Cuban groups in both St. Paul and Minneapolis and estimated their population at 600.

"When the first group of Cubans came here in 1962, there were about 600 families in the metropolitan area," she said, "but most of them have since moved back to Miami or to other larger Cuban communities."

LOFTUS SAID the "doors are open for us to help" but her agency is checking out the "climate" to see if sponsors are available. She added that now, there are no benefits available for the Cubans.

Richard Jungkuntz, a counselor with Lutheran Social Services of Minnesota, said his organization's involvement depends on a policy decision by the national Lutheran Social Services. He said the local director, Mrs. Ellen Erickson, is now in Washington, D.C., for a national meeting where the topic will come up.

"Even if we do get involved nationally, I expect our local involvement will be minimal working with family reunifications perhaps. I do not foresee a great involvement."

In the past, Lutheran Social Services of Minnesota has resettled more than 1,000 refugee families in the state, usually getting sponsorship from individual congregations. Jungkuntz said the service was not involved in previous Cuban resettlement efforts.

Racism

The Daily has once again shown the ugly undercurrent of institutional racism in the University. I refer to the lack of minority editors and reporters on the Daily staff and the beating of a dead horse—the José Cortez issue.

Arturo Madrid

The Cortez issue is old news. Many people, including the University administration and the Daily, knew of it months before it was released in the paper. To cover up this manipulation of information the Daily attempted to blame the chicano community in a story by Rebecca Morris, claiming the entire community had kept this issue from the public. The issue has now been twisted to the point to where the community is in a turmoil—fighting against itself over a powerless token position in the University administration of C. Peter Magrath.

What is it in the University that allows the Daily to pay minorities less than whites, close journalist positions to outsiders and manipulate issues to create strife in the chicano community?

In 1979 the U.S. Department of Health, Education and Welfare found President C. Peter Magrath and the University of Minnesota out of compliance with Title VI of the Civil Rights Act of 1964 for encouraging an environment of racism in student organizations and denying chicanos the right to participate in the University.

Magrath's administrators on the Board of Student Publications continue their policy of institutional racism in the Daily by obstructing open hiring and equal pay to insure the whitewash coverage the Daily gives University issues. These destructive policies use the Daily to divide the students, minorities and faculty against themselves and each other to allow Magrath to rule U of M Inc. with military arrogance.

Steven Hauser
member, Board of Student Publications

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Many of Madrid's critics argue that he does not speak out on University policies that hurt minority students. Others charge that he does not use his influential position in CLA to improve conditions for retaining minority faculty.

University minority hiring criticized

"The moment does not lend itself to further gains, quite the contrary," Madrid said. "It lends itself only to consolidation of the gains we made."

"The strategies of the 1960s were dictated by what was going on in the larger society at that time. The strategies of the 1980s have to do with a new and different set of social dynamics," he said. "I think we make a mistake by limiting the definition of activism to the definition we gave it in the 1960s and 1970s."

Madrid said that one of the demands of minorities was to become involved in the decision-making process in colleges and universities. "This is a very significant type of activism, being actively involved as a faculty member or becoming a good student," he said.

In the 1980s, minorities can expect further cuts in special scholarship programs and a declining interest by colleges and universities in minority issues as they struggle against declining enrollment and tight money.

A major setback for minority gains in higher education came last year with the Supreme Court's ruling in the Bakke case. The 5-4 majority ruled that race may be used as a factor in administering special admissions programs.

Madrid called the affirmative action standard adopted by the Court "a sifting method." By this plan, the most qualified minority students are identified, recruited, and pushed through a given program. Those who are not in the upper percentile are excluded from special admissions, according to Madrid.

"What is really required is a massive effort to take people who do not normally meet all the criteria, but with a great deal of support are able to complete successfully," he said.

In recent years college enrollment has peaked and competition for admission into professional schools, such as business, law, and health sciences, has become stiff for all students. Madrid suggested that minority students who are in professional schools are obligated to "do well by it" and serve as examples for their community.

Family conference delegates selected

By the Associated Press

Gov. Al Quie named 23 more delegates to the Midwestern White House Conference on the Family Tuesday, balancing his choices for diversity at the conference.

The conference will be held next June in Minneapolis. Controversy has surrounded the earlier choice of seven regional delegates because of claims that they overrepresented an anti-abortion point of view.

Quie's announcement did not spell out the abortion views of his choices. The governor was said to have chosen 10 participants himself and another 10 from nominations by an advisory committee.

THE GOVERNOR'S 10 are:

Fred Isham, 69, Nett Lake, a logger who has lived on the Nett Lake Indian Reservation for 60 years. He was recently widowed and has 18 children.

Linda C. Flies, Burnsville, a counselor for victims of sex assault and a single parent.

James Baskfield, St. Paul, director of family programs for the St. Paul-Minneapolis Catholic Archdiocese.

Ton Nguyen, St. Paul, an English teacher and translator for refugees from Southeast Asia. He escaped from Vietnam in 1975 with his wife and children.

Alfreda Garibaldi, Minneapolis, director of the Upward Bound program at Macalester College.

Pauline Knight, Winona, active in church and community affairs, married, mother of two.

Henry Chevaz, St. Cloud, an employee of St. Cloud Hospital.

Sharon Hardy, Golden Valley, cerebral palsy victim; married,

a mother, active in handicapped groups.

Dr. Donald Prem, professor and head of Obstetrics and Gynecology at University of Minnesota Medical School.

Rabbi Kassel Abelson, Minneapolis, senior rabbi of Beth El Synagogue.

QUIE'S SELECTIONS from advisory committee nominees:

Ted Bowman, Minneapolis, family development director for Family and Children's Service of Minneapolis.

Marilyn Martin Rossman, St. Paul, assistant professor of home economics education, University of Minnesota.

Ronald Pitzer, St. Paul, family life specialist in the rural sociology department, University of Minnesota.

Ron Reed, St. Paul, executive director of Family Service of Greater St. Paul.

Marcia Yugend, Minneapolis, assistant director of the Jewish Community Relations Council of Minnesota and the Dakotas.

Rita Arendt, 16, Mazeppa, a district officer of Future Homemakers of America.

Stella Lundquist, St. Paul, active in Minnesota Adult Education Association, has been a foster parent, married with eight children.

Naomi Sherlock, Rochester, executive director of the Olmstead County Council for Coordinated Child Care.

Elaine Ploog, Minneapolis, a registered nurse who works with the elderly.

Doris Huspeni, Minneapolis, a family court referee for Hennepin County.

Three alternates also were named.

Second of two parts

José Cortez, director of the Juárez-Humphrey Chicano-Latino Supportive Services Center, is being investigated by the University administration for alleged mismanagement and misuse of the center, as well as his alleged mishandling of a special scholarship fund.

Several chicano students, and other campus and area chicanos, contend that center services aimed at recruiting and retaining chicano students were minimal and disorganized. They also say Cortez used his office for political purposes and to consolidate personal power.

The result, they say, has been a loss of trust of Cortez and a lack of communication between the center and students.

Specifically, the students allege that Cortez:

- threatened to cut off students' financial aid if they complained about not receiving their Minnesota Migrant Council (MMC) money or about their problems;

- caused at least six students to drop out of school because they did not receive their MMC money when it was due and because Cortez allegedly refused to resolve the problems;

- provided minimal and disorganized counseling and tutoring services;

- spent more time away from the center than was warranted by his responsibilities and rarely was available to students;

- refused to attend several meetings with students to discuss problems at the center;

- hired staff assistants on the basis of friendship and political loyalty and not by job qualifications; and

- interfered with student politics by committing students for government positions without student input or without authorization.

Several of the complaining students were enrolled in the MMC scholarship program in 1978-79 but did not receive all their money from Cortez until several months after it was due. Several are associated with the Chicano-Latino Student Cultural Center, and several are members of the recently-formed Comité Para Asegurar Responsabilidad Profesional (Committee for Professional Responsibility-CPR).

Cortez denies some allegations and says the students have misinterpreted his actions. He asserts that his center is one of the best in the area.

Cortez has been praised by some observers for his efforts to recruit chicanos to the University; they say he is totally responsible for increased chicano enrollment this year. The allegations, however, concern Cortez's financial management of the center and his efforts, or lack of efforts, to

retain students.

Several students went to financial aid counselor Lupe Charles in November 1978, saying Cortez had threatened to cut off their other financial aid if they complained about his handling of their MMC grants. Charles said she informed the students and Cortez that the financial aid office would determine if aid should be cut.

Cortez denied that he threatened the students' funds.

Of the six MMC students who dropped out of school—either permanently or temporarily—Homero Hernandez said he left because he could not afford to continue when he didn't receive all his MMC grant. Antonio Torres said he left fall quarter 1979 because he had not received all his money and was unable to meet living expenses. Reginio Palacios said he left school for personal reasons, and three students, Hugo Ramirez, Alma Torres and Gregorio Villalva, could not be contacted, although Torres' brother said she left because she did not receive all her grant.

"For a student to claim he dropped out because he didn't receive MMC funding is an excuse," Cortez said. He noted that most students had other financial aid and he thinks those funds, combined with what he gave them, should have been sufficient.

The center was struggling to get funding during 1978 and 1979, but it managed to provide a staff of volunteer counselors and tutors, according to Cortez. He noted that the number of volunteers decreased substantially during the year, but he attributes this to the center's lack of funding.

The students, however, claim counseling and tutoring services were minimal, at best, and very disorganized throughout the year.

"I didn't see any kind of retention or tutoring," said financial aid counselor Charles, who was assigned to the center eight hours a week from September 1978 to December 1979. "I didn't see any tutors and I worked there," she said.

The students didn't see Cortez there either—at least, not as much as they think he should have been. When they called or stopped by the center, "he was always at a meeting or at the legislature," said Olga Gutierrez, an MMC student and treasurer of the student cultural center. The students said Cortez did not attend several scheduled meetings with other chicanos

no staff to coordinate supportive services at the University, and with students to discuss center problems.

Cortez argues he had to spend most of his time trying to get funding for the center, and that meant he had to attend meetings with legislators and the administration. If his funding had been secure, he could have spent more time at the center, he said.

"My main concern is if he isn't providing the services," said Don Zander, assistant vice president for student affairs. "Until that November meeting (when students told him about the MMC scholarships and the center's problems), everybody thought he was doing his job," he said.

Baldave Singh, interim coordinator of the Office for Minority and Special Student Affairs (OMSSA), is monitoring Cortez' performance to assure that services are provided and that Cortez spends a specified minimum amount of time at the center, according to Zander and Singh. Also, an OMSSA audit of the center should be completed within a month, Singh said.

"I think we're trying to move," Zander said. "We're adding up and we're also saying, 'You have to do these things,' and if they aren't done, then there's no question that the person isn't doing his job."

The students believe, though, that even more is at stake than the center's services. They believe Cortez has operated the center for his own political advantage and that of a small group of loyal assistants.

"... There are individuals now who are supporting one another from positions of some power... on the basis of friendship and personal advantage and business and not on the basis of professional responsibility and competence," said Manuel Guzman, a third-year law student and member of La Raza Legal Alliance and CPR.

"We support people who have track records, who have worked consistently," said Cortez assistant Maria Baltierra. "They (complaining students) are angry because we don't support their candidates (for jobs) who don't have track records."

Guzman responds that "it's not a personal thing" and that the students are questioning the competence of the center staff and criteria for their selection.

The students also are concerned

U probes alleged misuse of office at chicano center

about Cortez' involvement in student politics. They say Cortez tried to install "his own people" in two student governing positions—on the Board of Regents and the election commission—without their input and their objections. Last fall, Cortez recommended a student for the election commission, although the recommendation should have come from the Chicano-Latino Student Cultural Center.

Cortez responds that his candidate for the regents position was "more informed" than the students' candidate. He says the students delayed their recommendation for the elec-

tion commission post, so he sent a student to the meetings so that "at least we have some representation."

The students say their recommendation was delayed because of Cortez' involvement in the matter.

Last April the students tried to adopt a Student Movement Relations Act to protect "the exercise of students' rights to self-organization and designation of representatives of their own choosing." Cortez opposed it, a position the students feel was consistent with a general attempt to manipulate

Cortez to 4

Cortez from 1

"He (Cortez) always kept us ignorant," Gutierrez said. "Like we didn't know anything—that's the way he made us feel—like if it wasn't for him, we wouldn't be here. That's why he was telling us that this shouldn't pass and trying to influence us not to vote for it," she said.

"He's been operating that office very paternalistically," said Juan Hernandez, a first-year medical student and former student representative to the Board of Regents. "He's making the students feel—that was the whole trip behind opposing this charter—feel like they were dependent on him for everything they had and if he went, they would have nothing," he said.

Cortez says "the students are not going to be satisfied." He also believes the older students, like Guzman and Hernandez, are using the younger ones for political purposes and are jealous of him.

"We've done what they thought could never be done at the University," Cortez said. "Nobody will ever do what I've done in recruitment—... We've tried to work it out as a community, but these other individuals aren't willing to recognize our efforts and to work with the community."

Regardless of the specific details in each dispute, the students feel the overriding issue is trust and communication between the center and students.

"It's affecting students in general because we can't play two roles—be a student and play political games. There's a lack of communication between the supportive center and the student center," said Rubin Adán, who works at the Chicano-Latino Student Cultural Center.

"The biggest problem still remains the fact that there is no trust among students for the director of that center or any belief that it is providing the services that it purports to," Hernandez said.

The students think the administration has three good reasons to ask for Cortez's resignation or fire him:

- his alleged mishandling of the MMC scholarship money;
- his alleged failure to provide services and fulfill his job requirements;
- his alleged political use of his office.

Cortez concedes he has made mistakes, but insists he has done nothing that warrants his resignation or dismissal.

The administration still has a decision to make.

"I have indicated to Jose and everybody else who calls me that (the withholding of MMC scholarships) was wrong," Zander said. "There's no question about it—that was wrong. And he might have been doing other things wrong, too. And all of these could come up with. 'You ought to be fired.'"

Chicanos wish problems could be resolved 'in-house'

By Rebecca Morris

"I wish we could have resolved this in-house."

Lupe Charles, a financial aid counselor, echoed the feelings of many chicanos and administrators who are worried that public disclosure of problems at the Juarez-Humphrey Chicano-Latino Supportive Services Center may hurt all minorities, and particularly chicanos. That is one reason why some of those involved preferred to talk off the record. It is one reason why chicano students waited so long to discuss the problems outside the chicano community.

"I would have preferred that this could have been handled a different way," said Manuel Guzman, a third-year law student who has advised the Minnesota Migrant Council (MMC) scholarship students. "You can bet that going to individuals—his various superiors—was only done out of absolute necessity because there was no alternative. (Cortez) refused to resolve the problem in-house." Several MMC students nodded in agreement.

"We felt if we went to the appropriate channels, something would be done," Charles said. But the students and others in the University chicano community think the administration is not moving fast enough to deal with the continuing disputes about Cortez's management of the center.

"This is my concern about making

this public," said Frank Gallegos, chairman of a Spanish Speaking Affairs Council task force which is investigating problems at the center.

"In expressing problems with the supportive services center, I hope the Daily doesn't reaffirm the negative stereotypes about minorities because that's such an easy thing to do. That's what I don't want to happen.

"There are very high expectations on the part of the public in general, the chicano community and the University. Everybody wants that program to succeed. When you identify a culprit who is a minority, there is a frustration that is felt by everybody in general," Gallegos said.

Cortez' supervisor, Baldave Singh, interim coordinator of the Office for Minority and Special Student Affairs, is worried that the center's problems will not be seen in perspective.

"There are great things that need to be done at this University," he said. "There is a lot of change that needs to be put into effect. And to single out instances where the engines are not running smoothly is a sideshow. It distracts from the bigger issues at hand." Singh added that he doesn't consider the center's problems a sideshow, but that he thinks the "bigger issues" are more important.

Cortez, his assistant, Maria Baltierra, and the center's advisory board chair-

Center to 4

Center from 1

man, Jose Gaitan, all feel the students will hurt chicanos by discussing the center's problems publicly.

"We don't find it necessary to go outside official channels," Baltierra said. "Anyone who hides behind the Daily to make accusations..."

"What they're doing is being destructive to the whole chicano-latino program," Cortez added.



Star Photos by Jack Gillis

Elizabeth and Nicholas Albanese ordered a meal in Spanish

Bilingual executives

Making Spanish their business

By JUDITH WILLIS
Minneapolis Star Staff Writer

Mal Wigg, corporate vice president of National Car Rental Systems, emerged from the dressing room of the large-size men's shop holding an enormous pair of pants around his waist. There was about a foot extra in the waistband.

"Insulto! Insulto! Grande pantalones!" shouted Wigg. The three other National executives in the store howled at his complaint that he was insulted because the pants were so big. Then they continued their own efforts to "buy" shoes, belts and neckties, using no English—only the Spanish they had picked up in five lessons with Debbie Garden.

Their shopping expedition through the "Plaza de Yorktono" (the Yorktown Fashion Mall in Edina) was a typical class for Garden, who teaches Spanish language and culture to local executives whose companies do business in Spanish-speaking countries.

Garden places little emphasis on such staples of language teaching as verb conjugations. She had enough of that when she taught high school in her home city of St. Louis.

"I hated it," said Garden. "The kids were bored and frustrated trying to learn verb constructions, and I didn't like all the repetition. And they got so bogged down, they never did become fluent in Spanish."

When Garden and her husband moved to Minneapolis, she decided to strike out in new directions. Drawing on everyday items, such as hotel forms and laundry lists, that she collected on trips to South America, Garden put together a textbook. Then she built a teaching method around daily situations, with the students acting out the parts of visitors to a Spanish-speaking country. Garden, who says she



Star Illustration by Kent Macintosh

Executives making Spanish their business

(Spanish, from Page 1C)

realistic setting. Their written instructions from Garden included a Spanish name and a shopping assignment for each, along with a warning that anyone caught speaking English would be tortured by "El Hulko." Their efforts to comply led to such constructions as "El snippo yesterday" from a haircut candidate who didn't want one.

Garden spent several days making arrangements with the proprietors of various stores to play along with the act. Their first stop was Le Bistro, a French restaurant, where the lunchtime crowd goggled at the party wearing sombreros, singing "La Cucaracha," and placing their

orders for quiche in Spanish. Because the waitress did not speak Spanish, Garden donned a makeshift short-order cook's hat and took the orders.

After lunch, the itinerary included stops at a rug store, barber shop, art gallery, jewelry store, laundry and the large-size men's shop.

At the barber shop, Garden disappeared briefly into a back room, then returned wearing a barber's coat and wielding scissors. The men hung back, convinced by past zaniness that she really meant to give someone a haircut, but she finally got Albanese to climb into the barber chair. The "haircut" was pantomimed, but he had to come up with enough Spanish to tell her how he wanted it done, and to fend off her



Rajiv Tandon

determined efforts to sell him a dye job.

Garden said such scenes help her students feel more relaxed when they actually have to get a haircut or have their laundry done in a foreign country.

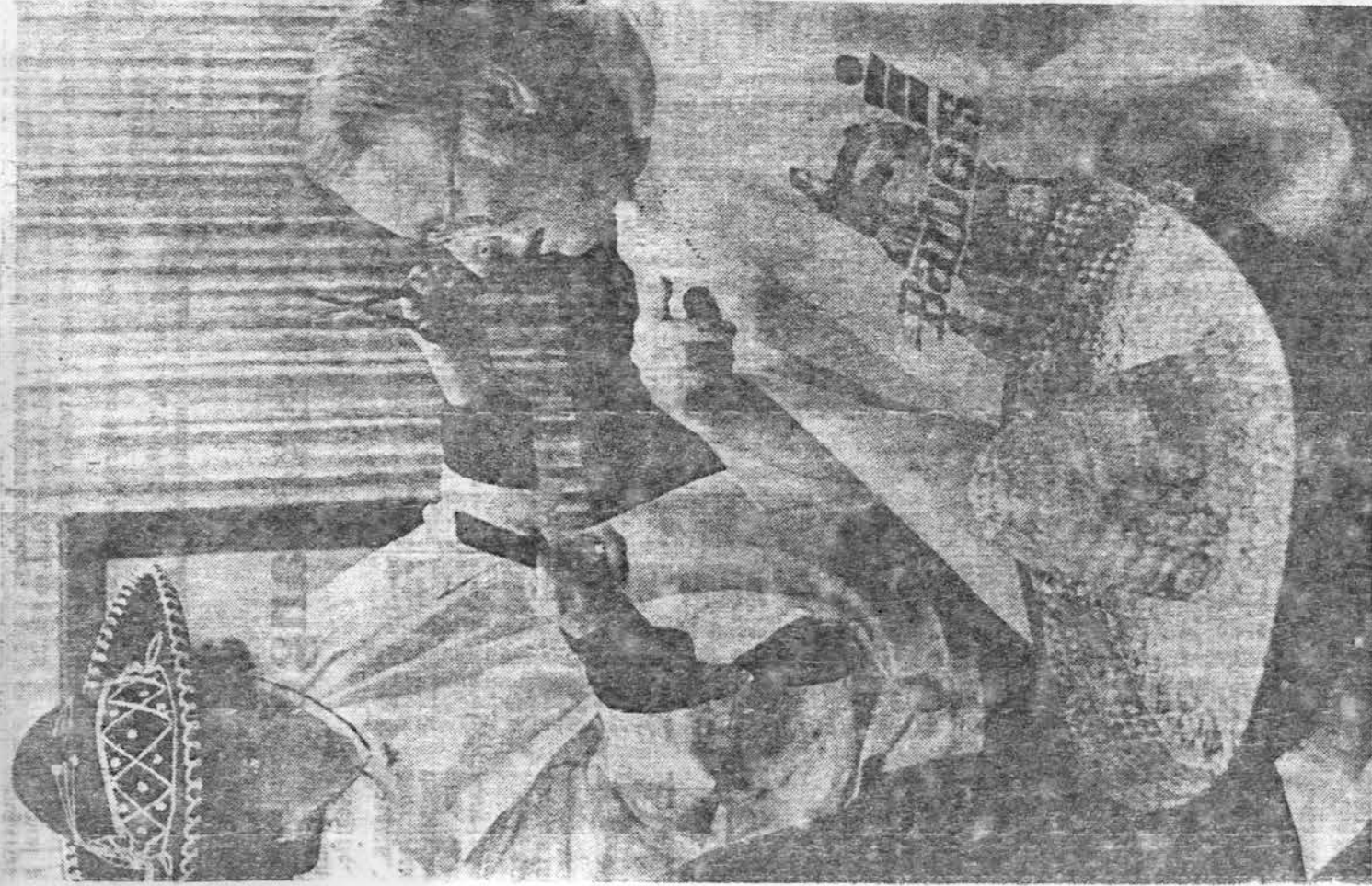
While Garden tailors her offerings to the needs of her clients, her basic course for beginners takes about 35 hours. She does most of the teaching, working with groups of five or six at a time, but she often has people who have lived in Spanish-speaking countries visit the classes to discuss customs. With this in mind, she calls her business Debbie Garden & Amigos.

"It is as important to get a feel for the intercultural business practices as it is to learn to speak the language," said Garden.

"I am trying to promote cooperation between the United States and Latin American nations.

"You can see how much people from other countries appreciate the effort when they see us in the stores practicing. Sometimes they just come out of the woodwork; once when we were in Dayton's we had five people from different Spanish-speaking countries come up to us and tell us how happy they were to see Americans learning their language.

"That's why I don't get shy about running around in a sombrero and serape, with a group that's pretending to be in South America. Eventually, that will create good feeling in another country."



Debbie Garden played barber with Matthew Waters

as always been an actress at heart, throws herself into the supporting roles, complete with props and costumes.

After teaching adult education courses for eight years, Garden read a newspaper story last April about Medtronic Inc.'s two plants in Puerto Rico. "I called them and suggested that it would be very helpful for their people who were involved with that operation to know Spanish," she said. They hired me, and I tailored a course for them."

Besides teaching the Medtronic people how to get a doctor, order in a restaurant or ask for clean towels in a hotel, Garden made sure they knew the technical terms related to the pacemakers made by the firm and the factories in which they are produced.

Paul Kohl, Medtronic's director of quality assurance for U.S. pacing operations, was part of the management group that took the classes. "Factory management is English-speaking, and you can communicate with most of the workers in English," he said. "But we feel there is a lot better support developed when you can meet them halfway by knowing their language, so. Otherwise, you can get a feeling of, 'We have to be bilingual, but the people from Minneapolis just stick to their own language.'"

Kohl said the executives were nervous first that their mistakes in Spanish could offend natives. "Debbie Garden convinced us we had to try, that they'd appreciate the effort even if we said it wrong, and she was right. My verbs are terrible, but people smile and understand what I'm trying to say."

Garden has since worked for several her business clients with interests in English-speaking countries. They include attorneys with cases in Mexico, a physi-

cian who speaks at meetings in South America, executives from Dairy Queen's international operation and the group from National Car Rental.

The National executives decided they needed Spanish lessons when they went to a meeting of the company's licensees from Central and South America in Acapulco, Mexico, last year.

"We sat for three days, listening to meetings in which they were talking Spanish and we were talking English, and an interpreter was telling us what they said," said Matthew Waters, corporate director of credit.

"We came back and said, 'Isn't this crazy? We're an American company trying to do business in other countries, and we can't speak the language. We ought to learn Spanish.' Not long after that, we met Debbie Garden at a trade show and made arrangements for her class."

Besides Waters and Wigg, the five National executives in the Spanish classes are Rajiv Tandon, corporate vice president of management information services and planning; Henry F. Boubelick, Jr., group vice president, sales and licensee division; and Nicholas Albanese, airline and tour sales manager.

They meet for a 2½-hour class with Garden every two weeks. Between those sessions, they practice at the office with Spanish tapes she made for them. And their memories are constantly jogged by the labels in Spanish she provided for their equipment in the office and their furniture and clothing at home.

The Yorktown expedition gave them a chance to try out what they'd learned in a

Hispanic task force raps Cortez

By Rebecca Morris

Jose Cortez, director of the Juarez-Humphrey Chicano-Latino Supportive Services Center, came under strong attack from a state hispanic council task force at a council meeting March 22.

The task force has been investigating allegations of mishandling of federal scholarship money and center mismanagement leveled against Cortez.

Task Force chairman Frank Gallegos reported that Cortez committed "gross improprieties" and "violated several University policies" when he withheld 1978-79 federal scholarship money from several chicano students, did not tell his superiors about the program, and channeled the money through a credit union account to which the University did not have access. Gallegos later said Cortez "should resign."

But his report "left a lot of questions unanswered," according to Spanish Speaking Affairs Council (SSAC) chairman Arturo Rivera, and a new task force was appointed to continue the investigation.

"We're going to look at what exactly took place and the effectiveness of the center, which is, I think, the key issue," Rivera said.

The task force will try to establish a public factual record on how money was handled and the adequacy of center services so that "in the future, people can't use generalities either in favor of or against someone. The facts will be clear," he said.

The group will distribute questionnaires to those involved in the controversy and hold public hearings; their report and recommendations are expected in mid-May.

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expect the University will take corrective action. That can only mean one thing and that is getting rid of the people who have misused University money."

Gallegos refused an appointment to the new task force because, he said, he has already formed an opinion on the issue.

Cortez reiterated previous statements that he has "done nothing wrong. I've done the best I could with the resources the University has allocated to me," he said.

A University administration decision on Cortez's future employment has been deferred pending completion of a center audit by Sterling Garrison, director of the department of audits. That audit may be completed some time in April, Garrison said, if he receives full cooperation from everyone involved.

Cortez has been under investigation by the University since last November when several students complained they had not received all their scholarship money. The remaining money was paid to the students in December, but University administrators are still trying to find out why it was withheld.

Gallegos reported to his colleagues that "there appears to be a great deal of impropriety on behalf of the director, Jose Cortez, and the way he manages the supportive services (center) program. He has certain kinds of policies that in a lot of ways are detrimental to many students. He appears to be engaged in serious forms of impropriety in the way he handles financial affairs, particularly related to the Minnesota Migrant Council (program)."

Gallegos said he met with University officials nine times since February and received phone calls from 35 students complaining about Cortez's handling of scholarship money or center services.

"The director of the center," Gallegos

A finding that Cortez failed to provide adequate services could also result in his termination, said Don Zander, associate vice president for student affairs. "I have some questions about how he's helping students, and that's the major issue," he said. "We're holding him up to the same standard as the other (minority) center directors. Even if the audit

gos told the council, "is to a large extent seen as a person who is unqualified to conduct his job as director." While "there is a consensus among students that he's done an excellent job of recruiting them," they are concerned about the retention program. "There's a great deal of lack of confidence in the management of the program," he said. "I think there's some merit in what they (some University officials and students) have to say."

The University administration should also bear some responsibility for any failures in the program because they have not moved quickly enough to solve the problems, according to Gallegos, SSAC member Irene Bethke, and Jose Trejo, SSAC executive director.

Gallegos said the University administration "did try to cover up" the controversy when they learned about it last November. According to Trejo, "they have allowed this controversy to continue and continue. They've tried to sidestep the issue."

Several students expressed the same opinion to Frank Wilderson, University vice president for student affairs, in a March 25 meeting.

Wilderson's contention that Cortez may have acted as a private individual instead of a University agent in handling the scholarship program, and that the audit will determine whether the money was University funds, particularly upset the students.

"I think the University, because of sensitivity to minority programs, is trying to do a cover-up job without regard to the students. We keep getting the run-around," said Rene Charles, a first-year medical student.

"I think the University is still trying to disinvolve themselves from the whole issue," said Juan Hernandez.

comes in clean, it doesn't mean we keep him," he said.



Jose Cortez

another medical student, after the meeting. The question for students, he said, is "do you wait for the process to go through its motions or do you go and try to seek redress somewhere else?"

Wilderson responded that University administrators are moving as fast as they can. "We've done both internal

management work between Baldave Singh (Cortez's supervisor) and Cortez and we're having the auditors look at it."

In a later interview, Wilderson said that if the audit shows University funds were misused, "you should

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Cortez quits after audit, but will get new U job

By Rebecca Morris

Jose Cortez resigned Friday as director of the Juarez-Humphrey Chicano-Latino Supportive Services Center after a University audit that sources say confirmed allegations that he mismanaged a special scholarship fund.

"There were several things that were of concern (in the audit)," said Bal-dave Singh, Cortez' supervisor and interim coordinator of the Office for Minority and Special Student Affairs (OMSSA). "Basically it's a question of Jose handling the (scholarship) funds in an inappropriate and unprofessional fashion."

Cortez' resignation becomes effective June 30, when he will be re-assigned to another position in the Office of Student Affairs, vice president Frank Wilderson Jr. announced Friday. However, Cortez will begin a six-week vacation on May 15, and the center will be administered in his absence by Singh.

In a letter to Wilderson, Cortez said "my mistakes were honest ones," and that he was resigning "because the controversy surrounding my administration threatens to undo all the progress chicanos and latinos have realized at the University of Minnesota in recent years."

That controversy concerns Cortez' handling of about \$20,000 in federally-funded scholarships in 1978-79, parts of which were withheld from several migrant students when the money was due. The money had been deposited in Cortez' personal account, sources say the audit showed.

Cortez' superiors say they were unaware of the program until the students complained to Donald Zander, associate vice president for student

affairs, last November. The balance due the students—about \$6,900—was paid by Dec. 9.

Although the University appeared ready to drop the matter, several chicano students, and faculty and staff members, charged that the fund had been seriously mismanaged and was symptomatic of a general mismanagement of the center—a charge Cortez has strongly denied. After he saw a Daily article on Feb. 22 detailing the program and the distribution of the money, finance vice president Clinton Johnson ordered an audit of the center.

The audit was delivered to Johnson on April 10, but both he and Wilderson have refused to release it, claiming it is an "internal document."

According to other sources, the audit showed that the scholarship funds were deposited in Cortez' personal account at the State Capitol Credit Union. The auditors did not attempt to trace the funds after they were withdrawn from the account prior to

Cortez from 1

"Good," said Jose Gaitan, former center advisory board chairman, when told that Cortez had resigned. "I just want to get this thing settled. I

defended Cortez because I felt he wasn't a rip-off and I still feel that way. People might think he's done something wrong, but let's not forget the good that he's done."

Gaitan suggested that Cortez should be given a job recruiting chicanos to the University because of his past success in that area. "I don't think anybody can recruit like he can," Gaitan said.

"At this point, I'm willing to let bygones be bygones," Singh said. "The chicano community has become divided and the center has become the focal point of a lot of diverse interests. I would look towards the reunification of the community in the best interest of the students," he said.

last November.

Payments to the students were made in cash and several of the receipts, obtained by the Daily, were altered after they were first written. The auditors made no attempt to determine who had altered the receipts, Sterling Garrison, audit department director, said.

According to Wilderson, the audit "concluded that, although there were serious errors of judgment made by Mr. Cortez in accepting and distributing non-University funds, there was no evidence of fraud or theft. . . I am satisfied that all the funding has been accounted for."

In calling the scholarships "non-University funds," Wilderson reversed Johnson's decision that prompted the audit. The scholarships "should have been considered University funds," Johnson said on Feb. 27, because they were handled by a University office.

Cortez has refused to return phone

The Spanish Speaking Affairs Council (SSAC), a state hispanic advisory board, has been investigating the controversy and had planned a series of public hearings on the scholarship program and the quality of center services. The SSAC chairman and executive director declined comment on the resignation, and the council will decide whether to continue its inquiry at its next meeting on April 25.

Chicano students who participated in the MMC program or who have pressed for Cortez' resignation were pleased with the decision, but angry that it had taken so long.

"I feel bad it had to happen, but the administration should have done this a long time ago," said Ruben Adan, who works at the Chicano-Latino Student Cultural Center. An earlier decision would have avoided publicity that embarrassed Cortez and would have relieved pressure on those students who opposed him, Adan said.

calls from the Daily over a 17-day period in order to comment on the audit. His secretary refused last week to say when or where he could be reached, or to make an appointment for an interview.

The Economic Crime Unit of the Hennepin County Attorney's Office has requested a copy of the audit in conjunction with a "preliminary review of the evidence gathered by other agencies" to determine "whether or not to institute a formal investigation," said Ann Alton, head of that office.

Cortez' resignation ended a tense eight days of meetings, phone calls, negotiations, tentative decisions, waiting and more waiting.

At noon on Friday, April 11, Cortez, his lawyer, Singh, Zander and Wilderson met to review the audit and discuss their options.

Sources said Cortez was told that if he did not resign, he would probably be fired. Cortez promised to deliver a

The same students were particularly upset that the administration will not release the audit, and will rehire Cortez in a new position.

"I'm annoyed at how through this whole thing the University has tried and is still trying to cover this up," said Juan Hernandez, first-year medical student. "If Jose was really clean on that audit, there would be no harm in making it public."

"And I am really shocked that, know-

letter with his decision to Singh by Monday midnight.

The letter did not arrive, but the phone calls from Cortez' supporters did, Zander said, urging administration officials to reconsider, or at least give Cortez more time to make his decision. Singh said he called Cortez on Tuesday and asked why he had not delivered the letter. Cortez said he needed more time. The deadline was extended.

On Wednesday, Singh, Zander and Wilderson met and decided to wait until Friday, hoping Cortez' letter would arrive before then. "I can't see this going on and on," Wilderson said. Singh talked to Cortez again on Thursday, and on Friday Cortez delivered his letter.

Most of those involved in this controversy expressed relief that a decision about whether Cortez should continue as center director had finally been made.

ing what Wilderson knows about how Jose has performed his job, he's still going to keep him on at student affairs," he said.

"To withhold the audit is an irresponsible, unprofessional act on the part of the University," said Manuel Guzman, a third-year law student. "He's resigning, but we're being told the money has been accounted for. . . What we wanted to know was whether the money was exhausted for some purpose other than what it was intended for," he said.

A new center advisory board will replace the one headed by Gaitan and will also act as a search committee for Cortez' successor, Wilderson announced Friday. The committee will be headed by Conrad Balfour, director of the H.E.L.P. Center, and includes Flo Wiger, director of the American Indian learning and resource center; Gene Piche, assistant dean of the College of Education; Roldando Hinojosa-Smith, chicano studies department chairman; and Arturo Madrid, CLA associate dean and executive officer.

Film transforms gentleman into pistolero

By MIKE SWEENEY
Staff Writer

Fernando Contreras Perez is an affable, good-humored Mexican gentleman who annually leaves his home in Merida, Yucatan, to visit his son on St. Paul's West Side.

Contreras and his wife, Maria, speak no English. They spend much of their lengthy visits in the company of their grandchildren, walking the West Side community, exploring its neighborhoods, shops and restaurants.

It was during such an outing in mid-July when Contreras came across a local television crew, an encounter that placed him in the posture of a pistolero, a gun-fighter, an armed citizen reacting to recent violence on the West Side.

THE METAMORPHOSIS of Contreras from a quiet, 67-year-old retired butcher into an armed citizen occurred during a mid-morning shopping trip.

Contreras said he and Maria were shopping at a small cloth-



Fernando and Maria Contreras joke about a recent television news report. — Staff Photo by Bill Davis.

ing store near S. Robert and E. Congress streets when their four-year-old twin grandsons, Adrian and Antonio, began acting up.

"They began to fight over a toy pistol," Contreras said. "One

boy hit the other with the pistol and made him cry, so I took the pistol away from him and put it in my back pocket."

AS CONTRERAS AND his family later walked from the

store they passed in front of a WCCO-TV crew filming in the area.

"I thought they were photographing the murals," said Contreras, referring to paintings on the wall of a nearby store. One mural was a tribute to Victor Mercado who was murdered recently on the West Side. That mural is next to one on which Mercado worked.

"I thought I was in their way, so I backed up and turned around," said Contreras.

Those who watched Channel 4's newscast that night saw Contreras backing away from the camera and turning, exposing the butt of the toy pistol that still was tucked away in his hip pocket.

AS CONTRERAS WAS on screen, the reporter talked of recent violence on the West Side and how community residents were arming themselves, fearful of more violence. Viewers said the camera focused on the toy gun in Contreras' pocket.

A friend called Channel 4 to complain about the report, saying not only did it miscast Contreras, but it irresponsibly portrayed the mood on the West Side following Mercado's murder.

That private criticism later was echoed in public charges against the media by West Siders that violence there had been sensationalized in erroneous reports that the community was tense, fearful, an armed camp.

"I KNOW WE carried a film clip of somebody with a gun in their pocket," said Ron Handberg, Channel 4 news director, "but we don't know if it was a toy or not. I remember we got a call from somebody who said it was a toy, but we don't have any independent knowledge whether it was toy or not. We didn't make a big deal out of it."

No one in the film crew took to Contreras when he was filmed. He wasn't aware he was being filmed until after the report was aired and family acquaintances asked his son why

Contreras carried a pistol.

"Me, a pistolero," laughed Contreras. "I never, never have used a pistol in my life. The only time I came near a gun was about 20 years ago when I worked in Monterrey and someone gave me one. I put it under the bed and never looked at it. Someone took it."

CONTRERAS CONSIDERS his debut on Twin Cities television as a humorous anecdote to pass on to friends and family in Mexico.

"I have two identities now," he joked. "One for Mexico and another, the famous pistolero, for here."

So, Contreras' "West Side Story" has become the target of light, jovial banter and a reason to have a party in Merida.

"You know, we will have a party for almost any reason," said Contreras, who left with Maria for Mexico Thursday morning. "This is a good reason. We'll have to celebrate my new identity."

City Life

St. Paul Pioneer Press

Friday
August 3, 1979 19

Latinos, top state minority, fall far behind in schooling

By SYLVIA LANG
Staff Writer

Latinos are increasing at a greater rate than any other minority group in Minnesota but Latino students aren't graduating from colleges and universities accordingly, says a report released Tuesday by the Minnesota Higher Education Coordinating Board.

The report, prepared by legislative mandate, shows that the state's Latino population increased from 37,256 in 1970 to almost 50,000 in less than 10 years — making Latinos the largest minority group in the state.

The jump was two times greater than census projections and is primarily due to more migrant workers settling in the state, said Rosemary Herrera, planning assistant who prepared the report for the commission.

THE NUMBER OF Latino college graduates should have increased as well. But only 46 bachelor's degrees out of 18,400 were granted to these students in 1977-78, compared with 47 of 18,200 in 1975-76, she said.

She also said the dropout rate for Latino high school students is high. Although Herrera didn't have specific figures, she said one source told her only 40 percent of the Latino students who

enter St. Paul public schools remain there and graduate. (Ramsey County has the highest concentration of Latinos — 13,560 — most of whom live in West St. Paul).

"For many years, Latino children have been performing significantly below their peers," said Maria Calderon, director of St. Paul schools' Transitional Bilingual Education Program. "We aren't sure why. Language is part of it. Culture is part of it. Identity is part of it. So many of the students are unsure of who they are; they were born here, and yet they live in homes where their parents and grandparents maybe speak only Spanish. They become confused about whether

they must abandon their culture to be American. They become ashamed to speak their own language. Yet they have trouble with English. They're caught in the middle of two cultures."

Among the state's post-secondary institutions, only the University of Minnesota, the community colleges and the Area Technical Vocational Institutes are showing increases in Latino enrollment.

DURING 1978, the University had 478 Latino students, or .63 percent of the total student population. The state universities had 103, or .24 percent. Community colleges had 72 students — .23 percent. And the vocational — See Latinos, Page 20

Latinos: 2 cultures confusing

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technical institutes had 444 students — 1.63 percent.

In all, 1,266 Latino students were enrolled in Minnesota post-secondary institutions, representing .59 percent of the total student population.

"We recruited the students. It made a difference (in enrollment)," said Jose Cortez, director of the University of Minnesota's Chicano-Latino Student Supportive Services center.

He said when he was recruiting Latino students he found that at Moorhead State University only five of 5,000 students were Latinos, although the migrant population in the area is 4,000. And North Dakota State University in Fargo had only one Latino among 7,600 students; yet the Fargo area has 7,000 migrants.

CORTEZ NOTED that a record number of Latino students — 200 — will enter the University this fall. "In contrast, when I was an undergraduate in 1969, there were only three or four of us (Latinos) in the whole university."

But, he continued, "What good is recruitment if the students can't get loans? That is our biggest problem right now. Many of the students we recruited were migrant laborers. They applied later in the summer and were denied the chance to get student loans. That's unfair. Indian students can get loans from the Bureau of Indian Affairs and the state. But what about our students?"

Pioneer Press

WEDNESDAY, August 15, 1979

Merge agencies in drug abuse care, study says

The Twin Cities area has the largest chemical dependency treatment system in the nation, but the system may be larger than it needs to be and may cost more than it should, according to a Citizens League report released Tuesday.

W. Andrew Boss, chairman of a League Committee on Chemical Dependency, said at a Minneapolis press conference that it is clear the treatment the system provides "is having a positive effect, whether measured in abstinence, reduced consumption or physical, emotional or psychological health."

BUT, BOSS ADDED, the system fails to serve some groups adequately; little attention has been paid to either the relative success of its differing treatment methods or its "cost factors" and no single state agency is responsible for its regulation.

The report prepared by the committee after a year-long study makes several recommendations regarding these "areas for concern."

It says the Minnesota Legislature should establish a chemical dependency agency "consolidating responsibility" now split between the state Health and Welfare departments. This agency should then:

- Develop guidelines covering the identification and referral of chemically dependent persons and the training required of persons at work in the field, both professionals (physicians, pharmacists, nurses, counselors) and non-professionals (teachers, clergy, social workers, law enforce-

Study finds some patients go wanting and little effort has been made to examine cost.

ment personnel).

- Develop and disseminate information regarding chemical dependencies and establish criteria for "treatment that is no longer, no more or less structured, costly or restrictive than is necessary."

- Evaluate the existing system, project demand "and develop plans and proposals for dealing with problems stemming from imbalances in supply and demand."

- Draft legislation establishing training courses in chemical dependency identification and referral.

THE LEAGUE committee identified 23 primary or initial inpatient treatment centers in the metro area (13 hospitals, nine independent facilities, one nursing home) and 28 primary outpatient centers (11 hospitals, five of the independent facilities, 11 clinics, one nursing home.) The nursing home in both cases is Bridgeway, 22 27th Ave. S.E., Minneapolis. These figures do not include subsequent or transitional

See Drug, Page 22

Drug: System for treatment has loopholes, report says

Continued from Page 21

treatment facilities such as halfway houses.

Based on average treatment periods, the primary centers could treat 26,000 persons a year or about one in every 75 persons in the seven-county metro area.

Supply already may exceed demand, the committee suggested, yet the total system still is growing. Specifically, the committee noted, three new centers were going up in Burnsville in May.

Nevertheless, the committee said, several groups — women, minorities, early teens, senior citizens and homosexuals — are "underserved." Both individual counties and the chemical de-

pendency industry, the committee recommended, should "refocus their attention and give high priority to" these groups.

TREATMENT costs, the committee found, varied widely, ranging from a few hundred dollars to \$10,000. But because most treatment costs are covered by insurance or HMO contracts, "consumers are insensitive to these costs."

Treatment centers, the committee recommended, "should voluntarily list their costs" and offer treatment on a "fixed-package basis." Corporations, HMOs, insurance companies and government agencies paying for treatment should insist on "a flat fee whenever possible."

The committee also recommended the chemical dependen-

cy community establish an organization similar to the Heart Association or the Cancer Society and "launch an ongoing program aimed at helping the general public clarify appropriate use of mood-altering chemicals, identify harmful chemical use and secure appropriate help for the problem user."

THE LEAGUE committee began its study in May 1979. It met 37 times and took testimony from more than 70 persons in the chemical dependency field, in addition to reviewing considerable written material.

The Minnesota Council on Foundations will sponsor a panel discussion on the committee report at 8:30 p.m. Tuesday at the Minnesota Church Center, 122 W. Franklin Ave.



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Drug programs need to assess balance and cost

By Bernice Shellum
Staff Writer

The system set up to treat Minnesota's chemically dependent population may be on the verge of outgrowing the need for its services, the Hennepin County Citizens League said after an 18-month study.

A surplus of treatment centers "could result in unnecessary expenditures and an imbalance in the type and location of programs provided," the league said in a report released today. Nevertheless, the report said, "the system is still growing rapidly" and without over-all monitoring by any regulatory authority.

The league, in the first thorough and systematic assessment of the chemical dependency system's growth, said it is now capable of treating 14,000 residential patients and 12,000 outpatients a year — or one-fifth of all Minnesotans "thought to be subject to developing a dependency."

"Because the diagnosis of dependency on alcohol or other drugs is not precise, there is a point at which disagreement sometimes arises as to whether a user is or is not dependent," the league said.

Over-all, the league gave the treatment system high marks. The various programs are "having a strong, positive impact on most patients, as

measured by abstinence and changes in physical, emotional and psychological health," it said.

In its criticisms, the league focused on points similar to those made by the Minneapolis Tribune in a series of articles published in May 1979. These include:

■ Lack of a clearcut relationship between the cost and effectiveness of treatment.

■ Disagreement within the treatment industry on a definition of successful treatment.

■ Emphasis in Minnesota on hospital-based programs, which are more expensive than similar programs in nonhospital treatment centers and state hospitals.

■ Failure of the treatment system to distinguish between those who abuse drugs from time to time — especially adolescents — and those who continually abuse them.

■ The absence of generally accepted societal standards of acceptable and unacceptable uses of alcohol and other drugs.

The cost of treatment for chemical dependency can range from a few hundred dollars to \$10,000, the

Centers continued on page 6B

Centers

Continued from page 1B

league found, and there is no "conclusive information to show (that) any one program was more productive or successful with its patients than any other."

In a survey of about 20,000 patients treated in the Twin Cities metropolitan area, the league found the following variances in average costs:

	Pa- tients treated	Avg. cost for adoles- cents	Avg. cost for adults
Inpatient			
Hospitals	7,641	\$2,555	\$3,875
Nonhospital centers	4,900	1,314	10,200
Outpatient			
Hospitals	3,819	\$713	\$650
Nonhospital centers	2,129	732	—
Outpatient clinics	1,203	548	1,989

The league report said that "Resource persons suggest the chemical dependency programs in some area hospitals now are used to subsidize other hospital services and help maintain the viability of entire hospitals. A general rule of counseling is that it is inappropriate to place anyone in a program which is longer, more structured or restrictive than is necessary for the successful treatment of the client. In a situation of surplus program capacity, this principle runs counter to the institutional instinct to perpetuate programs."

NAACP Files Suit Against Stadium Commission

At a news conference held on Wednesday, April 2nd, Hobart T. Mitchell, Jr., president of the Mpls. Branch of the NAACP announced that his organization, in conjunction with the NAACP national office, had filed suit against the Metropolitan Sports Facilities Commission ("Stadium Commission") and the Minnesota State Department of Human Rights.

The suit, filed in District Court in Hennepin County alleges that both agencies violated the laws of the State of Minnesota by failing to require the Stadium Commission's vendors, contractors and subcontractors to have their affirmative action plans approved prior to the awarding of the contracts.

The suit also pointed out that in awarding many of

its contracts, the Stadium Commission disregarded the set-aside and affirmative action provisions of the law. Further, the suit indicates that the Minnesota State Department of Human Rights was made aware of its responsibilities in the matter and the actions of the Stadium Commission yet failed to press for enforcement of the law.

Curtis E. Rodgers,

director, Economic Development for the National NAACP and George T. Morrow, attorneys for the Mpls. Branch indicated that the suit was reluctantly being filed because nearly eight months of negotiations with the Stadium Commission, the governor's office and the State Human Rights Dept. have proven to be fruitless.

Under Minnesota State

law, 20% of all contracts must be set-aside for small businesses and 15% of that set-aside amount (3% of the total) must be disbursed to socially and economically disadvantaged businesspersons.

Rogers and Morrow indicated at the news conference that to date, the only record of any minority involvement with the domed stadium is a minor contract that was entered

into with a corporation in which Matt Blair and Chuck Foreman are involved. Of the more than \$5 million in contracts which have been awarded by the Stadium Commission, most of the affirmative action plans submitted by contractors and subcontractors have been approved "after the contracts were awarded" according to the attorneys who viewed this as a direct

violation of the law.

When contacted by attorneys for the Mpls. Branch of the NAACP, Governor Albert Quie indicated that he felt "the spirit of the law had not been violated." The governor made no mention of the letter of the law or the facts involved in the case.

Attorney Rogers was quick to point out that this was not "a personality

issue" and that the Mpls. Branch of the NAACP was not opposed to the construction of the domed stadium. Rather, Rodgers pointed out, the NAACP is simply interested in the stadium being constructed in a fair and equitable manner according to the laws of the State of Minnesota.

Attorney Morrow indicated that the suit is requesting the court to do

Continued to page 3

Continued from page 1

several things: first to direct the Minnesota State Dept. of Human Rights to develop and implement criteria or standards for monitoring compliance by all stadium contractors and subcontractors with the provisions of the affirmative action plan submitted by them; second, that the Commission make an annual report to the Governor and Legislature

of its progress in carrying out these provisions of the law, as required and; third, that set-asides not made during the first three years of the project be made during the remaining years of the stadium's operation — for all contracts, subcontracts and vendor grants awarded.

The April 2nd news conference was held in St. Peter's A.M.E. Church in Minneapolis.

Participating in the NAACP news conference were, Rev. Emanuel Andrade, President of the Mpls. Ministerial Alliance, Julia Cherry, NAACP Regional Chairperson, Attorney George Morrow, Curtis E. Rodgers, Director of Economic Development for the National NAACP, Hobart T. Mitchell, Jr., Mpls. Branch President, Sam Richardson, NAACP Minnesota/Dakota President, and Charles Breese, St. Paul NAACP Branch President.

opinion

Solidly behind Jose Cortez

By Jose Gaitan

Some members of the general public and even the University community do not know that the chicano community stands solidly behind Jose Cortez and the Juarez/Humphrey Center.

He has earned that respect and support by a solid track record of results in his many years at the University of Minnesota. Chicano community support extends beyond the Twin Cities and even Minnesota. University and community centers in states such as Iowa, Illinois, Michigan and North and South Dakota have acknowledged the recruiting success of the Juarez/Humphrey Center and see it as a model and resource for their areas. Cortez's ability as a knowledgeable and articulate representative of the chicano/latino community has been demonstrated not only state-wide, with his service on two Governor's Advisory Boards—Higher Education and Employment and Education—but also as a guest speaker in several regional educational conferences and also as a board member of the respected chicano organization: Centro Cultural Chicano.

One indication of the effective style Jose Cortez brings to his office and other activities are the many phone calls, visits and letters of support from University departments and offices, as well as the public at large, during this recent onslaught of unfortunate and misguided negative publicity.

The fact remains that the test of any program or its management is a record of results. In this respect, the list is long and includes effective approaches to student retention, recruitment, and community outreach. It is this record that allows the center and its director, Jose Cortez, to be accountable to the Minnesota Legislature for the support it received as part of the University minority funding package for the biennium 1978-80. But even before this funding support the center and Cortez had been providing a multitude of services to the University chicano/latino students and chicano community. This track record of success includes the following:

- While in his position in the Office of Admissions and Records, Cortez developed the first chicano recruiting film. There were several University recruiting films but no previous bilingual chicano/latino culturally oriented movies. This recruiting film, "El Poder de la Educacion" received a certificate award at the Fiesta National Conference of chicano/latino films in Texas because it was the only bilingual recruiting film. This award brought credit to the University of Minnesota and to Jose Cortez.

- Identification of the concentrated pockets of chicano/latino high school students by Cortez and the chicano/latino community has allowed for the approximately seven-fold increase in chicano/latino student enrollment documented in the August 1979 Report of Admissions and Records and in the Higher Education Coordinating Board Report of June 1979.

- Ten years ago, there were only 10-15 chicano/latinos on campus. There are now roughly 500 chicano/latinos attending the University in diverse colleges and fields. The bulk of this recruiting has been done during the last three to four years by Cortez, while in the Office of Admissions and Records, then in the Martin Luther King program and now as Director of the Juarez/Humphrey Center.

- This year's fall enrollment of 250 new chicano/latino students certified, was history in the making for the University and the chicano/latino community and indisputable evidence of Cortez's accomplishment as a recruiter. A copy of a letter of fall 1979 addressed from Dr. Donald Zander from the Office of Admissions and Records states, "Congratulations, Jose—a great recruiting year!" regarding this phenomenal enrollment for fall 1979.

- In addition to recruiting, the center services effectively developed by the director to assure retention include a bilingual-bicultural staff that can greet and respond to the student, his or her family; community offices regarding housing, financial aid certification; registration and dates and places of conferences or workshops addressing these issues; and brochures or other information regarding these areas and related conferences—study workshops, health career workshops, graduate study information. Tutoring services were formally developed by the center in the winter quarter of 1979 for English, math, physics, biology and history and are available on a daily basis. Students volunteered before then during 1978-79, prior to the formation of the program.

Jose Gaitan is the acting chairman of the advisory board to the Juarez/Humphrey Chicano-Latino Supportive Services Center.

Monday, April 14, 1980

- Again, in the area of retention, the center has developed several approaches. One has been an innovative education experience incorporating community experts, audiovisual resources and University staff and faculty for new students. This class, General College 1-278-Special Topics: Migrants in Minnesota, was developed in an effort to provide new chicano/latino students a class relevant to their cultural and experience background.

To the general public, it is a little-known fact that in 1978-79, by working closely and effectively with the Minnesota Legislature, the Governor's office and the chicano community, Cortez was able to spearhead a request that eventually brought \$700,000 for minority programs at the University for the 1978-80 biennium. Not a word was printed in the Daily about this.

- Some of the other services provided to the students and demonstrating the extent of center involvement in assisting students: chemical dependency, summer employment, graduate study information, assisting other departments with public relations regarding chicano/latino community, to name a few areas.

- The management of the Juarez/Humphrey Center can be seen, therefore, as multi-oriented, extensive and remarkably effective as noted by many of the supporters of the center. The Juarez/Humphrey Center is one of the few departments that really cares about students.

- This success is even more remarkable in view of the background in which it has taken place: limited funding, which permitted only two other staff members besides Cortez to be hired. The center opened in the fall of 1978 but without control of its own budget. It was not until this fiscal year 1979-80, that the center could begin to control its budget and learn necessary budget protocol and procedures.

Success is not always pleasing to some, however. It has become obvious to many community, public and other University offices, that this recent so called "exposé" of the center, Cortez and other chicanos/chicanas is actually a personal attack by a small group of non-community and non-minority-minded individuals who have not been able or willing to expend the time or energy necessary to be constructive or productive themselves, and see the success of others who threaten their history of destructive-

ness.

Over the last few weeks, the unconventional handling of a non-University fund has been the focus of a review of the effectiveness of the center. This non-University fund was obtained by Cortez in an effort to provide assistance to migrant students. It is necessary to say that this fund was obtained in 1978. The total funding was about \$20,000. Although there was a disagreement about the requirements for the dispensing of the money between the Minnesota Migrant Council (MMC) and Cortez, because of the lack of a written agreement, all but about \$7,000 had been given by June 1979. MMC required in winter and spring quarters to show evidence of being registered for and completing 12 credits before the money could be dispensed. This was later disputed during November and December 1979 meetings regarding this fund. By December of 1979 all of the money had been allocated.

At the time of the hearing, it was made clear that for about 12 students this non-University funding was a supplement to their regular financial package. These students had received other services from the center, such as housing, counseling and other types of assistance. At those meetings, also, students were asked on a one-by-one basis if any of them were still dissatisfied with either Cortez or the handling of this extra MMC funding. All the students, then, said they were satisfied.

To turn around two months later and attempt to sensationalize this issue which had been officially closed as of December can only be indicative of a more personal and deeper-rooted self-interest. Perhaps it is "sour grapes" by those involved or their so-called student supporters.

We did not want the public to be misled into thinking that the chicano community is represented by this self-appointed, "concerned," Mexican flag-waving committee. Very few of these individuals have endured the long hours and expended the energy necessary to make even a small headway in progress towards a better understanding of minorities or support for our educational or political progress.

The potential tragedy of such sensationalism and misinformation is that the University community, including central administration, could forget all the good relations and benefits that Cortez has brought to the University. We are

very concerned that Cortez and the Juarez/Humphrey Center have not received stronger support from some of the people who should be familiar with his many efforts, such as those in the Office of Student Affairs. It must be recalled that had Cortez not been successful in effectively working with many individuals last year—the Governor's office, the legislature and the University—there would not have been any money for the minority programs not only in the Twin Cities campus but also in the coordinate campuses. These minority programs rely on legislative special funds to continue their work of opening opportunities for minorities to higher education.

It is the defense of all this groundwork done by Cortez, Maria Baltierra, Frances Trejo, Dr. Bal-dave Singh and other concerned, hardworking minority and non-minority individuals, that now leads to a public contention with a splinter group that has festered in the chicano/latino community since 1976.

Manuel Guzman, Ray Roybal, Juan Hernandez, Rene and Lupe Charles, and Alfredo Gonzalez are some of the main figures of this splinter group that has attempted to ruin the reputations of Cortez, Baltierra and others by distortions and slander since they will never be able to erase the productive work that these two and others have accomplished. That this negative publicity is a ploy used by this splinter group for deep-rooted, selfish and egotistical reasons was brought to public light two weeks ago at a public meeting of the Governor's Spanish Speaking People's Affairs Council, when Manuel Guzman stated that he and his group would continue their allegations against Cortez no matter what this state board decided.

This clearly indicates that this entire issue was searched out as a personal attack against Cortez. Guzman and others of this splinter group have called or personally visited numerous chicano/latino organizations and individuals in an attempt to rally support against Cortez. They have been turned away time after time because Cortez has proven his track-record with the chicano community.

This public statement is also necessary because it would be a tremendous setback for the chicano/latino community were the University to lose sight of the multi-faceted responsibilities of Cortez and of his effective management of the center given its growth in services and students.

To focus on the difficulties of a single issue, such as the non-University scholarship fund, as a basis for possible firing is as unjust as focusing on the legislative difficulties of Vice President Frank Wilderson in the past or the mishandling of the chicano issue by Assistant Vice President Donald Zander as a basis for firing. It would be rash and unnecessary, given that this is but one aspect of many preoccupations, as in the case of Vice President Wilderson and Assistant Vice President Zander.

In addition, this is an issue that involved last year, 1978-79. Since then, there have been numerous improvements in the handling of outside monies by the Juarez/Humphrey Center, including establishment of a foundation fund for the deposit and handling of outside gift contributions; provisions for the direct awarding of checks to students who will qualify for a \$12,000 scholarship fund newly obtained by Cortez to assist undergraduate students; more daily involvement of the Juarez/Humphrey Advisory Board, with the various expertise of its members who could assist in the incorporation of any recommendations given by the audit department as to the handling of incoming funds not already under implementation. Cortez and the Juarez/Humphrey Center have obtained this experience through the control of their own budget this year.

It is our hope that the University will recognize the many years and services of Cortez and the chicano community by not permitting all the groundwork and good working relations and mutual growth to be undermined by this small group of apparently ignorant, greedy individuals. We believe that the best director for the Juarez/Humphrey Center is Cortez, as proven by his record, including effective center management.

There are many other plans and developments for the Center currently taking place and prepared for the near future. This will be future evidence of the effective management of the center and milestones, as in the past, that should be enjoyed by the present staff, who have worked with persistent and patient dedication.

We invite other University units and personnel and the general public who support Cortez and his work to also write so that this track record may be further known.

editorial

Forked tongue

Last year, according to the Los Angeles Times, several thousand Hispanic parents requested that their children be removed from federally-supported bilingual programs. The requests continue and the reason is understandable: Parents believe the program has obstructed their children's chance to learn English. And they are right. The original intent behind bilingual education has gone awry. Although the programs were supposed to preserve Hispanic culture, they were, more importantly, meant to teach Spanish-speaking children the language of the country in which they live.

But the current bilingual approach does not teach English as a second language. Nor does it employ immersion techniques. Instead, it approves instruction in Spanish for course work other than English language study. The reasoning behind this approach is justifiable only to a point: Such instruction does keep a child from falling behind his English-speaking peers in grade school. But a child's years are those in which the mind is best equipped to learn a new language, and Hispanic teachers and bureaucrats have distorted the aim of bi-

lingual education by altering its purpose as a transitional phase to English.

One study by the American Institutes for Research found that 86 percent of bilingualism project directors said it was their policy to keep children in Spanish tracks even after they were capable of making the change to English. Some educators have espoused the idea of institutionalizing Spanish all the way through college. Such policies undoubtedly provide teachers and bureaucrats with assured job security, but they do incalculable damage to Hispanic students.

The fact is that no matter what the quality of a child's education, he won't be able to get a good job in the United States if he can't communicate what he knows. Rep. Edward Roybal, head of the Congressional Hispanic Caucus, agrees: "If an Hispanic child leaves school not speaking English, the best thing that can happen to him in life is manual labor, because that's all he's qualified for. The purpose is to teach our children English. If the work is done properly, our children should not even have an accent. This foolishness of keeping a child in Spanish forever was never intended."

minnesota daily

Editorial writers: Colleen Aho, Michael Douglas, Jeff Goldberg, Lisa Hoff, Rebecca Morris, Kirk Nielsen, Victoria Sloan

Hispanic culture should be preserved, but the same cannot be said for school-imposed instruction in Spanish. One's Spanish heritage will not fade without federal funding and official approbation. Independent from government, this country's strongest ethnic groups have developed their own programs and organizations to maintain their cultures and languages. Admittedly, the assimilative process of ethnic groups has often been brutal. Learning English on the street, foreigners literally hit the ground running. But these people do have the benefit of knowing English and so are better able to pursue their economic and social interests.

Hispanics should have the same chance to help themselves, and they will if bilingual programs get back to teaching English. Hispanics will have no trouble learning English as successfully as have all generations of American immigrants before them. Would expecting Hispanics to learn English intensively, as one Education Department official said, be "making an impossible demand of a minority student"? Only if one takes the view that Hispanics are inferior. At present, that is the credo of bilingualism: preserving Spanish—and also economic and social poverty.



St. Paul Pioneer Press

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 WILLIAM G. SUMNER, Editor
 JOHN R. FINNEGAN, Executive Editor
 DAVID HALL, Managing Editor

Evolution of dogmas

The editors of *Regulation*, a periodical devoted exclusively to interpretation of and commentary upon governmental regulations, have described in two sentences the reasons for the current demand for "getting Washington off our backs."

"Yesterday's tentative suggestions," they write in the November/December issue, "become today's hardened dogmas, the shift in emphasis never being squarely presented for public debate and no one at a high level of political accountability ever taking clear responsibility for the new approach."

"The impositions are first made upon notorious 'bad actors,' who in a sense deserve them for their past discrimination, and who are unlikely to enlist support from the rest of society or the courts; once established in this context, they are universalized, with plausible reliance on past administrative practice and judicial approval."

The editors were, in this instance, writing about recent Department of Education requirements for bilingual education. These would mandate the teaching of courses in the native language of national origin-minority students "whenever there are 25 or more such students in two consecutive grades." The Department bases its requirements on Section 601 of the 1964 Civil Rights Act.

Section 601 simply prohibits discrimination (there is no mention of language), on the basis of race, color or national origin, in any program receiving federal funds. The magazine traces the development of the interpretation of this section from application to specific instances of obvious wrongful discrimination to dogmatic national rule, from "tentative suggestions" to "hardened dogmas."

Now St. Paul offers a first-rate example of this process at work *in extenso*, here seeming to have gone beyond "hardened dogma" to lunacy.

In 1979 a class action suit was brought by 47 Hispanic residents who charged that Hispanic pu-

pils — some 500 in the St. Paul system — were, as the result of their difficulties with English, discriminated against in the classroom. A consent decree required the school board to hire 17 bilingual teachers.

Today the national origin-minority pupil situation in St. Paul is far different. There are 3,000 such pupils in the school system, but 2,500 of these are from Southeast Asia, mostly Vietnamese.

Nonetheless, when Superintendent George Young recommended Joyce Miller Biagini, a highly-qualified second-language teacher, for director of the local English-as-a-second-language program, her selection was blocked on the grounds she was not Hispanic. Members of the Hispanic community said the appointment should comply with the 1977 consent decree. Apparently that was enough to convince the school board, which nullified the superintendent's recommendation on a tie vote. A judicial action directed to a specific situation had become "hardened dogma" for universal application.

The connection between the consent decree and the present minority pupil situation in St. Paul has become tenuous, to say the least. The consent decree addressed a specific situation — the educational environment of 500 Hispanic pupils. It would have logical connection with the naming of a director for today's second-language program only if all or most of those to be served were Hispanic. Obviously this is not the case.

Bureaucracies are often criticized for inflexibility. The trouble, in a way, is too much flexibility, of a particular kind. Bureaucracies (and courts as well) have a habit of bending and molding laws and legislative intent and previous judicial decisions to shapes that suit their own purposes, then tempering them into those "hardened dogmas." Interest groups, however deserving, are often tempted — encouraged by example — to follow a similar course.

Letters to the Editor

Joyce Biagini

It is my belief that the Jan. 9 editorial entitled, "Evolution of dogmas," was inaccurate when it suggested that Joyce Biagini was not selected for the position of Administrative Consultant I, L.E.P. by the Board of Education because she was not Hispanic. Further, it is my belief that the decision the Board made did not relate to Section 601 of the 1964 Civil Rights Act. In fact, it did not enter into any discussions while the decision was being made as it related to the Administrative Consultant I, L.E.P.

I do agree with the premise that the editorial was attempting to advance and that is that at times the legislative judicial remedies assist the solution that is necessary to rectify a specific past discriminatory practice. In my decision to vote against Dr. Young's recommendation for the position, I attempted to relate my decision solely to the position itself as it relates to the Board of Education's policy. The Board has adopted a policy on Affirmative Action and secondly has a policy on staff promotions. Within that context was my decision to oppose his recommendation.

However, a part of my decision as related to the consent decree, or the spirit of the consent decree, which was negotiated in good faith by the district with members of the Hispanic com-

munity related to the fact that there are only four Hispanic administrators within the district while St. Paul has one of the largest, if not the largest, Hispanic population within the state. Affirmative Action as it relates to employment in the past couple of years has become the non-politic thing to do but past practices of our society have not allowed certain members of our society to have equal opportunity. In this instance, the Board's policy that relates to promotion was not followed as it relates to preference of an individual within the system so the analogy which the editorial was attempting to use was not related to the main point that it was attempting to make.

It is a shame from my perspective that there even has to be any judicial or legislative remedy for past discriminatory practice because discrimination is the real lunacy and not the law that protects the rights of individuals or groups within our society.

WILLIAM M. MAGNUSON


St. Paul

The writer is a member of the St. Paul Board of Education. The editorial was based on a news story that described efforts by state and city Hispanic leaders to block Biagini's appointment.
— The Editor.

DEPARTMENT SPANISH SPEAKING AFFAIRS COUNCIL*Office Memorandum*

TO : Education Task Force Members

DATE: July 31, 1978

FROM :  José H. Trejo, Executive DirectorPHONE: 296-9587

SUBJECT: Public Hearing, State Department of Education

The State Department of Education is holding a public meeting on ways to improve student access to state education programs. The hearing will be held on Wednesday, August 2, at 7:30 p.m. at the Saint Paul Public Admin. Building, 360 Colborne.

At this time the Spanish Speaking Affairs Council has not taken any positions regarding state education programs. However, we alert you to this meeting, so that you may have the opportunity to express your individual concerns regarding this.

We hope that you will be able to attend this important meeting.

Education hearings slated

The first of six public information hearings on ways to improve student access to state education programs will be held at 7:30 p.m. today in Marshall at the Southwest State University Individual Learning Building.

According to the state Education Department, the meetings will focus on a state project designed to revise state aid formulas in order to achieve equal educational opportunity for all Minnesota students despite variances of population, finances and needs of students.

The department will make

preliminary recommendations during the meetings, but citizens are invited to make suggestions during the sessions. Final recommendations will be sent to the 1979 Legislature.

The second meeting will be held at 7:30 p.m. Tuesday in Owatonna at the Owatonna Junior High School. Other meetings will be at 7:30 p.m. Wednesday in the St. Paul Public Schools Administration Building, 360 Colborne St.; 7:30 p.m. Thursday in Eveleth at the U.S. Hockey Hall of Fame Library.

District Bilingual Post Focus of New Search

The Albert Lea School District has been conducting a wide search — with little success so far — for a qualified teacher who speaks Spanish and is a member of a Spanish-speaking minority for the district's bi-lingual education program.

Meanwhile, the teacher the district has been using in the program has been continuing her duties working with students who don't speak English or who do not speak English as their primary language.

The Albert Lea Board of Education heard from district Director of Education Ray Henderson Tuesday that the district search was continued after the December meeting of the board, when the school district came under heavy criticism from Jose Trejo, executive director of the Spanish Speaking Affairs Council for not following affirmative action procedures in their search for job applicants. Trejo said the district could be in violation of government regulations and could be vulnerable to lawsuits.

The board tabled the hiring of Kristen Reed for the position, though she has continued working in the bi-lingual teaching position on a temporary basis.

Henderson said he received a list of about ten state agencies and colleges to contact from Jesse Montano of the State Department of Education. Henderson said he added to the list college placement offices and agencies in southern and western states. Letters seeking applicants were mailed Dec. 19, Henderson said, but so far only one other applicant has applied, someone who heard about the position from a school staff member in Albert Lea.

Henderson said he had received no list of agencies from Trejo, who had scolded the district for not looking farther in its search and had said a list of agencies was available from his office.

Trejo said today that the list the district received from Montano is the list he was talking about. He also said the action taken by the board so far was "exactly what I was asking for — to do the outreach to seek applicants."

It's not certain when the bilingual position in Albert Lea will be formally filled, but the school board Tuesday expressed its desire to get the program set up and have the issue taken care of by the February meeting.

Hispanics block Caucasian language director

By LUCY DALGLISH
Staff Writer

City and state Hispanic leaders Tuesday blocked the appointment of a Caucasian woman as director of the St. Paul School District's English-as-a-Second-Language program.

The leaders said the appointment would not comply with the terms of a 1979 class action discrimination ruling which said the district must hire more Hispanic teachers and administrators.

Superintendent George Young recommended the appointment of Joyce Miller Biagini for the \$29,171 administrative position over two Hispanics, Rebecca Garay Heelan and Alfredo Gonzalez.

The recommendation was killed because the vote was tied. Rosilyn Carroll, William Magnuson and James Griffin voted against the recommendation. Eleanor Weber, Robert Lowe and Catherine Piccolo voted for Biagini, but Daniel Bostrom left the meeting before the vote was taken.

The controversy, according to those supporting the recommendation, centers on whether a Hispanic should be appointed to fill the position or whether the most qualified applicant should be appointed.

Young says Biagini is the most qualified candidate because she has a master's degree in teaching English as a second language and has worked in a state program for migrant children for seven years.

Young said the program was started about five years ago when most of the non-English speaking students were Hispanics. Since then, the influx of Southeast Asian students has changed the program. Of the 3,000 children enrolled in English as a Second Language, 2,500 of them are Southeast Asians, so the fact that the two losing candidates are fluent in Spanish did not give them an advantage, Young said.

Jose Trejo, executive director of the Spanish Speaking Affairs

Council, and Roy Garza, chairman of the St. Paul Hispanic Advisory Council, said the two Hispanic candidates were as qualified as Biagini. Both Heelan and Gonzalez have master's degrees and Gonzalez, an administrator in the Minneapolis school system, is working on a doctorate.

Trejo and Garza said the appointment is only one example of the school district's refusal to comply with the terms of the 1979 consent decree. The suit was initiated in 1976 by 47 Latino students and their parents who said Latino students were

discriminated against in education programs.

The settlement requires the district to hire 17 bilingual teachers. Garza said he has repeatedly asked the school district to tell him how many bilingual teachers have been hired, but he has not received an answer.

Young must now make another recommendation to the board to fill the position at a future board meeting. The job is being performed by Julio Almanza who was hired to supervise the bilingual program and monitor the consent decree. The new po-

sition will be supervised by Almanza.

In other business, the board voted to demolish Career Study Center I at 515 Kenny Road which was condemned three weeks ago because rotting wall supports could not support the roof of the structure.

The 90 students enrolled in that program began class today with the 90 students at Career Study Center II in downtown St. Paul. The Track II program for returned dropouts now located at Career Study Center II will be moved to Monroe Junior High to

make room for the staff and students from Career Study Center I.

Individual

Vote

January 23, 1981

ADMINFO

STATE OF MINNESOTA

New Council Director Promises 'Unified Voice'

by Carol Porter

"The State Council on Black Minnesotans will give Blacks a unified voice in state government for the first time," says Steven L. Belton, the new Council's executive director. Appointed by the seven-member Council in November, Belton sees its creation by the Legislature as a step toward full assimilation of Blacks into the economic mainstream in Minnesota. In the past, state officials had to rely on concerned individuals and groups within the Black community for advice and opinions on the needs of Black citizens. Now, those needs will be assessed by the Council, who will advise the Governor and the Legislature. "This unified voice will mean an improvement in economic and social conditions for Blacks. With a sound economic base, assimilation into society as a whole becomes a matter of individual choice," Belton says.

Questioned about the work facing the Council, he categorizes the major goals of the agency into advising, monitoring and liaison tasks. "We'll serve in an advisory capacity, determining issues and problems, examining legislation and agency rules which have an impact on Blacks, and offering possible solutions." An area of particular concern to the Council is that of Black economic development. The high failure rate of Black-owned businesses—due in part to their difficulties in obtaining operating capital—deserves more attention from both government and the private sector. Of equal concern is the area of criminal justice. Belton cites disparate prison sentences as evidence of discrimination in the judicial system. Blacks are a minority in the state, but constitute the largest percentage of the prison population. "Sentencing guidelines will be closely examined," he promises, "along with problems in education and employment."

In monitoring government activities, the Council will be studying the state's Affirmative Action Plan and recommending improvements. "State government should be a leader in affirmative action," Belton feels, "but it has lagged behind the private sector." The Set Aside Program—which is designed to ensure that a percentage of state business goes to minority contractors—will receive careful scrutiny.

Like the Council on the Economic Status of Women and the Spanish Speaking Affairs Council,

the Council on Black Minnesotans is an autonomous, independent agency. Although it receives fiscal and personnel services from the Department of Administration, these services are financed out of the Council's current budget of \$40,000. This amount is inadequate, Belton feels, if the Council is to fulfill its legislative mandates and provide the kinds of services needed by Black Minnesotans. The Council is asking for an increase, and Belton hopes to hire a research analyst and an administrative secretary within the next few weeks.



photo by T.P. Kurhajetz

A study of the state's other minority councils undertaken by the Department of Administration showed that 80% of their receptionists' time is spent in information and referral functions. While Belton anticipates receiving requests for aid from individuals, he doesn't see individual advocacy as a major goal of the Council. "Rather," he says, "we should act as a conduit—a liaison between state government and the individual, and between government agencies and Black organizations such as the National Business League. We'll make the Governor's job easier."

In addition to his full-time commitment to the Council, Belton is a practicing attorney. He views his legal work as a means to economic independence—"an important goal for all Blacks"—and a way to be of service to the public. This kind of independence will allow him to use his legal training and talents to help Blacks and poor people who might otherwise go without legal assistance.

Following his graduation from Washington University in St. Louis, Missouri in 1973, Belton's employment experience ranged from an assistant manager position at Cargill, where he developed the company's affirmative action program, to a stint as a waiter on Burlington Northern's Seattle run. As a

Continued on page 4

"Council" continued from page 1

second year student at the University of Michigan School of Law, he was awarded an internship with the Women's Rights Project at the Center for Law and Social Policy in Washington, D.C. But his most rewarding experience, he claims, was his work as an unskilled laborer at Continental Grain in Savage, Minnesota.

"There were no other Blacks in Savage," Belton explains. "I was it." His attempts to further integrate the facility—discussions with management, letters to EEOC and the Human Rights Department, and threats of a law suit—finally resulted in the hiring of one more Black, a cousin of Belton's. In spite of the sometimes strained working conditions, Belton feels that the experience gave him a greater tolerance for human differences and taught him humility. (He's not sure it had the same effect on his employers. When he requested a leave of absence to take the Minnesota Bar examination, his amazed supervisor asked: "You want me to grant you leave to go to a bar?")

Belton is pleased with the help and cooperation he has found within the Department of Administration, which he emphasizes with an anecdote:

"I was the new kid on the block, lost in the bureaucratic maze. When I tried to unlock the mysteries of ordering office supplies, Central Stores told me I needed special form. 'Well, then, send me the form,' I said." Benton laughs. "Then they told me I would have to order the form." A personal trip to Central Stores solved the problem; an understanding employee led the new kid on the block through the intricacies of ordering the form on which to order a form, and he got his supplies.

The State Council on Black Minnesotans is located at 504 Rice Street, St. Paul, MN, telephone 297-3708.

Hispanics threaten to sue school board

By Theresa Monsour
Staff Writer

Some St. Paul Hispanics vowed to sue the St. Paul School Board for discrimination after the board voted Tuesday to hire a non-Hispanic woman over two Hispanics for a \$29,171 administrative position in the district.

Superintendent George Young drew criticism from the leaders of city and state Hispanic organizations on Jan. 6 when he recommended to the board during that meeting that Joyce Biagini be hired over two Hispanics, Rebecca Garay Heelan and Alfredo Gonzalez, for a new position — administrative consultant in the district's Limited English Profi-

ciency Program.

The board was deadlocked during the Jan. 6 meeting, with Rosilyn Carroll, James Griffin and William Magnuson voting against Young's recommendation; Eleanor Weber, Catherine Piccolo and Robert Lowe voting for it. Board member Daniel Bostrom was absent. The tie killed the recommendation.

Young said he felt Biagini is the most qualified and recommended her again on Tuesday.

A motion by Carroll to table the issue was voted down.

Carroll and Magnuson voted against Young's recommendation; and Griffin, Weber, Piccolo, Lowe and Bostrom voted for it.

Chicanos protest hiring of white

By Eric Lindbom

The recent hiring of a white woman for an administrative position with the St. Paul school system may spur a lawsuit by local Chicanos who feel two Chicano candidates for the job were equally qualified.

The St. Paul school superintendent denies charges that Joyce Biagini was hired in violation of affirmative action guidelines, and he said he believes she was the most qualified applicant.

But two leaders in the Chicano com-

munity claim the St. Paul school board ignored affirmative action guidelines and proper promotions procedure when the board voted to hire Biagini.

Jose Trejos, executive director of the Spanish Speaking Affairs Council for Minnesota, and Jose Cruz, chairman of the University of Minnesota's Hispanic Advisory Committee, met last Thursday with 15 Chicano students and a handful of others at the University's Chicano Student Culture Center.

Trejos and Cruz urged their listeners

to take action by attending a meeting today at 7 p.m. at Our Lady of Guadalupe Church in St. Paul to discuss taking civil action against the school system.

Both men said the qualifications for the consultant position were shifted from an emphasis on bilingual education experience to English as a Second Language (ESL) credentials. That shift favored Biagini, they said.

Biagini has a master's degree in ESL and is working toward a doctorate in second language education.

"We believe that the school didn't want to hire Hispanics. They changed the job qualifications until they got the person they wanted," Trejos said last week.

But Dr. George P. Young, St. Paul Public Schools superintendent, said Friday the preference for ESL qualifications was added to open opportunities for more candidates. It was not intended to favor any particular applicant, he said.

"You can't win either way," Young said. "We received minority complaints to change the qualifications because they were too tight, and now there's more complaints from others that it wasn't fair."

Young said all St. Paul school employees are chosen on the basis of

Racial to 3

Racial from 1

their competence. Four openings in the schools were filled recently by Chicanos, including an assistant principal post that pays more than the consultant position, he said.

"Minorities may see me only as a white male talking, but I believe we have a fair system. Sixteen (people) applied and I'm sure all 16 thought they were qualified," Young said.

Cruz and Trejos feel that Alfredo Gonzalez and Rebeca Garay Heelan, the two Chicano finalists, were as qualified as the other finalist, Biagini, and that one of them should have been hired.

Both Gonzalez and Heelan have Minnesota teaching licenses and have experience teaching Indochinese students, the largest group of students working with the consultant.

Gonzalez has 19 credits beyond his master's degree in bilingual education and was chairman of the Chicano Studies Department at the University of Minnesota for several years. He also worked as an ESL instructor at the University of San Francisco.

Heelan has five years' experience in bilingual education and a master's in education with a concentration in bilingual education.

The St. Paul School Board last Tuesday voted 5-2 to accept a search committee recommendation, and Biagini was hired. But one of the dissenting board members was so disturbed by the decision that she may initiate or assist a suit against the St. Paul schools on behalf of Chicanos and an Indochinese applicant.

"I'm under the impression that the (hiring) decision wasn't an equitable one," Rosilyn Carroll, the disgruntled board member, said Sunday. "Some discrimination may have occurred."

Carroll said she doesn't object to Biagini's hiring, but to the hazy circumstances under which the screening committee made the recommendation.

"There were no criteria in choosing the candidates that we can figure out," Carroll said. She explained that some of the applicants who seemed to have equal skill and experience weren't chosen finalists, and that the successful applicant didn't win an initial approval vote by the screening committee.

Though applicants were told that working with Indochinese students would be a priority, Biagini had less experience in this area than the other two finalists. An Indochinese applicant with extensive bilingual experience and master's degrees from Cambridge University in England and a Madrid university didn't even make the finalist list, Carroll said.

Carroll made a motion at the board meeting to table the vote until the board could understand the criteria the screening committee used to choose Biagini, and check for possible affirmative action violations. But the motion was defeated and the final vote soon followed.

Some of the Chicano students who met with Trejos and Cruz Thursday said the St. Paul hiring illustrates the weakness of affirmative action programs.

Maria Velasco, one of about 60 Chicanos who attended the school board meeting and has already contacted Young to complain, said "affirmative action was ignored by the board," but added, "I'm appalled in this supposedly civilized society that legislation has to be passed to protect our rights."

Gilberto Meza, a member of the International Committee Against Racism (InCAR) urged students to telephone anyone with a Spanish surname and invite them to tonight's meeting.

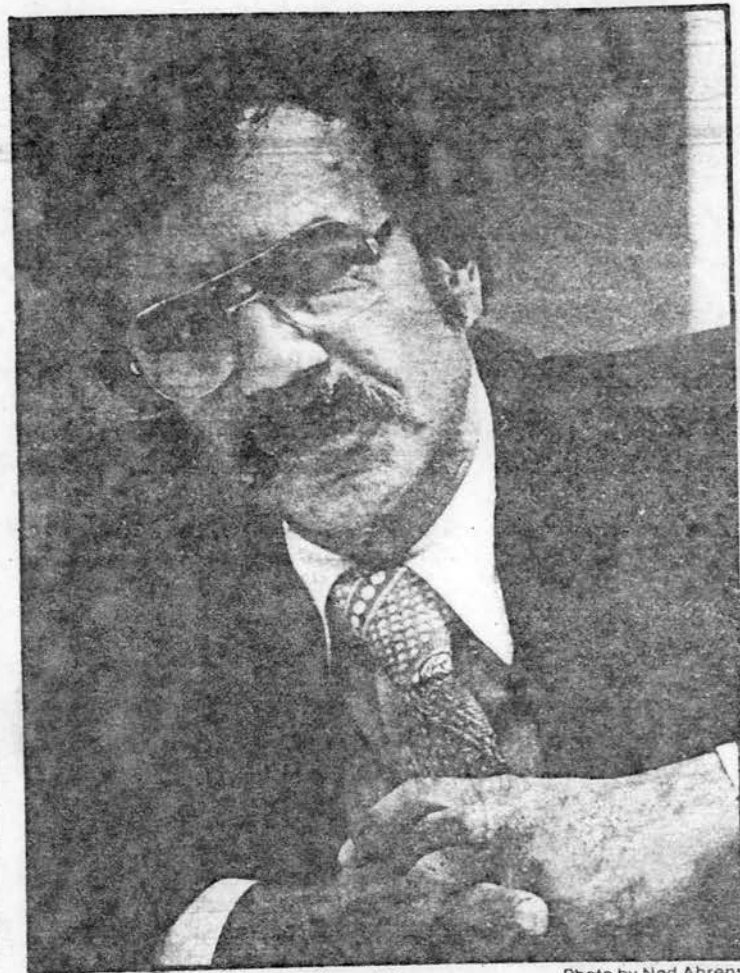


Photo/Jeff Wheeler

Jose Trejos, standing right, and Jose Cruz met with students last week and discussed a controversial hiring in St. Paul.

Minnesota Daily

1/27/81



Arthur Rivera

Photo by Ned Ahrens

Chicanos fear IRs may limit minority programs

By LYNNETTE McINTIRE

Chicano community leaders fear that the Independent-Republican (IR) sweep in November's election may mean fewer minority programs in the state.

Specifically, a bill to provide grants and scholarships for needy Hispanic students may never reach the state legislature unless a new sponsor is found. Last year's sponsor of the bill, Rep. William Kelly (DFL-East Grand Forks), was defeated in last month's election.

Members of the Minnesota Council of Spanish-Speaking Affairs are seeking a sponsor for the measure which would have provided \$750,000 for the 1978-79 school year. The bill died in a house appropriations subcommittee during the last session.

(The council is appointed by the governor to advise him and the legislature on Hispanic concerns. The council held its first meeting in July.)

Council member Jose Cortez expressed fear that under "conservative" IR leadership, special minority programs and affirmative action may "go out the window."

The council will be lobbying for continued legislative support of special academic minority programs in schools. Other priorities include increasing bilingual staff within staff agencies and bills to aid migrant workers.

Besides scholarships and grants, the council also will promote legislation to continue and expand supportive services for Chicano students, Arthur Rivera, council chairman, said. Currently, the only academic support unit in the state—the Juarez-Humphrey Chicano Latino Supportive Services Center—is at the University. The center provides tutoring, financial aid and peer counseling.

The council also supports increased funding of vocational and technical education.

Gov.-elect Al Quie can be expected to advocate academic programs for minorities, according to Vicki Reid, research assistant to Quie. Quie has a "long record in Congress" of supporting educational issues, she said.

The council also wants more bilingual professionals in the Minnesota Department of Human Rights, Rivera said.

"The Department of Human Rights has a basic responsibility to practice affirmative action. By not having any visible Chicano field investigators, non-clericals and professionals, they are not conforming with the Minnesota state Human Rights Act (Chap. 363)," Rivera said.

A spokeswoman for the Department of Human Rights denied Rivera's charge. According to public information officer Diane Johnson, six employees of the Department speak Spanish; three of those are of Chicano extraction, she said. Two of the bilingual employees

Minority from 5

are clerical, two are field investigators and one is a lawyer in the Attorney General's office, she said.

Legislation to protect the migrant worker also will be promoted by the council, Rivera said.

"Basic minimum wage and job guarantees are just nonexistent for the migrant worker," he said. For example, sugar beet pickers are not guaranteed minimum wage and some asparagus workers received no wages this summer. "Because of weather they had to sit for weeks receiving only room and board," Rivera said.

A contract bill for migrant workers will be a primary goal of the council this year, Rivera said. Currently, no written agreement is required between the farmer and the migrant worker.

Quie can change the score

Will Metro Council posts slip from DFL to I-R hands?

By GARY DAWSON
Staff Writer

Will Gov. Al Quie replace a number of DFLers on the Metropolitan Council with Independent-Republicans?

That must have been the question state legislators weighed Monday when they formally began offering the governor their advice on who should be appointed to fill eight expiring four-year terms, plus a vacancy in an unexpired term.

There now are only three Independent-Republicans versus 13 DFLers, plus the vacancy, for the 17-member council, which exercises planning and development powers over the seven-county Twin Cities metropolitan area.

QUIE HAS REPLACED former chairman, John Boland, a DFLer, with Charles Weaver, an Independent-Republican. Weaver, Anoka, was already on the council.

The governor, meeting Monday with legislators from three St. Paul and Minneapolis-area districts, said he wants to bring more political balance to the council and see that council members consult with local governments in their area.

Quie praised Boland for his ability to work with local governments during his term as chairman and said council members could well follow Boland's example.

FOR THE PAST SIX YEARS, legislators have had DFL governors making council appointments. The November election changed that.

With DFL incumbent John Costello of St. Paul not seeking reappointment, his seat might be the next to be awarded to an Independent-Republican. Costello represents District 1, the area west of downtown St. Paul and south of Interstate 94.

I-R legislators Sen. Ron Sietoff and Rep. John Drew said they would like Martin Kellogg, vice

president and treasurer of Tennant Co., Minneapolis, to get the appointment. He lives in St. Paul. One DFLer, Rep. Ray Faricy, also praised Kellogg, an Independent-Republican.

OTHER ST. PAUL DFL legislators supported Elizabeth Ann Buckley, Deputy State Corrections Commissioner, who soon will be leaving that post. There also was DFL support for Frank Guzman, Migrants in Action executive director.

Later in the day, East Side and West Side legislators were asked their views on the seat held by DFLer Charles Rafferty, retired Hamm Brewing Co. employee and former St. Paul AFL-CIO labor leader.

DFLers, who hold all but one legislative seat in Council District 3, said they would like Rafferty reappointed.

BUT, IF QUIE REFUSED to do so, they suggested Bernard Edmonds, director of Ramsey County Department of Parks and Open Space. Edmonds has expressed no political affiliation, according to Quie's staff. The DFL legislators do not consider him a DFLer, they told Quie.

Ranked third by the District 3 legislators was Leland Anderson, Bethesda Lutheran Medical Center assistant administrator, who is considered an Independent-Republican.

Rep. Robert Pavlak, the only I-R legislator in the district, said former State Rep. Robert Ferderer Jr., an Independent-Republican, ought to be considered as well.

IN DISTRICT 5, including a portion of Minneapolis, Golden Valley and Robbinsdale, there appeared to be unanimous support for the reappointment of George Dahlvang, Minneapolis, legislative lobbyist for the Teamsters Union.

Quie, by law, must consult with the legislators. He wants to begin interviewing candidates next week and make the appointments after that.

Pirates treasure well-known names

Cartier and others have Mexican lilt

By MARJORIE MILLER
Associated Press

MEXICO CITY—Chemise La-Coste sport shirts, Cartier jewelry, Christofle silver. Their fancy lines fill stores in Mexico City's high-class hotels and shops. But they are fakes, and the original French companies have long-standing lawsuits against the Mexican copies.

The stylish Gucci leather stores carry Mexican-made goods fashioned after the Italian originals. A salesman in their ritzy Pink Zone store said customers are told the shoes and handbags are not originals—if they ask.

"Most people realize they are copies because the prices are cheaper than Gucci in Italy. And it says 'Made in Mexico' on the shoes," he said.

One British customer who walked out of a Gucci store was asked if she realized she had bought a copy.

"Yes," she replied, "but last year when I bought something here I didn't. I understand now they are made in Mexico."

Told that it was a different company entirely, she said, "But it has the same trademark stamped right here in the middle of the belt. How can they do that?"

The Mexican companies can continue to make and sell such items until a court decides there is a patent or trademark infringement.

"In Germany, and I think in France and the United States, the law permits fabrication of a product to be suspended until a decision is made about the patent or trademark. Here that is not the case," said Bojorn Vadillo, the attorney representing the French company La Chemise LaCoste.

The Mexican company Chemise LaCoste "is using the trademark



Star Illustration by Kent MacIntosh

or energetically enough," he contended.

Chemise LaCoste of France is fighting to protect its two princi-

pal trademarks.

Vadillo said the Mexican company asked for use of the LaCoste trademarks in 1976 and was de-

He said LaCoste registered its trademarks in Mexico under the legal category of "clothing" in the government's Office of Patents and

registering them under the legal categories "publicity services" and "prints and publications," which

November 7, 1979

University of Minnesota warned on student vote

By the Associated Press

The federal government has ordered the University of Minnesota to remedy shortcomings in its student election process.

Failure to comply with the order could cost the university more than \$50 million annually in federal money processed through the Health, Education and Welfare Department.

The order by the department's civil rights office came in a letter to the university dated Oct. 24.

The HEW office said the university violated civil rights laws in a case involving Chicano stu-

dents' claims of discrimination in 1977 student elections.

In those elections, the Chicano Liberation Front slated Ray Roybal for president and 12 other Chicano students for other offices. Because the university "failed to provide unambiguous rules and procedures," Roybal was denied a possibly valuable endorsement from a student organization, the HEW office said.

University President C. Peter Magrath said he has referred the letter to university attorneys and the university's director of equal opportunity.

Minnesota Daily 11/9/79

Asparagus harvesting no snap

By Samuel Dillon

The 800 asparagus harvesters recruited by Owatonna Canning Company (OCC) each year make up only about 10 percent of Minnesota's migrant work force. Yet both major farmworker lawsuits brought against state employers in the last five years were filed by OCC employees.

Two factors suggest this is more than coincidence: Asparagus snapping perhaps is the most difficult of all migrant tasks in Minnesota. And unlike other migrants to Minnesota, virtually all asparagus snappers work for a single corporate employer: Owatonna Canning Company.

Asparagus is a very delicate plant. Far touchier than other crops, it must be harvested immediately after shoots reach a length of 16 inches in late spring—and not before. As a result, migrants often wait for days without pay while edgy crew leaders watch the fields. Then, when the first stalks ripen, snappers are urged to work at a frantic pace, regardless of weather conditions.

Asparagus snappers "must be out when the asparagus is ready, rain or shine," according to Jose Trejo, executive director of the State Council on Spanish Speaking Affairs and an expert on migrant work conditions.

"The pace when they are out in



Photo/Cindy Karp

Jose Trejo

the fields is quite rapid—yet they have a lot of waiting time on their hands because the crop may not be ready," Trejo said in an interview last week. "Then, when it is ready, it's 'you better get out there and stay out there,'" he added, adopting for a moment the tone of a foreman.

The issue of waiting time—the aggravating period spent by migrants in camps upon arrival from Texas before harvesting begins—has never been raised on a legal basis with OCC, according to Trejo. "In some construction unions, em-

ployees get a certain amount of money if they show up for work and it rains, for the inconvenience of going to the job site," Trejo said. "So the same thing with migrants. They come all the way up here, and wait in the camp for the convenience of the company. Yet they get nothing," he added.

There are not enough local workers to harvest the asparagus, according to Wayne Olmstad, OCC vice president in charge of migrant recruiting.

"Naturally, there are not local people available. Also, local people I've met would not, are not—migrant people are professionals at this. They've been doing it all their lives," Olmstad added in a recent interview.

OCC is a privately held corporation, with annual revenues of \$16 million. Established in 1921, the company runs a vegetable processing facility in Owatonna and owns asparagus fields in Dodge and Steele Counties.

Most of the more than 7,000 Mexican-American workers who come to Minnesota each summer work for individual sugar beet farmers in west central Minnesota. Another large group works indoors, in poultry processing plants or vegetable canneries like Green Giant's facility in LeSueur.

Cartier and others have Mexican lilt

By MARJORIE MILLER
Associated Press

MEXICO CITY—Chemise LaCoste sport shirts, Cartier jewelry, Christofle silver. Their fancy lines fill stores in Mexico City's high-class hotels and shops. But they are fakes, and the original French companies have long-standing lawsuits against the Mexican copies.

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The Mexican company Chemise LaCoste "is using the trademark without permission of the owner and it is a crime. The law prohibits and punishes this, but not strongly



Star Illustration by Kent MacIntosh

or energetically enough," he contended.

Chemise LaCoste of France is fighting to protect its two principal trademarks—the name LaCoste and a little green crocodile that appears on all LaCoste clothing, bags

and advertising.

Vadillo said the Mexican company asked for use of the LaCoste trademarks in 1976 and was denied them because the French company planned to enter the Mexican market.

He said LaCoste registered its trademarks in Mexico under the legal category of "clothing" in the government's Office of Patents and Trademarks.

Vadillo said the Mexican company used the trademarks anyway,

registering them under the legal categories "publicity services" and "prints and publications," which

Copies

Turn to Page 3C

lets crew vote for own raises

By BILL CURRY
Los Angeles Times

SEATTLE—Ray Wikes' campaign platform was simple: "I am a hard worker." Tony Hays said he felt good about the job he was doing, and hoped that the voters would agree. And Pat Rabine pointed to her "orderly, productive, efficient" record.

Not unusual for campaign rhetoric, but neither Wikes, Hays nor Rabine was running for elective office. Instead, each was presenting himself to a constituency that would vote in a most unusual election. All three wanted pay raises, and it was up to their co-workers.

That's the way the system works at Romac Industries in Seattle. Production line employees at the pipe-fitting manufacturer don't go to the boss for a raise; they go to each other.

And they don't always get it.

The elections are the cornerstone of an innovative attempt to increase output at a time of growing concern over declining national productivity. While many business people and industrialists plead for tax breaks and other federal help to raise productivity, Romac President Manfred McNeil dreams up his own ways.

"What we're attempting to do," McNeil said, "is show employees the logic of productivity. It is in their interest."

Hays, a welder who has a 77-cent-an-hour increase to \$5.57 awaiting a worker vote, says, "The whole key to this thing is, if I produce, they can sell. That makes more money for the company—and I can expect the raise I'm asking for."

"The more we do for the company," added Wikes, moments before his 66-cent raise to \$7.01 an hour was approved 19 to 1, "the more they're going to do for us. We're having some of our best months right now." And when Wikes says we, he means the com-

U.S. to build 6½-mile wall to keep out Mexicans

Dallas Times Herald
EL PASO, Tex. — The U.S. Immigration and Naturalization Service plans to begin work soon on a 6½-mile, 12-foot-tall steel barrier to separate this city from Juarez, Mexico.

The barrier, already dubbed the "Tortilla Curtain" by critics on both sides of the border, is defended by the immigration service as a valuable tool for curbing illegal entry into the United States by Mexican nationals. It will run between congested areas of both cities, where the immigration service says it has difficulty catching suspected illegal aliens.

THE SERVICE is scheduled for completion within six months at a cost of about \$1.4 million to the immigration service. This barrier and a similar one scheduled to be built in the San Diego area would be the first of their kind on any U.S. border.

A concrete foundation will support a 5-foot-high wall of steel that cannot be cut. A small, extra-tall mesh chain fence will be attached to the steel. The mesh will lean toward the Mexican side and is designed to wobble and shake to make climbing more difficult.

U.S. officials are taking the position that the barrier will be an immigration control improvement in border-control techniques.

The Mexicans and some Americans are taking a dimmer view. Gaston de Bayona, director of international relations for Juarez, said, "This fence will be very much like the fence that exists between East and West Berlin—a symbol of something between two countries."

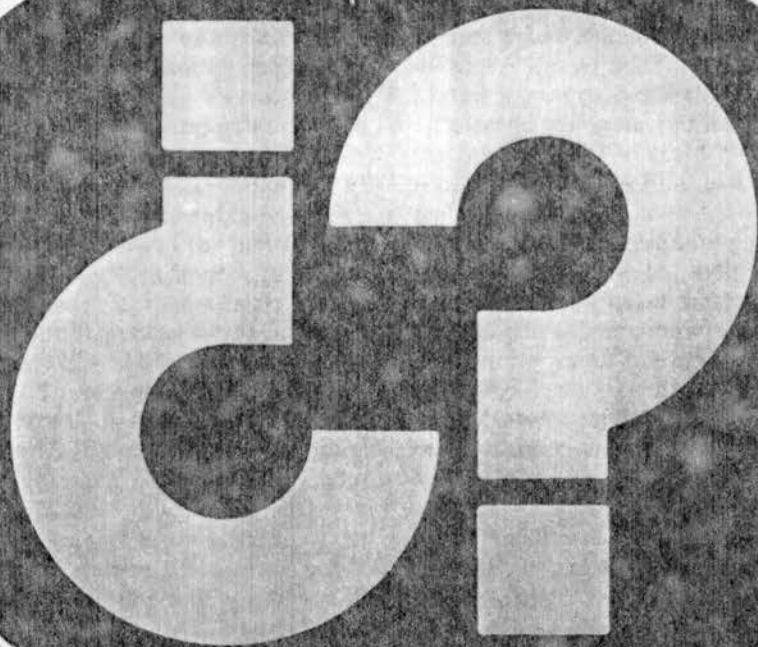
It's foreboding, De Bayona called relations between the two cities "the best ever." But he predicted that the fence would serve as a constant psychological reminder of Mexico's relative poverty and lesser power.

De Bayona's gloomy view is shared by some observers on the U.S. side. Alfonso Valarde, south-west regional director of the U.S. Catholic Conference and chief of its refugee services along the border, said, "I call it the Tortilla Curtain, and I hate to see it going up."

"It upsets me because I don't see it as good public relations or good fence between two nations. Whenever you have people hungry and poor and needing to feed their families, they are going to get through. In my opinion, this will simply strengthen and enlarge the system of professional smugglers, who will now be able to demand more money for taking people across."

For Irene Bethke

GETTING ON THE SET



One out of 20 Americans is Latino. "Now how will the industry ignore all these people? They spend money and watch TV and movies like everyone else."

used to develop writers, not exclude them."

In his search for name writers, Jaffe found two others willing to sign on, Jeanne Wakatsuki Houston and James Houston. Neither is of Latino background—though their script for Emmy-winner *Farewell to Manzanar*, the story of a Japanese-American internment camp, at least speaks well for Jaffe's attempt to produce fine-quality drama. As for the scarcity of talented Latino writers, a quick search around Hollywood turns up a half-dozen or more with pages of TV and film credits, plus several with Emmys.

And that is another reason to believe that a change is coming: past achievements and planned projects. Moctesuma Esparza is one such writer with impressive credentials. His 1974 documentary *Cinco Vidas* received best-film and best-writer Emmys. Another is Frank del Olmo, whose script helped producer José Luis Ruiz win the Bronze Medal at the 1975 Virgin Island Film Festival for *The Unwanted*, a searing documentary on illegal aliens. Then there's Alex Nogales, a writer for Gil Avila's film *Carrasco*, a feature in the works about a Chicano narcotics agent who helps bust a dope ring in Mexico. Finally there are veteran network writers like Bill Lansford (a Chicano) who's scripted so many shows he's lost count. Most recently he's been writing for *Starsky and Hutch*.

The widespread Hollywood notion that Latino creative talent is scarce comes as no surprise to longtime actor Alfonso Tafoya (whose credits include *Columbo*, *Medical Center*, *Toma* and Emmy-winner *Ricardo Flores Magón*). "What the industry says about writers, it's been saying for years about actors," Tafoya explains. "But what's worse is how insensitive the big studios are about our culture and our people." For starters, a Spanish surname can lead to exclusion, especially if the job is more than a one-line "bone" part. Henry Darrow, before he starred with Linda Cristal in *High Chaparral*, used to be Henry Delgado, so the story goes. "The casting director," Tafoya says, "turned Delgado away. But when he returned with his name changed, he was hired."

Then there is the rage of being asked to help further stereotypes. Years ago, Tafoya remembers, he was watching a young Latina make herself up for a bit part: "I thought she looked beautiful. But the producer saw her and made her wash everything off, messed up her hair, painted her lips big, then said, 'Now you look like a Mexican.' That's when the light went on for me. I did a mad-dog act to convince the producer to leave the woman alone." For Luis Garza the "light went on" in 1967 when he was about to play a riding scene: "They threw dust over me, tore a hole in my straw hat, put me on a burro and told me to ride. I told them to shove the part and walked off the set."

In the late Sixties Garza and other young Latino actors and filmmakers turned activist and pushed for a change in studio attitudes. The result, at least on television, was programs like Garza's own *Reflecciones* (KABC-Los Angeles) and Jesús Treviño's *Acción Chicana* on Public Broadcasting Station KCET of L.A. Both shows were barrio-oriented and often bilingual, and offered air-time experience for many newcomers. Such shows were only shown locally. One national show was also developed though—*Realidades*, the three-year-old series that examines and celebrates Latino life. The other bright spot today in bicultural programming is the three-year-old Latino Consortium, which allows PBS stations throughout the country to exchange programs. Filmmaker José Luis Ruiz says the scheme costs little and is often the only consistent source of Latino programming in areas with large Spanish speaking populations.

Ruiz is also enthusiastic about the potential impact of population numbers. He likes to point out that Albuquerque's KBAQ began the nation's first all-Spanish radio broadcast in 1949. Today more than 500 radio and more than 70 TV stations broadcast partially or totally in Spanish, with a growing number switching to bilingual formats. Like Ruiz, Luis Garza believes that the industry's cold-shoulder attitude will change once the decision-makers see they can "make a buck" on the Latino scene. "They're businessmen first," he says, "and right now maybe demographics are our best hope." In California alone, Latinos are one-fifth of the population. Nationwide one of every 20 Americans is Latino. "Now how will the industry ignore all these people," Garza asks. "They spend money and watch TV and movies like everyone else."

One activist weapon that continues to help move the industry along is "plain hard talking," as Alfonso Tafoya puts it. Recently, hours of affirmative action discussions with major advertisers resulted in the hiring of some 90 Latinos for on- and off-camera work in commercials. According to Tafoya, such firms as Mattel, IBM, Kelloggs, General Foods, Dole, Schlitz, Ford and Folger's Coffee are meeting the commitment, with Chrysler and Ricardo Montalban's pitch for Cordobas leading the group.

Affirmative action or not, it remains important to play it like a pro. Rafael López, who was a child actor in the 50s, decided eight years ago that the only way to avoid being typecast as an Indian, a *campesino* or a background Latino in a coffee commercial was to produce his own film. He set about schooling himself in every aspect of "the game" from promotion and finances to directing and scriptwriting. At 31, he now has the script for his film *The Neighborhood* going the rounds for studio backing. "I don't think they can say

no." López says, admitting his piece is a gang-war thriller, the kind studios usually prefer. "Let's face it. This is a money-oriented, white medium. I have to go commercial. Once I'm bankable, then I'll make the message films I have in my head."

If the film goes, López's casting director will be Bobby Morones, a five-year TV veteran who is now with Norman Lear and who also believes that professionalism has to be the first priority. A kid out of the East L.A. barrio ("busted, in the Army, night school, the whole trip"), Morones, 33, often tells young Chicanos not to challenge the system, but to challenge themselves. "Application is more important than opinion," he says. "The industry doesn't volunteer change. People perfecting their work bring change. The new faces must be persistent, even aggressive."

Morones points to the breakthroughs Blacks have made in recent years. He also touches on a sensitive topic among some Chicano actors: competition from Puerto Ricans. "Time and again I've seen Puerto Ricans walk off with Chicano parts," he explains. "But it's because they know how to sell themselves. Sure, it's sad. Turn on the tube any night and you won't see more than two or three Chicano faces."

Of course, the real problem is that there are not yet enough parts being given to Latinos *punto*. Thus, if and when *The Barrio* premieres on NBC, the appearance of several dozen talented Latinos in one show may surprise viewers—and could help to break open the industry. At the same time a host of other projects by Latin filmmakers are in the works:

—*La Bodega*, an Anthony Quinn production, the story of a market owner in Spanish Harlem.

—*Only Once in a Lifetime*, a Mictesuma Esparza film about a middle-aged Chicano painter.

—*Bless Me, Ultima*, by José Luis Ruiz, a six-hour PBS series based on the novel of the same title by New Mexican Rudolfo Anaya. *Ultima*, a *curandera*, is the central character.

—*Carrasco*, a Gil Avila film about the adventures of a Chicano narc in Mexico.

Ironically, two of these producers have sought studio help in Mexico City, not Hollywood or New York. Esparza has contracted the assistance of Alfonso Arrau, whose 1969 *Aguila Descalza* became the highest-grossing film in Mexican cinema history. And Avila says he will co-produce *Carrasco* with Ramiro Meléndez, maker of Mexico's current top hit *Tigre*.

"It's a natural combination for Mexicans who want to expand into new territory," Avila explains. "They want to relate to someone in the States, so they hook up with the Latinos here." One film already "in the can" and due for release in the next few months is *Children of Sánchez*, based on the controversial Oscar Lewis book. It stars Anthony Quinn, was filmed in Mexico by Conacine, the country's largest film production company, and has a largely Mexican cast. These are encouraging signs. Maybe not all the other planned movie and TV activity will come off. But for sure, Latinos are ready to add their sensibilities to the celluloid reflection of America. And those of us who consume Hollywood's shimmering images can only hope that at last the *Girl of the Río* has disappeared without any lingering after-image. □

GUITARIST EXTRAORDINARIO



At age 3, Angel Romero's affinity for the guitar was clearly evident. At six, he debuted as a professional artist in the company of the esteemed Romero family of guitarists.

In 1964 at age 18, he made his formal American solo debut in the Hollywood Bowl playing the U.S. premiere performance of Rodrigo's *Concierto de Aranjuez*. "Angel inspired unreserved admiration for his disciplined, incisive rhythm, his authority, surety and taste and the manner in which he projected fragile tones in one of the world's largest amphitheatres." L.A. Times.

His New York solo debut in 1973 was again with the *Aranjuez*. "A dashing interpretation with Romero winning the audience completely, as much with his personal charm as with his deft and masterly playing." N.Y. Times.



S 37440



With the Quartet he is "a star among virtuosos." N.Y. Times. As a soloist, in concert and on record, Angel Romero is guitarist *extraordinario*. His *Concierto de Aranjuez* is at last recorded. *Fantasia para un gentil-hombre* is handsomely partnered. Both are played with the inimitable Romero authority and skill. Friend and colleague André Previn is the eloquent collaborator for both orchestral pieces.

On two solo recital LPs, another facet of Romero's immense virtuosity is displayed.

S 36093



S 36094



* Tape available

Gabriel Melgar: Less Play Time in Prime Time



By Jaime Baldovinos

Gabriel Melgar, de 12 años de edad, es la nueva estrella Latina de la serie Chico and the Man. Desde los tres años 'Gabrielito,' quien nació en Tijuana, México, de una familia de artistas, toca varios instrumentos musicales. A los 4 años y medio grabó su primer disco.

El personaje de Raúl, el niño mexicano que Ed, el viejo cascarrias encuentra en el baúl de su auto después de un viaje a México, no es un sustituto de Chico, papel que llevó a Freddie Prinze a la fama y a un triste final. Antes de la desaparición de Prinze los productores del programa ya habían decidido introducir el nuevo personaje. Criado en el barrio Latino del Este de Los Angeles, Gabriel extraña a sus amigos de antes, pero según él su carrera en la televisión es, hasta ahora, "excitante" y "divertida".

Gabriel Melgar, who is twelve, was understandably skeptical. He remembers that three people "came up to me in the street while I was playing and started asking a bunch of questions like, "Would you like to be in *Chico and the Man*?" and things like that. But I didn't believe them,

so I told them I was going to lunch and I left. They waited a whole hour until I came back and we talked again. Then I gave them my phone number, my address and so on." Gabriel had decided they just might be for real. They were. When the new season of *Chico* started, there was Gabriel Melgar, the show's new star from the streets of East L.A.

Gabriel is playing a young Mexican whom Ed Brown and "the garbage man"—played by Jack Albertson and Scatman Crothers respectively—find sound asleep in the trunk of their car after a fishing trip to Tijuana. They decide to let him stay on at Ed's garage. Ed starts calling him Chico, and the youngster protests that his name is Raúl. "By me," replies Ed, "all you Mexican kids are named Chico." Sounds like the same old Ed and the same old show. But, of course, it's not the same.

When Freddie Prinze committed suicide, there were those who thought that would be or should be the end of the series. But the program was at the top of the TV ratings, and for better or worse it was then the only network show with a Latino star. Creator-producer James Komack knew that Freddie couldn't really be replaced; so he

didn't try. Instead, he sent Chico on a trip to Ensenada, and introduced Raúl at the same time. Komack says he had intended to introduce this character a long time ago.

Komack also apparently decided to avoid repeating the earlier hassle about hiring New Yorker Prinze to play an East L.A. Chicanito. Gabriel was plucked right out of East Los—though not quite at random. It seems that Gabriel was an entertainer from the moment he said "mama" for the first time. One of eight children, he was born in Tijuana on a Thanksgiving Day and got his green card when he was 15 days old so his parents could bring him back to Wilmington, Calif., where his father had his own band, "The Melgar Brothers."

Coming from a family of musicians, Gabriel quickly learned to sing and to play the marimba, organ, and drums. By the age of 3 he was already performing along with his brothers on Olvera Street, a green patch of oxygen not far from the barrios of Los Angeles. "It's like a big park," he explains, "como una plaza muy grande, you know. On Sundays the people go to church and then they come to Ol-

Jaime Baldovinos is a world-traveling freelance journalist based in California.

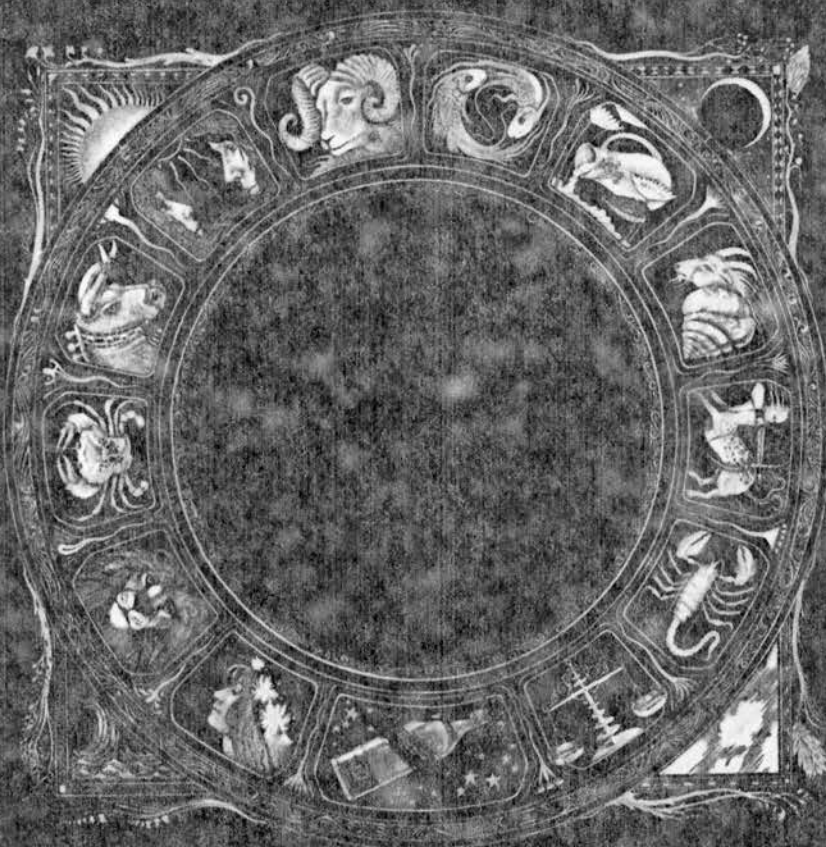
vera Street to walk around. Me and my brothers used to entertain our people there."

At four and a half, he made a record called *Gabrielito* on his family's record label, "Melgar Mex." There is no doubt he has something. When you see his open smile and the twinkle in his eyes, you can feel he's got *ese sabor especial, esa sangre caliente del latino*. And Kormack's talent scout, Joyce Selznick, heard about him through a colleague and then found him last year on the street.

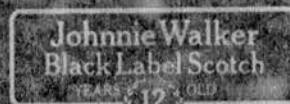
The morning after Selznick talked to him, Gabriel went to NBC for his first interview. "I still didn't believe them," he recalls with a serious look on his young face, "But my mom and my brothers talked me into going. Actually we argued all night long: 'You must go,' they said. 'No, I ain't,' said I, because I had wasted time before in interviews for commercials. 'Yes, you are,' they said. So finally I went but I was mad. When I got to the NBC studios I had to wait for a while. Then I went into James Kormack's office and he asked me a lot of questions about my family and myself. After that, he gave me a script and told me to memorize it." And that was it. With hardly any previous acting experience, Gabriel had beaten out several veteran young performers for the part.

He describes acting as a "game I play," where everything's "fun" and "exciting." On Mondays, Tuesdays and Wednesdays Gabriel must rehearse for eight hours. On Thursdays he has onstage camera-blocking. On Fridays he tapes two full performances of the show. In addition to that, he's given regular school classes by a private tutor. His "game" is beginning to turn into a full-time job. And while life at home remains virtually unchanged, he is puzzled by the attitude taken by some of his friends and former schoolmates. "We used to make plans for the future, you know, *pero ahora algunos de mis amigos ni siquiera me hablan*. I used to have this friend and we messed around and played all the time, but he's changed—*no entiendo por qué*." For a split second a glimpse of sadness shades his dark brown eyes. And then it is time to go back to work. □

NUESTRO OCTOBER 1977



Your horoscope indicates that your hard work
is about to be richly rewarded.



12 YEAR OLD BLENDED SCOTCH WHISKY. 86.8 PROOF BOTTLED IN SCOTLAND. IMPORTED BY SOMERSET IMPORTERS, LTD., N.Y.

By Ricardo Chavira

Erik Estrada es co-estrella de la nueva serie CHiPs, donde hace el papel de un joven patrullero de caminos en California.

El actor puertorriqueño tiene 24 años de edad y comenzó su carrera en Nueva York. Ha aparecido en varias películas y programas de televisión. Su determinación y confianza en sí mismo lo han llevado rápidamente a desempeñar importantes papeles dramáticos.

Para el personaje de "Ponch" Poncherello, el simpático patrullero de CHiPs, Erik tuvo que aprender a manejar una motocicleta, "al principio fue difícil, pero ahora no es nada". Después de todo, en un tiempo atrás Erik Estrada quería ser policía—de verdad.

Some would call it pigheadedness or stubbornness. Others would say it was good old American stick-to-it-iveness. For Erik Estrada it was simply a matter of supreme confidence. Here he is a young, struggling actor in New York, and he hears that a big Hollywood casting director is in town looking for a Latino to play opposite George C. Scott in the film, *The New Centurions*. Convinced he is right for the part, Estrada tries out. The director decides Estrada is too young and heads back to Hollywood. For some reason this makes Estrada surer than ever that he will get the role. So he follows the director to Hollywood and, of course, he does get it.

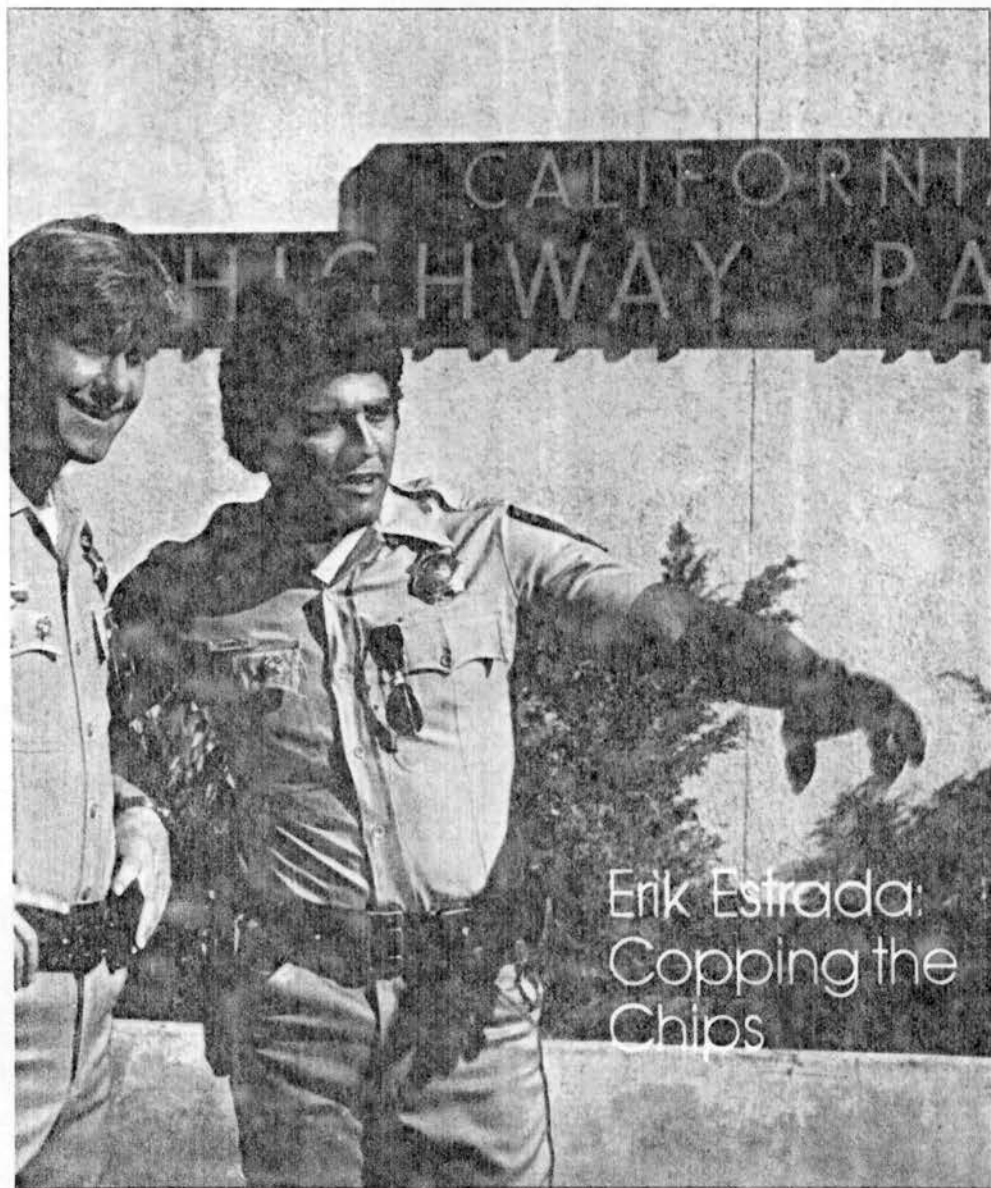
The story continues. Guest shots follow on the TV series circuit (*Hawaii Five-O*, *Kojak*, *The Six*

Million Dollar Man, *Police Woman*, *Medical Center*). And suddenly, at 24, the young Puerto Rican actor has a good little track record just as MGM is looking for a Latino as one of two leads in a new series about the California Highway Patrol. Naturally—at least it is natural in stories like these—they come together, and this fall Erik Estrada is starring in a prime time series.

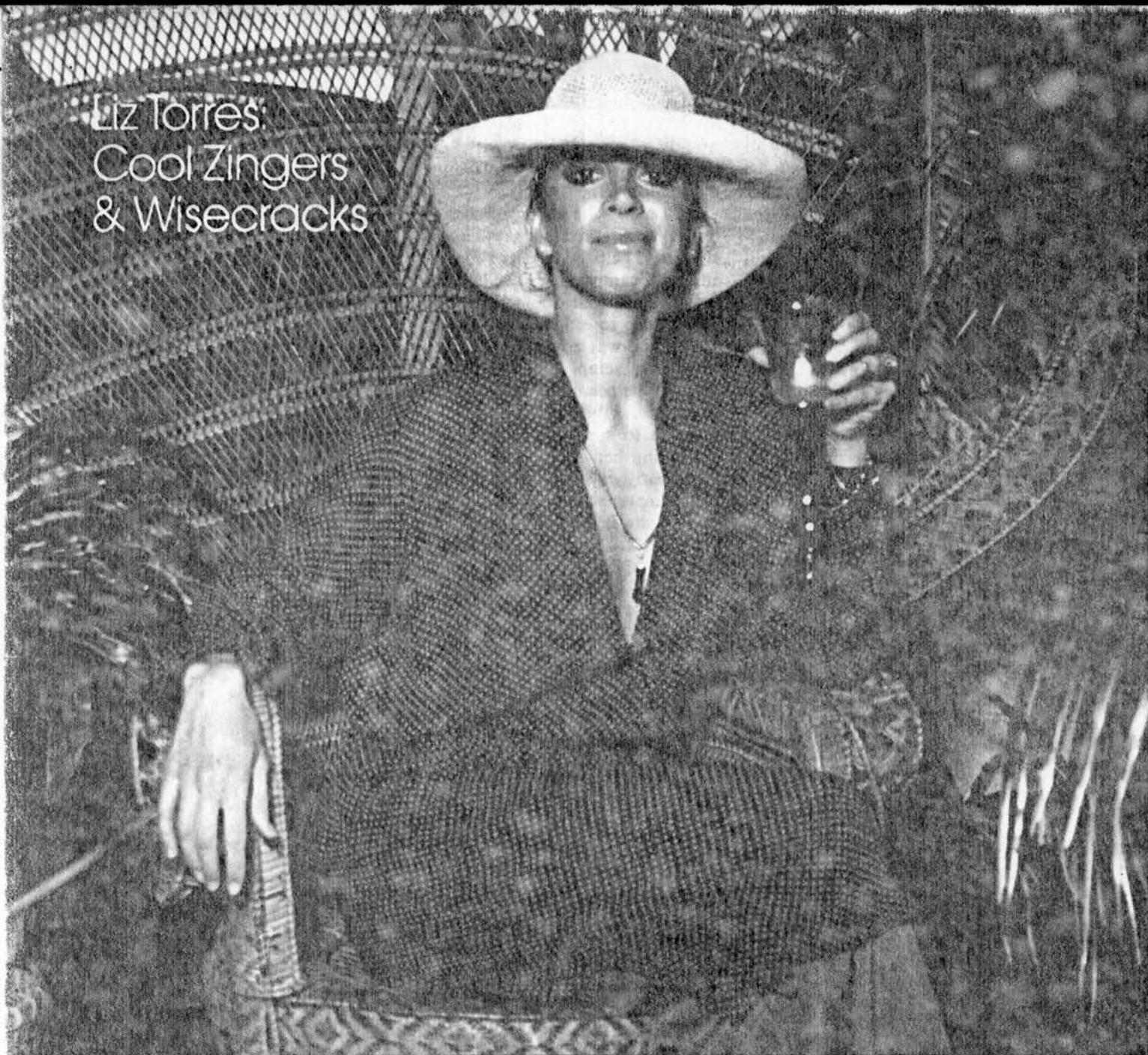
The show is NBC's CHiPs (get it, California Highway Patrol), and Estrada is Francis "Ponch" Poncherello, a motorcycle cop. The show is a departure from other police series. There is no violence, not even fight scenes or drawn guns. Instead, each hour is about Estrada and his partner, Larry Wilcox, and the people they encounter and help on California's freeways and highways. Estrada is playing Ponch as a joking, easy-going type. The show is even humorous at times. For example, in one scene, the two pull over none other than Mr. Highway Patrol himself, Broderick Crawford. Officer Estrada recognizes the speeding former star. He is ecstatic over the discovery of his childhood TV hero, and convinces Crawford to repeat some of his better-known lines. Crawford obliges with a gravel-voiced "10-4."

Estrada himself actually grew up in Spanish Harlem. He changed his name from Enrique to Erik when he had trouble getting parts. While he had played a cop before, getting prepared for CHiPs presented him with at least one new problem: he did not know how to ride a motorcycle. "At first riding the bike was tough, because I felt uncomfortable using the clutch. But now I've had a lot of experience, and it's a piece of cake," he says. To get a good feel for the part, Estrada, who at one time wanted to be a policeman, spent several weeks with highway patrol officers cruising freeways. "What impressed me most," he says of the experience, "was their poise under pressure."

Given the high mortality rate of new television shows, especially those on the highway (*Movin' On*, *Here Comes Bronson*) Estrada's *estrella* may burn bright, but briefly. But you get the feeling he won't be bothered by a mere show cancellation. He will simply get the network to create a new series for him. □



Liz Torres: Cool Zingers & Wisecracks



JAMIE BALDWIN



JAMIE BALDWIN

Liz Torres comenzó su carrera artística como bailarina y cantante en clubes nocturnos, donde ha actuado con estrellas tales como Liza Minnelli y Tony Bennett. Más tarde trasladó su sentido del humor, ya popular tras bastidores, al escenario, escribiendo su propio material cómico.

Trabajó regularmente en la serie *Phyllis* y ahora es parte de la familia en la popular comedia *All in the Family*, donde hace el papel de una estudiante puertorriqueña que alquila una habitación en la casa de Archie Bunker. El personaje sirve de contrapunto a la intolerancia racial de Archie.

Liz, puertorriqueña nacida en Nueva York, es "Latina de pies a

cabeza", y a pesar de sus triunfos se mantiene muy apegada a su gente y participa activamente en pro de las causas justas de cualquier minoría.

You see, there's this Puerto Rican girl who is studying to be an X-ray technician, and she answers an ad on the hospital bulletin board offering a room for rent. Well, this room turns out to have belonged to none other than Archie Bunker's daughter. So when Archie gets home one night, he finds himself with a Puerto Rican in the house. Sort of a live-in butt for his slurs.

Of course, Archie ends up lov-

ing this sweet girl who supposedly doesn't know anything about life, and he treats her as a second daughter. Which still means he yells at her a lot. But she gets in her share of zingers, too. Of course, the tart delivery and wit are no surprise, for Archie Bunker's Puerto Rican boarder is played by comedienne Liz Torres.

"I am very satisfied with my character," says Liz. "I identify completely with her as with anyone who had it bad and tries to make herself or himself a better life."

Liz has not had to face any raw discrimination personally, but she saw it sting her mother, making it more painful for Liz. "I remember looking at apartments and asking for vacancies. I had to ask myself, because my mother does not speak English. They would say 'oh yes, we have this lovely two-bedroom apartment.' But as soon as my mother opened her mouth they would turn around and say 'I'm sorry, that apartment was rented this morning and I didn't realize it.' I still feel resentment against the ignorance that causes that kind of thing."

Latina de pies a cabeza, she graduated from Charles Evans Hughes High School in Manhattan, and went on to win a full scholarship to the New York University School of Drama. That held her interest for only a year, and then Liz set off to tour the Bahamas, Palm Beach and more than a few out-of-the-way watering spots as lead dancer in a show called *Satans and Sinners*. There was plenty to laugh about during the time on the road—at least to Liz—and others encouraged her to put her backstage humor onstage. Returning to New York, she developed and polished a comedy act at The Improvisation nightclub, and major bookings quickly followed.

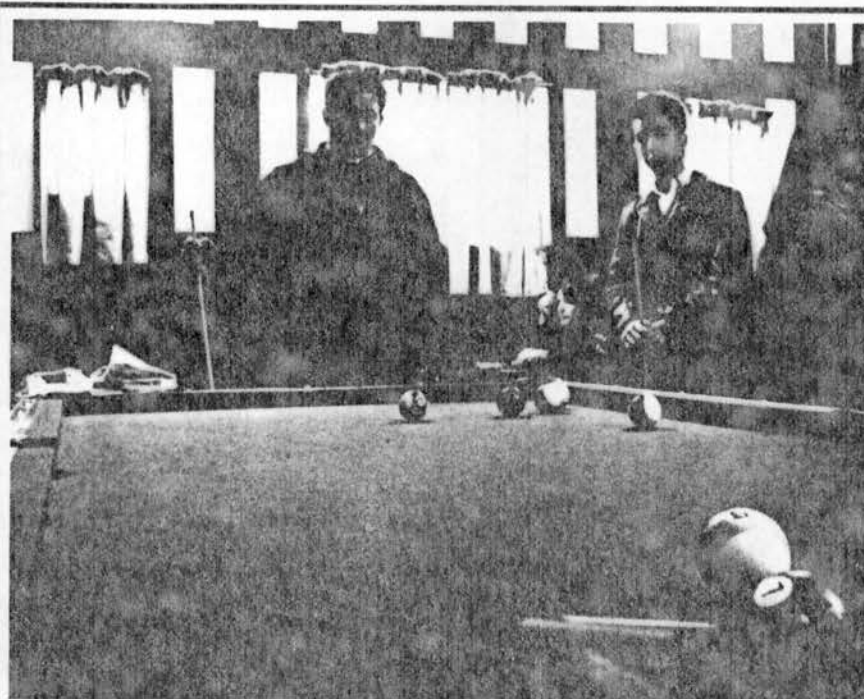
She was soon the "opening act" for such performers as Liza Minnelli, Helen Reddy and Tony Bennett. A few years ago, she began mixing TV appearances into her career, doing guest shots, celebrity quiz shows and the first year of *Phyllis* as a regular. Last year she joined the cast of *All in the Family*. And she expects to make more appearances on the show this season. Many in the business figure Liz is

on the threshold of making her mark as a major comic. Torres would obviously like that, but she is not willing to just play safe until that happens.

Recently she and a number of others were asked by gay activist lawyers to help fight Anita Bryant's anti-gay campaign. The lawyers thought they needed somebody who wasn't gay to stand up for their rights. She was advised by friends and fellow actors not to do it because of the possibility of damaging her career. But Torres went to Houston to speak against Bryant. Explaining her decision, she refers to her early days playing gay clubs: "They kept me eating regularly. Besides, Anita Bryant picked on a mi-

nority. She could have picked on a Puerto Rican. She could pick on me any time. I fight against prejudice and ignorance. And Anita Bryant is an ignorant."

For Torres, ignorance is the key word—the same one she used about the realtors who turned down her mother. She prefers not to let her anger out in a fit of temper though. "You don't become a better person by hurting someone," she says. So Torres generally pulls back and turns her anger into a joke. That's how the cool comedienne handled orange juice pusher Bryant, for example. "Why is she doing this anyway?" cracks Torres. "Is she trying to prove that lack of vitamin C causes homosexuality?"—J.B.



Before you choose a career, figure all the angles

What are you shooting for—money, prestige, security? Or would you be happier making some corner of the world a better place for everyone who hangs around?

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The Claretians

Sacerdotes y Hermanos al servicio de la Comunidad
Hispanoamericana desde 1902



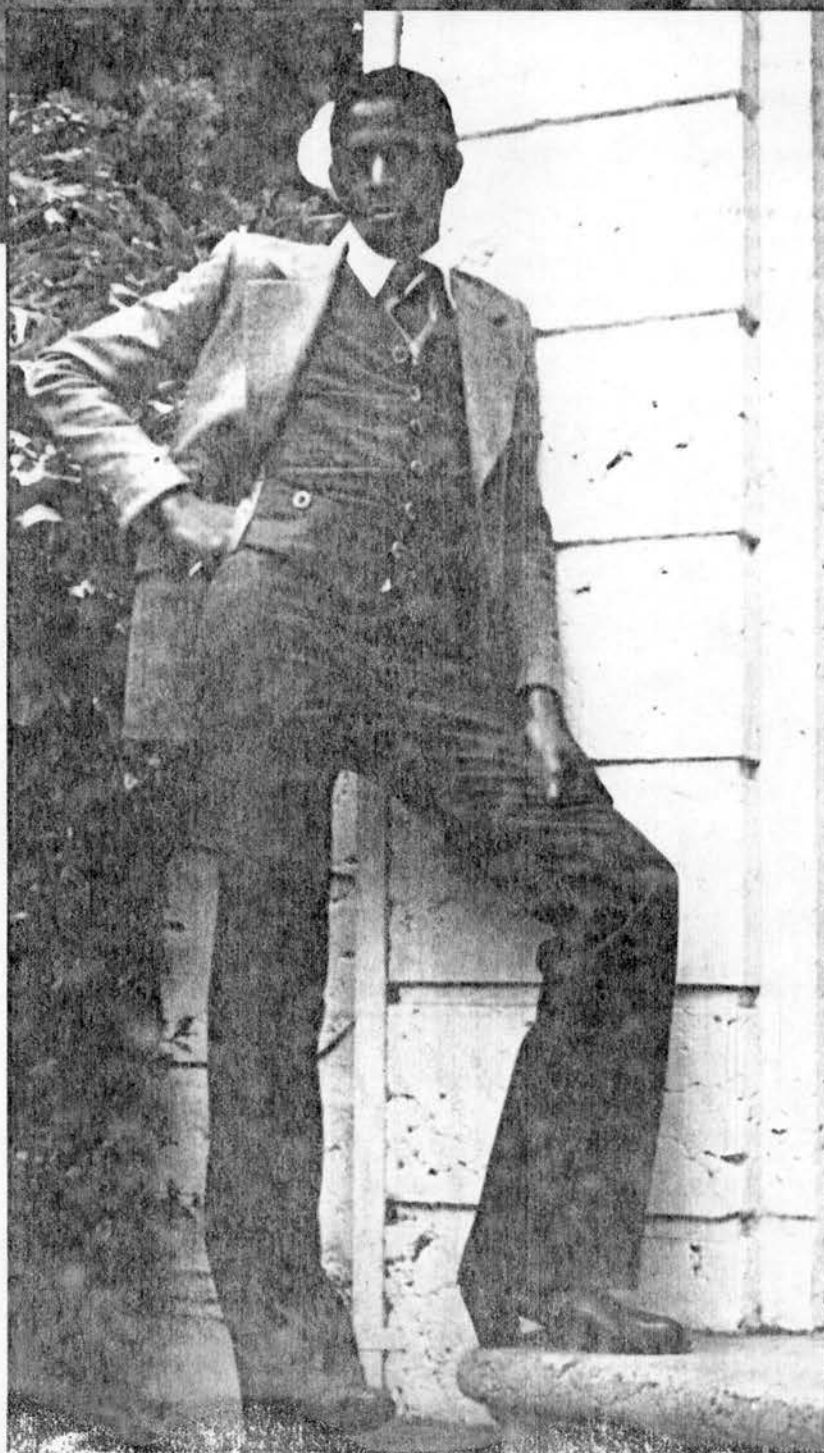
Antonio Fargas:
Gee, Huggy Bear,
You Don't
Look Latino

"Aunque no luzco Latino, los Latinos se identifican conmigo y siempre me preguntan si soy Latino. Y con mucho orgullo les respondo que si, que lo soy," dice Antonio Fargas, el joven actor nacido en Nueva York de padre puertorriqueño.

Fargas aparece regularmente en la serie policiaca Starsky and Hutch, donde hace el papel de un personaje de la calle que se les sabe todas. Ha actuado en media docena de películas y tiene un sólido entrenamiento dramático que adquirió actuando en grupos teatrales de Nueva York. Su sueño es que Hollywood haga más películas en las cuales los Latinos y los Negros no sean presentados como estereotipos.

Newsweek describes as "brilliantly chilling" the actor who plays the 90-year-old witch doctor in *The Great White Hope* on Broadway. Judith Crist, commenting on *Free*, a narcotics documentary film, says that the man who played the addict gave a "superb performance that must be seen." *Daily Variety* reviewing the movie *Pound* singled out the "remarkable actor who showed what it means to be an actual overage greyhound." All three actors are one:

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JANE BALDWIN

the immensely versatile Antonio Fargas, whose previous stage and film success has brought him a co-starring role on the smash (and hit) cop series, *Starsky and Hutch*.

Fargas plays a street-wise guy who knows what's going down and who's always willing to cough up the info when officers Starsky and Hutch are lost on the case. Of course Huggy Bear (the Fargas character) only helps because he is a friend of the detectives, not an informer (a distinction that might be lost on those who get busted as a result of his blabbing). But Fargas somehow makes Huggy Bear convincing. Indeed he seems particularly strong at portraying the unstraight and the street people—a flashy pimp in *The Gambler*, a smooth nightclub owner in *Cleopatra Jones*, a gay decorator in *Next Stop Greenwich Village*.

Fargas plans such performances with care so he can move the audience to like him, hate him or whatever the part calls for. "To me it's the actor's responsibility to know what he's playing, and why he's playing it." Born and raised in

New York, this tall, soft-spoken man is familiar with most of the off-beat types he portrays.

The son of a Puerto Rican father and a West Indian mother (who was a dancer), Antonio was bombarded by a variety of cultures that he believes enriched him as an artist. He was encouraged, even pushed to act by his large family. In 1961 Antonio, at his mother's urging, reluctantly answered an ad announcing casting plans for a movie titled *The Cool World*, to be filmed in Harlem. The bit part he got was enough to hook Antonio completely. He was soon into the whole acting gig—doing a free play to perfect his craft, working as an usher, mail boy, Christmas card salesman to survive, and studying with the American Community Theater and the Group Theater Workshop.

"When I started doing TV, I realized how important my stage experience was," he recalls. "It is a definite advantage for an actor to have some stage work before breaking into television. Today I like both media the same." Fargas lives in a modest home in the Hollywood

Hills, but has plans to own an out-of-town ranch where he can prepare for one of his goals: to do a western à la Clint Eastwood.

The actor also has another goal, a higher one—to see the entertainment industry take more chances. "I haven't done a role as a Latino on TV," he says. "I don't look Latino. Yet I find that Latinos do identify with me. When they hear my name they ask me 'are you Spanish?' And I am proud to say, 'Yes, I am.' I could very well represent a Latino with my looks. It doesn't always have to be the so-called 'Spanish look.' We must get across to people that we come in many colors and we look different—although we are essentially the same inside. Molds are hard to change. But eventually Latino actors will get in a position where we can begin to write our own stories and cast them the way they should be cast—with some variety and not just the same stereotypes. That's when things will start happening. And I think the moment is coming." □

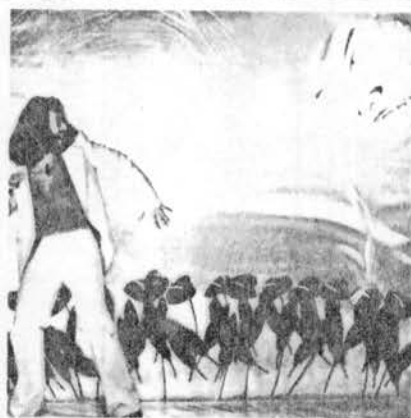
—J.B.

RULER OF THE RHYTHMS

Airto and Flora Purim will be on tour with

Toj Mahal in October and with Weather Report

in November and December.



Airto's about as near to being king of his profession as anyone can be. Down Beat has voted him Top Percussionist the last seven years running. Herbie Hancock, Chick Corea, Miles Davis, Carlos Santana and Weather Report have all employed Airto's one-man festival of rhythms. His first album for Warners reveals the tradition-breaking techniques that have influenced a generation of drummers. His music is witty, hypnotic, but above all, a celebration.

AIRTO
I'M FINE
HOW
ARE YOU?

Produced by
Flora Purim/Airto Moreira.
Marty Pichinson
Management

Migrant workers: People are entitled to all the facts

To the Editor: Last November The Minneapolis Star published articles critical of Owatonna Canning Co. in its handling of migrant labor. In the belief that these articles were severely biased and unfairly damaged our reputation, the company voiced its objections to the unbalanced reporting. We have been given this opportunity to respond.

With another season near at hand, this response is timely for readers who were left with a distorted view of the migrant's status in Minnesota and our part in their welfare.

Owatonna Canning Co. is a 70-year-old family business which has relied on migrant help for over 25 years. I joined the company 12 years ago after serving several years in the ministry. Since then I have devoted a substantial amount of time to migrant affairs, both within the company and on the governor's Commission for Migrant Affairs.

As Minnesota's largest and only grower and canner of asparagus, OCC has had a long relationship with the Mexican-Americans who harvest our crop. Due to the tight labor market in the Owatonna area, we could not harvest asparagus without them.

Asparagus is a 20-year crop and thus a long-term investment. It is considered royalty among vegetables and demands picking by hand. No machine can harvest it and the quality must be determined by workers in the field. (All of our other crops are mechanically harvested.)

OCC would not jeopardize its investment and a considerable portion of our livelihood by intentionally mistreating the people who enable us to perpetuate this crop. While their hours are long and the work arduous, most of them are hard workers who perform in a professional manner. Because of their expertise and ability to cope with the rigors of field work, migrants fill a special need in Minnesota agricultural circles. We value their industry and skills.

We are also Minnesota's largest single employer of field migrants, which may contribute to the unfair criticism we have received. Much of this criticism treats the migrant as a stereotyped individual who is unable to take care of himself. Contrary to such inferences, which demean the migrant workers, we have found them to be a proud and resourceful people with a true sense of dignity.

A total of 7,814 migrant workers, plus 3,163 children and other non-workers, came to Minnesota last year to help vegetable growers and sugar beet farmers tend and harvest their crops. As a group, their employers were generally indicted by The Star. Yet based on a comparison of OCC's migrant workers' wages with statistics published by The Star on another occasion, the migrants' average income is equal to that of the average Minnesota agricultural worker.

Field workers are paid on the basis of production (piece rate) with a guarantee of at least the federal minimum wage. Piece rates range from 8 to 15 cents per pound, depending on the yield of the field being worked. In addition, those working the whole season receive a bonus of 1 cent per pound picked for the entire harvest. In 1978 the minimum wage was \$2.65 per hour. In 1979 it will be \$2.90 per hour. Many workers earn substantially more than the minimum and the average earnings of field workers exceed the minimum by almost a dollar an hour. In 1978 some OCC workers earned up to \$8.68 per hour in a given week.

Although the asparagus season lasts only six to seven weeks, some asparagus workers at OCC made over \$2,200 in 1978. While this is not typical, it does indicate potential earnings based on our pay scale. Many of the migrants find that asparagus earnings provide the major part of their annual income. We will continue to make this work available to them.

While it benefits us, it also benefits the migrants. I believe we do far more for the migrant by providing gainful employment than those who exercise the right to criticize but assume no responsibility for resolving the problems, which will always exist whenever a large work force is brought in from another part of the country.

Many of these workers come from communities in Texas where the unemployment rate is as high as 25 percent.

Almost all of our field workers are hired at the Texas Employment Commission offices near their homes. Thus, the situation where a person seeking work arrives in Owatonna after the season has started is unusual. However, The Star articles focused on one such situation and ignored the \$90,000 we advanced migrants for living before arrival in Owatonna; the hospital bills we cover for those who can-

not afford to pay or who leave without honoring them; the travel expenses we lend to people who take the money and never arrive for work; and the many loans we make annually to those who have no work in their home state and are short of money.

Asparagus grows very rapidly if conditions are favorable, so weather conditions can be a boon to a laborer as well as to the producer. On the other hand, rain and mud

can cut the income of both. About July 4, quality asparagus generally ceases to grow and work must be halted.

However, the migrant continues to play an important role in our canning operation. At least 100 of them stay until the vegetable pack is completed in September. Students from the Owatonna area also work in the plant to earn school money but there are not enough of them or other local employees to even begin to handle the asparagus crop.

OCC also provides housing for migrants free of charge.

The sudden influx of 1,100 migrant people into any area — 750 to 800 of whom are workers — poses a logistical problem for any employer. At OCC we begin extensive preparation as early as the previous November for late April-early May arrival.

All of our camps have been built or remodeled in the past 10 years at considerable expense. Most of the housing is constructed of concrete blocks to withstand vandalism and facilitate maintenance. Located near the fields where the migrants work, the furnished housing units are functional by design and built mostly in duplex and triplex configurations to accommodate family groups.

Wherever possible we try to exceed government standards to better accommodate our employees. For instance, running water is not required in the housing units of migrant workers, but OCC's individual camp units are supplied with running water. Central toilets and showers are maintained near the living quarters, similar to many camping parks throughout our country.

In criticizing the housing accommodations we provide migrants, The Star again focused on one camp, the oldest of the eight, which was in its last year of use. The Star chose to ignore the fact that we had commenced building the replacement camp after being delayed for one year by a

court action necessary to compel a reluctant township board to issue a building permit. That oldest camp was not to our liking either, mainly because of its 30-year old age. But it always has met government standards and was well maintained.

The Star articles talked dramatically about "huts surrounded by barbed wire," as though the migrants were locked in. Actually, five of the eight camps are unfenced. The other three are protected by chain-link fencing, not to keep migrants in but to protect the camps from local vandalism during the 10 months they are unoccupied.

As with all housing, conditions during occupancy are affected by the personal habits of the occupants. OCC has four employees working to maintain our migrant housing facilities, taking care of problems during the harvest and restoring them to top condition in the off season. During the two-month occupancy, each camp has its own janitor to keep the common facilities clean.

A total of 12 county, state and federal regulatory agencies conducted 25 inspections of our facilities last season. This is typical of government efforts to protect the rights of the migrants. Any deficiencies they uncovered were quickly corrected.

Five federally funded assistance groups also were active in our camps, in addition to a number of religious, civic and social organizations which strive to improve the lot of the migrants.

Minnesota legislators also visited our facilities and a number of them accompanied us to Texas to observe our recruiting procedures. To help maintain a satisfactory program, I have been deeply involved with the government agencies and personnel who oversee them.

In addition to the regulatory programs under which we operate, an elaborate complaint system maintained by the U.S. Department of Labor protects the migrant against possible abuses by the employer. Administered by the Minnesota Department of Employment Security, it enables any worker to readily pursue any type of complaint until it is resolved. Using this accessible system, only 11 employees made complaints involving Owatonna Canning Co. last year and all but one of them were resolved to the complainants' satisfaction. The resolution of the remaining one is still pending.

The majority of migrants who worked for OCC in 1977 returned in 1978, and our rate of returning migrants has averaged approximately 70 percent over the years. We believe this demonstrates that Owatonna Canning does operate a program that satisfies most of those who participate in it.

The Star's claim that OCC overhires to make certain there are plenty of workers available is completely unfounded. Each camp is assigned so many acres to harvest and that number of acres depends upon the capacity of a particular camp. In order to harvest all the acres, each camp must be full. Government regulations carefully outline how many persons can live in a particular unit. There is no space for extra people.

The Star cited the situation of one crew which finished early. It failed to disclose that their fields began producing earlier in the season than those of other crews.

Therefore, they completed harvesting their assigned fields earlier than the other crews. Since their work was done, they were leaving sooner than crews who were not finished. However, their fields had produced the projected yields and they had earned their money. This is not unusual and did not entail an oversupply of labor.

Three families who were reported to have "traveled 1,200 miles — for nothing" came to Owatonna one week before the asparagus season ended without the company's knowledge or permission. A crew leader had requested these workers from Texas to work on pickles in Wisconsin after the asparagus season had ended. The crew leader's Wisconsin job then fell through, so the group was stranded without work. He did find a job in North Carolina and one of these families went with him. The other two returned to Texas. Although these workers came without our knowledge or permission, we paid their travel expenses after learning of the situation and have since taken steps to assure that this type of situation is not repeated.

In 1976 the federally funded Legal Assistance of Ramsey County (Owatonna is in Steele County) filed a class-action lawsuit against the company. Still pending in U.S. District Court in Minneapolis, the suit originally contained many claims with respect to housing. These have since been withdrawn. The only claims remaining relate primarily to record keeping and wage payments.

A number of heads of U.S. and Minnesota government agencies were named along with OCC as defendants. It is ironic that federal tax money is being used in an action against other governmental representatives so that federal tax money is being spent on both sides of the suit.

The suit invited some 5,000 migrants to participate in class action, although the majority of them had never worked for Owatonna Canning Co. Since the suit was filed, a number of migrants who did work for OCC have voluntarily written from Texas to say they do not want to join the suit. Depositions from other migrants also

support our contention that there was a lack of willful wrongdoing.

In a statement filed with the court, Elio Rodriguez, a migrant worker interviewed by a special master appointed by the court, stated, "I personally would not have any reason to file any suit against Owatonna Canning Co. as they have always been good to me and my family."

Children under 12 are not allowed to work in agricultural jobs but enforcement of the law is often difficult for the employer because of the cultural heritage and work ethic of the migrant family. As stated by Lino Hernandez, a plaintiff in the lawsuit:

"This is what I think about my children working. I think that if you show your children how to work, as me, I got nothing to leave them, I mean when I die ... I want to go with the knowledge that my children are good Christians, good citizens, and hard workers ... know the value of a dollar. That's why I am not ashamed for them to work ..."

"It is part of the education and family training ... if you are educated and can't find a job, you better get out and work with your hands, so that's all there is to it. There is a lot of people in this world who are educated and won't work and they are out in the unemployment just because they won't work."

Most of the younger children attend classes or day-care centers while their parents are working. Fortunately, excellent migrant education programs under federal grants are provided in the Owatonna area.

All of our crew leaders, who are Mexican-Americans and outstanding supervisors, are charged with upholding child labor laws among their workers. While it may be difficult to police in the broad expanse of the asparagus fields, the crew leaders do an excellent job.

Included in The Star articles were a number of reports of personal problems of individual migrant workers, such as desertion by one man's wife, limited education of some of the workers, language difficulties and long-standing medical problems. All of these conditions existed before the persons involved came to Owatonna.

While we recognize a need to be sensitive to such situations, we are not their cause. Such problems are found in various degrees among people throughout our society. They are not unique to migrant workers. They will best be solved in an atmosphere of constructive effort rather than through the current journalistic fashion of scapegoating and holier-than-thouism.

Migrants: People are entitled to all the facts

Minneapolis Star, 2-27-79,

pg. 3 of 3 pages

I hope that we at OCC never become so touchy that we cannot accept constructive criticism. However, I think we would do neither the migrants nor ourselves justice if we remained silent in the face of biased reporting. The Star had available all of the above information. It chose to ignore most of it. I do not know its motives, since The Star has consistently declined to discuss this question. However, the words of Arthur Taylor, former president of CBS, quoted in The Star on July 7, 1976, provided a standard which we believe particularly appropriate:

"Investigatory journalism ... requires the competent and hardnosed professional who will not be tempted to transgress the boundaries of fairness and objectivity in his or her hunger for a journalistic coup ..."

"True professional journalism must rest ... on traditional ideas of scholarship: the facts lead to conclusions, not the other way round ..."

The migrant situation is a complex one. It will not be aided by inaccurate and incomplete press articles. That is why we welcome this opportunity to respond.

—Wayne Olmsted, Vice President,
Owatonna Canning Co.
Owatonna, Minn.

Hispanic leaders protest letters in election probe

By H.G. Bissinger
Staff Writer

Hispanics who have done nothing but exercise their constitutional right to vote are being harassed and "set up" by Ramsey County officials, community leaders charged Friday.

"People in the community are furious," one West Side resident said.

Earlier this week, Ramsey County Sheriff Chuck Zacharias sent letters to Hispanics, asking them to make an appointment to discuss alleged voting irregularities in last June's special election between Robert Pavlak and Frank Rodriguez.

A GRAND JURY probe into the allegations begins next month. Rodriguez won the District 67A election, providing DFLers with a 68-66 margin over Independent-Republicans in the Minnesota House.

"When we do vote, we are harassed and told that we did wrong," said Jose Trejo, executive director of the Minnesota Spanish Speaking Affairs Council.

Trejo said he is afraid the letter campaign will undo advances that have been made to get Hispanics to vote. He also criticized the letter as vague and failing to specify what was being investigated.

"We feel like it's kind of a set-up," Trejo said. "They're saying, 'Come in for a cup of coffee, and then we'll nail you.'"

Jose Cruz, representing a group called Alianza

por Accion Politica (Alliance for Political Action), called the letter "an attempt to violate the civil rights of Hispanics and the Hispanic community."

Zacharias said Friday his office sent the letters to avoid the very controversy that has been created.

"By sending the letter," he said, "we thought it would be better than a detective or a uniformed officer (showing up)."

THE LETTERS were mailed at the direction of other county agencies, Zacharias said. Thirty of them went to election judges and 10 to people who authorities believe either may have been involved directly in voting irregularities or have information about them.

Those irregularities, Zacharias said, include people who may have cast a vote although they weren't in the right district, who may have been ineligible to vote or who may have been enticed to vote.

The sheriff's office is not to trying to "set up" anyone, he said. Targets of the probe will be given their right to be represented by an attorney before they make a statement, he said.

Five people contacted the sheriff's office after receiving letters, Zacharias said. But only one person has come in for an interview.

Ramsey County Attorney Thomas Foley said Friday people are overreacting to the letters.

"I don't think 10 letters — out of thousands who voted — should stir up the interest or the hysteria that is being displayed," he said.

Quie picks 28 to find job candidates

By ROBERT J. O'KEEFE
Staff Writer

Chairmen of 28 task forces to help choose department and agency heads in Minnesota state government were announced Tuesday by Gov.-elect Al Quie.

The task forces, some of which cover more than one department, will recommend finalists for 32 full-time positions.

Members of the task forces, ranging in size from seven to 10 members, will be appointed by the chairmen. The task forces

will be urged to recommend up to three names for each position, in order of preference.

Final decisions will be made by Quie to fill his administration.

The chairmen:

Administration Department, Russell Baumgardner, chairman of Apogee Enterprise Inc. and former head of the Minnesota Association of Commerce and Industry.

* Agriculture, Gerald Michaelson, Dawson, farmer. Banks, Insurance, Securities and Com-

merce, Lance Johnson, St. Paul attorney and former state securities commissioner.

Consumer Affairs, Betty Kremer, Edina, chairwoman of Quie's gubernatorial campaign. Corrections and ombudsman for Corrections, Cary Hall Humphries, president of North Star Steel Co. who has been active in Amicus and Big Brother programs.

Crime Control Planning Board, Emery Barrette, chairman of the St. Paul School Board and former director of the Governor's Crime Commission.

* Economic Development, Richard Horner, Waseca, president of E.F. Johnson Co., economic security. Lawrence Binger, St. Paul Chamber of Commerce consultant and former corporate director of personnel at 3M Company.

Finance, Dick Massopust, executive with Peat, Marwick and Mitchell accounting firm.

* Health, Dr. Harold Broman, North St. Paul physician. Housing, Robert Bjorklund, vice president of Orrin-Thompson Homes.

* Human Rights, Gladys Brooks, Metro Council member and former Minneapolis City Council member. Iron Range Resources & Rehabilitation Board, Carl D'Aquila, former Hibbing legislator.

* Metro Council, James Hetland, former Metro Council chairman. Metro Transit Commission, Peter Heegaard, senior vice president at Northwestern

National Bank, Minneapolis, and former Citizens League president.

Natural Resources, state Sen. Robert Dunn, Princeton, member of the Senate Agriculture and Natural Resources Committee. Personnel, Charles Brown, vice president of employee relations at Honeywell Inc. Planning Agency, Vern Johnson, vice president of General Mills.

Revenue, former state Rep. Robert Johnson, St. Paul attorney who lost the primary election this year to Quie. Transportation, Ted Waldor, president of Waldor Pump & Equipment Co., Bloomington, and former state highway commissioner.

Veterans Affairs, John O'Neill, St. Paul, former state adjutant quartermaster for Veterans of Foreign Wars. Labor and Industry, state Sen. Nancy Brataas, Rochester, Senate Commerce Committee member. Energy, Dr. William Shepherd, Space Science Center director at the University of Minnesota.

Public Service Commission, Cal Larson, Fergus Falls, former state legislator. Public Safety, former Attorney General Douglas Head, Minneapolis. Public Welfare, Robert Bonine, associate executive director of the Northwest Area Foundation.

* Pollution Control Agency, retiring state Rep. Henry Savelkoul. Albert Lea, GOP floor leader. Mediation Services, Howard Fortier, secretary-treasurer, Mechanics Machinists Local 974.

Latino and non Latino

** M. M. Chue*

1. Basic Knowledge of Dept.
attitudes / Chic / Latino
2. Has not alienated people
3. Ability to persuade people -

Mexican 'illegals' are beneficial to U.S.

By LOU CANNON
Washington Post

Los Angeles.

Along the dusty Mexican border in California and Texas, new chain-link fences are being built to keep out unwanted immigrants. In Sacramento the California Legislature looks with suspicion at the bilingual education it once pioneered. In Los Angeles there is renewed political pressure to deny non-emergency medical services to county patients unable to provide evidence of citizenship.

These reactions reflect a persistent and growing belief that Mexican immigrants, especially illegal *indocumentados*, are a drain on tax-supported services, with the

high-fertility potential of turning southern California into a Spanish-speaking version of Quebec. Often the Mexican immigrants are targets of contradictory complaints, as with one voiced by a newspaper letter-writer who referred to them as "lazy undesirables who clog the welfare rolls and take jobs held by Americans."

The facts give no comfort to this view. Indeed, they suggest just the opposite — that such immigration is a large plus for this country, a development we should be cheering, not deploring.

At least half a dozen studies on the impact of illegal Mexican immigration provide convincing evidence that these migrants pay heavy taxes (for which they receive no benefits), make scant use of wel-

fare and other social services and contribute far more to the United States than they take from it. As social scientist Wayne Cornelius expressed it in a recent paper to a conference on Mexican immigration in San Diego:

"More generally, it could be argued that Mexican migrants represent something of a windfall for the United States, in the sense that they are young, highly productive workers, whose health care, education and other costs of rearing have been borne by Mexico, and whose maintenance during periods of unemployment and retirement (is) in Mexico. The significance of this windfall becomes more apparent when one considers that as of 1977 the cost of preparing a U.S.-born man or

woman for integration into the U.S. labor force was about \$44,000."

These migrants pay into the Social Security trust fund millions of dollars that they will never collect, as well as state income, sales and even property taxes for which they receive relatively few benefits. In the words of Douglas S. Massey of Princeton's Office of Population Research: "Far from ripping off the system, illegal aliens are more likely to be subsidizing it."

Culturally, Mexican migrants are reluctant to accept welfare, an attitude reinforced in the United States by fear of deportation if they apply for any social benefit.

In San Diego County, by far the largest entry point for Mexican migrants, a 1977-

78 screening of welfare, Medi-Cal and food stamp recipients found only 317 illegal immigrants in a caseload of 285,000. A study by the Orange County Task Force in 1978, though weighted toward long-term illegals presumably more likely to use such services, found only 9 percent of them had received public medical care, only 2.8 percent had collected welfare payments and only 1.6 percent had received food stamps.

The Orange County Task Force estimated that illegal migrants in the county paid a minimum of \$83 million in taxes annually while receiving medical services costing \$2.7 million a year. A 1977 study by the Human Resources Agency of San Diego County discovered that the cost of all services for illegal migrants, including education, health care and welfare assistance, totaled \$2 million a year. These same migrants contributed \$48.8 million annually in taxes.

These sorts of data prompt Mexican sociologist Jorge A. Bustamante to suggest that the proper term for describing illegals would be "undocumented taxpayers."

Another complaint against illegals is that they supposedly take jobs away from American workers or at least depress the labor market because, as U.S. Secretary of Labor Ray Marshall put it, they work "hard and scared." Undoubtedly there are instances, as in the current United Farm Workers strike in California's Salinas Valley, where illegal immigrants are placed in direct competition with American workers. But academic studies usually have concluded that fears of economic competition from illegals are greatly overstated.

This attitude is particularly evident in California, which is now enjoying the longest sustained economic boom in its history — a boom that coincides with heavy immigration, both legal and illegal. During this period, as Vilma Martinez, president of the Mexican American Legal Defense and Education Fund, observes, the areas absorbing the greatest numbers of migrants also have had the lowest unemployment rates.

The economic benefit to the United

Mexicans

Turn to next page



Star Illustration by Craig MacIntosh

★ MORE OF

'Illegals' from Mexico are beneficial to U.S.

(Mexicans, from previous page)

States of Mexican migration is best demonstrated by California agriculture, the most prosperous, diverse and specialized in the world. A few years ago, when Cesar Chavez was beginning to organize, his opponents complained that paying higher wage scales and granting the "industrial" benefits of unemployment insurance and health insurance to farm workers would make it impossible for California agriculture to compete.

Instead, these reforms have guaranteed California farmers a stable work force that is mostly Mexican or Mexican-American and that, because of the skills involved in such work as lettuce-harvesting, is largely irreplaceable by untrained Anglos.

While farm work is the largest single occupational category, more than half of the new immigrants head directly for the big cities, especially Los Angeles, where their entry into the labor market is apt to be at the bottom of the scale as dishwashers or busboys.

Because of the southern California business boom, there is a high demand even in these jobs. Furthermore, some 15 percent of the illegals may work in skilled or semi-skilled construction jobs, according to one study, though they are more likely to be concentrated in unskilled heavy labor and domestic service and in janitorial, laundry, food processing, garment or shoe-factory jobs.

Some economists believe that many of the service and domestic jobs performed by illegals simply wouldn't exist if the illegals weren't in the market. And some of the other jobs might not be there, either.

"Illegal aliens typically work in menial, low-paying positions shunned by citizens, who often work in supervisory and administrative positions in the same firms," Princeton's Massey writes. "If illegal aliens were unavailable, it is argued, these firms would either leave the country or go out of business, taking the supervisory and administrative positions held by American citizens with them."

Cornelius contends that the migrant is willing to take the "menial, unstable, dead-end positions," because he is economically benefiting his family, "and because the absence of a long-term career ladder is not a disadvantage to the migrant who considers himself only a sojourner in the United States."

Typically, the Mexican migrant makes no distinction between "legal" and "illegal" immigration — and with good reason. Unlike immigrants from Europe and Asia, Mexicans lived in the area they are now emigrating to before the Anglo-Americans came. Geography and climate in Mexico and the U.S. Southwest are similar, access is relatively easy and the two countries are physically indistinguishable along much of the border.

The prevailing view among Mexicans seems to be that the illegals have every right to be in the United States, as indeed they did through much of U.S. history. The Border Patrol was not established until 1924, and entry without a visa did not become a crime until 1929.

workers were recruited, subsidized and lavishly praised. But during three periods of slack labor markets (1920-21, 1930-35 and 1953-54), Mexican migrants were rounded up and deported, sometimes in actions so indiscriminate that legal U.S. citizens of Mexican origin were deported with them.

Bustamente maintains that the model of industry in the Southwest on both sides of the border reflects the reality of the large and growing Mexican labor pool. "On the U.S. side there is a real concrete need for cheap labor," he says. "On the Mexican side there is an increasing population, unfair distribution of income and a traditional pattern of migration to the United States. The border is not a place where realities end. It is a place where realities permeate. And we have to understand them in order to live together."

One pre-condition of that understanding is to recognize that migration from Mexico to the United States is here to stay, no matter what kind of fence is built on the border. Another would be to acknowledge that this immigration, in countless ways, is of real and lasting benefit to the United States.

MORE OP

'Illegals' from Mexico are beneficial to U.S.

(Mexicans, from previous page)

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Minority businessman stays in state of disaster

By DR. THOMAS H. TIPTON
Of The Star's Board of Contributors

As we move into 1979, the plight of the minority businessman today is still one of disaster. I can count, on the fingers of two hands, the number of minority businesses in downtown Minneapolis. I ask myself the question, "Is it because I am so close to this problem that it has become the topic of the first of a series of articles I hope to write for The Star, or is it because that, in such a supposedly liberal city as Minneapolis, a problem of this nature stands out like a sore thumb?"

It's a joke to me when people think that the black population of Minneapolis is still about 25,000. More blacks and other minorities are coming into this city every year. Why? Because largely populated cities like Cleveland are falling apart, New York is bulging at the seams, Detroit's unemployment among black teen-agers is way above the national average, and because there is a quality of life in Minneapolis that blacks can enjoy once we get past the cold weather.

Let's examine for a moment the real issue. Where can I, as a black man, go to get some food? Skip's Bar-B-Q has the best

ribs in town, and yet Skip appears to be floundering in a sea of frustration. Smitty, who owns the Capri Theater on Broadway, can't seem to make ends meet and is struggling to hang in there until times get better (Smitty is a black man). Where can I go to find black music to dance to other than disco? Starting with King Solomon's Mines 10 years ago, the "system" (interpret the word as you will) has shut down every black night club in the Minneapolis area. Was this by design, by accident, or because of a lack of management know-how?

I have never been able to understand why the police department feels that whenever there is a black night club, it means trouble. Blacks and whites are going to mingle and dance and sing and party together as long as there is life. At the same time we have our own culture, and our own taste in music; yet black businesses seem to falter because they just can't seem to find people or corporations willing to recognize the problem and do something about it. This includes the Office of Economic Development in the state of Minnesota, which, in my estimation, has never been responsive to the needs of minority businesses in this state. Even they

have admitted to the lack of sensitivity in recognizing that minority businesses should be allowed the opportunity through set-aside programs to sell many types of office supplies and software to state government. Oh, sure, there have been a few exceptions, but not enough to make a dent in the amount of dollars being spent by the state for goods and services.

Wouldn't it make sense that if you are going to spend tax dollars to assist minorities, you could also spend money with minorities? Even the president of the United States in his Small Business Investment Policy and Advocacy Reorganization Act of 1977 clearly states the administration's strong desire to do business with minority businesses, but I don't see this happening in the state of Minnesota to any great degree.

To illustrate the depth of capital shortage in the minority business sector, consider this: By the year 2000, it is estimated that majority business will accumulate, on its own momentum, nearly \$5.2 trillion in business receipts. Parity receipts for minority business should then be \$950 billion. Yet, for minority business firms to achieve business parity by the end of this century requires an investment of more than \$440 billion in minority business enterprises. That figure is 63 times the combined gross business receipts of all black-owned firms in the country. In its entire history, the Small Business Administration has approved loans, in all categories, totaling less than \$24 billion. That is roughly 5 percent of the investment capital needed to elevate minority firms to a level of parity within this millennium. Clearly, the magnitude of the capital shortage in our sector is staggering.

One might ask the question, "How about the Office of Minority Business Enterprise, or the Metropolitan Economic Development Association?" I would suggest that they have their own problems, both nationally and locally, trying to show the need for their continued existence. It would seem that the organizations that are supposed to be helping black businesses spend most of their time trying to start up new business instead of helping those that have survived the last four-five years. In other words, it often becomes a numbers game with these organizations to see how many minority firms they can start up and then walk away from, knowing that 8 out of every 10 minority businesses fold every

In a city unlike Cleveland or in a state unlike New York, one would like to believe that anybody who is not looking for a handout can at least find the hand that will allow aggressive minority business people to participate in this capitalistic system. I am aware of minorities who

failed in business because they didn't know how to run it. During the course of the year, on the business and financial page of The Star, we've hardly seen a month go by during which some larger business hasn't gone bankrupt for whatever the reason. In other words, blacks don't have a corner on the market when it comes to businesses folding.

If Skip of Skip's Bar-B-Q (who is a black man) were a well-to-do white man like Tom Brokaw of the Today Show, he might be able to get the same kind of SBA loan for \$300,000 to pull him over the hump as Tom Brokaw (no reflection on Mr. Brokaw, who is a very dear friend of mine). Brokaw floated a government loan to buy a radio station because SBA thought he was a minority member, as stated in the Wall Street Journal. The problem is that the lack of media affects the lines of communication between minorities. We have no black radio stations that can communi-

cate to us news that is important to us, except for a daytime station on the North Side of Minneapolis. If it were not for the three black newspapers in the Twin Cities, we would really be in trouble; and many corporations don't support these newspapers locally or nationally.

If we are counted correctly, the 1980 census should prove that there are 35-45,000 blacks living in Minneapolis. It will be a good feeling some day to see us having our own night clubs, discos, theaters, restaurants and radio stations that we can turn on when we want to. It just shouldn't seem too impossible at the moment.

The struggle for parity for minority businesses reminds me of finally having the right to buy a ticket for the trains — and just when we have won this right, the trains stop running.

Thomas Tipton, president of Vanguard Advertising Agency, Inc., is also a musician and a political analyst.





EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

Milwaukee District Office
342 North Water Street - Suite 612
Milwaukee, Wisconsin 53202
(414) 291-1111

August 16, 1979

Mr. Jose Trejo
Spanish Speaking Affairs Council
504 Rice Street
St. Paul, Minnesota 55103

Dear Mr. Trejo:

Three months ago I was appointed the Director of the Milwaukee District Office of the Equal Employment Opportunity Commission. It has been an exciting three months for me learning the operation and getting to know my staff. My priority now, however, is to get to know those constituent and employer organizations that the agency needs to be working with.

As you are probably aware the Milwaukee District Office has jurisdiction over the states of Wisconsin and Minnesota. Several months ago we opened an Area Office in Minneapolis to better process charges of discrimination in the State of Minnesota. The office is located in the Plymouth Building, 12 South 6th Street, Suite 1110. The phone number is 725-6101.

The Minneapolis Office is now fully operational with six full-time staff. The Commission's new Rapid Charge Processing procedures, including face-to-face Fact-Finding Conferences have been implemented in the Area Office. Furthermore, our office now has jurisdiction over the Equal Pay Act and the Age Discrimination Act.

In order for the Equal Employment Opportunity Commission to successfully accomplish its mission, I strongly feel that we need the cooperation and assistance of organizations like yours. I plan to be in the Minneapolis Area the week of August 20th and would very much like to meet with you to discuss the agency's goals and procedures and to learn first-hand more about your organization's activities and how we might best work together. I will give you a call in the next few days to set up an appointment at your convenience.

I am also planning on holding an Open House in the Area Office on September 20th, from 3:00 p.m. to 6:30 p.m., to



EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

introduce the staff and provide a briefing as to how the office functions. Please mark the date on your calendar. You will be receiving a formal invitation in the near future.

For your information I am enclosing an article from the Milwaukee Journal on the Milwaukee District Office--how its operating and my plans for the future. I think this will give you a sense of my perspective regarding the work of the agency.

I look forward to meeting with you.

Sincerely,

Kathleen M. Blunt

Kathleen M. Blunt
District Director

WES HARRY - 414-291-3145

Onetime Critic Pulling EEOC's Act Together

By Georgia Pabst
of The Journal Staff

The Equal Employment Opportunity Commission has changed, and it's not just because there's a new district director here.

Long considered one of the most dismal failures in the federal bureaucracy, the EEOC, the agency responsible for monitoring discrimination in employment, has been overhauled. Since Jan. 29, EEOC officers here and around the country have set up new procedures to get rid of heavy case backlogs, process new complaints quickly and reach settlements.

It's something that Kathleen Blunt lobbied for as a critic of the agency. And it's something that she's helping to put into effect as the new district director of the EEOC office in Milwaukee.

Began in Chicago

Blunt stepped into the government post here in May after serving as associate director of Women Employed, a Chicago based organization that tries to help women and minorities with job problems.

At Women Employed, Blunt often represented women and members of minorities who had filed complaints with EEOC. She also studied the enforcement of laws dealing with discrimination, and she monitored the federal agencies involved.

Based on the experience that Women Employed had had with EEOC, Blunt wrote an extensive, carefully researched, stinging rebuke of the agency in 1976. She also included some recommendations that now have been adopted as part of the EEOC revamping, such as separating new cases from the backlogged cases and stationing attorneys in the same office as the rest of the staff.

Feeling of Futility

Both the people who made charges and those against whom they were made felt the agency was useless, said Blunt, who credited the agency's new head, Eleanor Holmes Norton, with trying to make the EEOC administratively manageable.

"Before, most cases were never investigated because of the backlog. By the time the case was investigated, people had moved, or died, or didn't remember," said Blunt. The Milwaukee office has a backlog of more than 700 cases, some dating to 1973.

But now it's a new game.

Those 700 cases have been

referred to a seven person unit assigned to bring the backlog up to date.

Process Explained

New cases (those filed since Jan. 29) are handled under the new rapid charge processing that goes like this:

A complainant comes in and fills out a form. He then meets with an EEOC staff member, who conducts a two to three hour interview and gathers detailed specifics about the complaint and what settlement is sought. From the interview, it can be determined whether there is a likely charge and whether it's in EEOC's jurisdiction.

"We (EEOC) used to take everything that came in the door and then three years later say to the person, 'Oh, you don't have a charge,' or 'It's something we can't do anything about,'" says Blunt. "Now if it's something we can't enforce or do anything about, we tell the person right away."

Employer Notified

If there's a likely charge that is in EEOC's jurisdiction, a copy of it is sent to the employer, or respondent, with a list of questions that basically ask for a refutation of the charge.

Within a few weeks, a fact finding conference with the EEOC and all the parties involved is arranged, and efforts are made to reach a no-fault settlement.

In a no-fault settlement, the employer can deny any discrimination but agree to a settlement that could require back pay, reinstatement or just a letter of recommendation for the complainant, Blunt says.

Further Investigation

If settlement efforts fail, the charge is investigated further, a move that means looking at the employer's files and possibly going to court. Many employers would rather settle than have to hire an attorney and have EEOC go through the company's files, says Blunt.

"The name of the game now is settle it," said Blunt. "We are no longer looking for THE perfect case."

To show the effect of the new procedures here, Blunt gives a few examples.

Quick Settlement

On March 6, a black man who had been fired from the local office of a national research center filed a charge. Six weeks later, on April 20, the case was settled. The man

received \$8,724 in back pay and was allowed use of the research center while looking for new employment. Case closed.

Similarly, a black employee of a large manufacturing firm filed a discrimination complaint at EEOC Feb. 16. In less than six weeks, the man was reinstated, with \$13,400 in back pay.

Then there's the case of a woman who filed a sex discrimination charge against a small retail firm, claiming she had been discharged Feb. 6 because she was pregnant. Less than 60 days later, the woman, who didn't want to be reinstated, received \$3,366 in back pay from her employer.

Not Widely Known

Since Jan. 29, Blunt says, 151 persons have filed complaints with the Milwaukee office. To date, 50, or one-third, have been closed. And 48% of those 50 cases were settled with benefits.

Blunt believes the caseload here has been low because women and minorities don't know it's a new ballgame at EEOC.

"Now a person can come in and get action within a month or 60 days. The case will be moved," she said forcefully. "We try to get specific remedies before the parties get out the door. Sometimes what the charging party wants more than money is a letter of recommendation, or the record expunged — something to insure that it won't affect the rest of their lives."

Sees Other Benefits

The new procedures have advantages for employers, too, Blunt believes.

"I think employers have always wanted the matter resolved quickly. Sometimes discrimination hasn't occurred. It's to everyone's benefit to get it settled up front."

The reorganization also means that EEOC becomes the lead agency in fair employment enforcement. It lays the foundation for a single, coherent federal structure to fight job discrimination in all forms.

On July 1, for example, EEOC will take over enforcement of the Equal Pay Act and the Age Discrimination in

Turn to Agency, page 10, col. 1

Agency

EEOC Director Steps Up the Tempo

From page 9

Employment Act, now under the Department of Labor's wage and hour division.

Another Responsibility

In time, it's expected that EEOC also will take over federal contract compliance.

"The impact of reorganization will be uniformity and one set of rules," said Blunt.

The law requires EEOC to

process individual cases, but discrimination obviously won't be ended one by one, Blunt said. The agency is moving to more systemic cases of discrimination against companies, but that can only be done if individuals are helped, too, said Blunt.

"You have to have one before you can do three others."

As district director, Blunt

heads the Milwaukee staff of 72, which includes 12 attorneys. She also oversees an area office of seven in Minneapolis.

The new job has meant weekend commuting to Chicago, where she has a condominium home with her husband, a labor union organizer. During the week Blunt stays with a friend in Milwaukee.

For Blunt, 31, a graduate of Rosary College in Chicago

and a researcher and organizer whose jobs have included a stint with Ralph Nader's Minnesota Public Interest Research Group, moving to EEOC was a natural evolution.

Comfortable on Job

"I was a critic of EEOC, but I feel comfortable here," said Blunt, who has a friendly but firm manner.

Sitting in her office on the sixth floor of the Veterans Administration building at 342 N. Water St., with her lunch of yogurt and Lorna Doones still untouched at midafternoon, she added:

"I wouldn't have taken the job if I didn't think some of my recommendations for change were not being carried out."

A.L. School Board Warned on Hiring

By KEVIN SWEENEY
Tribune City Editor

Unless the Albert Lea School District is sure it followed affirmative action procedures in finding a bilingual teacher for the district, it may be letting itself in for legal problems and lawsuits, warned Jose Trejo, executive director of the state Spanish Speaking Affairs Council, at the school board's meeting Tuesday.

As a result of that warning, the board has delayed action on the hiring of Kristen Reed as the teacher for a district program to help Spanish-speaking students or students who have problems with English.

Trejo, a graduate of Albert Lea High School himself, scolded the board throughout his address for long non-compliance with the federal Office of Civil Rights (OCR) mandates for providing education for people who have problems speaking English.

"The district seems to have been looking for ways to get out of compliance," Trejo said, who also added he was "not making any accusations."

Trejo said the district, in talks with the OCR, "seem more interested in talking about your financial difficulties than complying with regulations."

Trejo said the district has known it was not in compliance since 1979, but it has still taken until now to comply.

After the meeting, district Director of Education Ray Henderson denied the delay was caused by the district. The district had written up a plan and sent it to OCR in Chicago in January, but didn't get someone to come review it until August. Bureaucratic delays and delays in legislative funding were responsible for part of the slowup, he said.

The district would be working to comply with regulations in hiring Mrs. Reed, who actually did start working Dec. 1. But Trejo said it did not appear to him that the district followed proper affirmative action measures to seek a qualified Hispanic person to take the teaching position.

"It is alleged by some Mexican-American families (in Albert Lea) that you have discriminated against them" in the hiring process, Trejo said. "Some individuals are ready to sue you," he said.

Trejo said that when the job was posted Nov. 24, the notice said the job required a teaching certificate, but did not say that emergency certifications are available to qualify for the job.

School officials said the certifications are not given out routinely by the state, and usually only come when no certified teacher is available for a position.

One applicant for the job is a member of the local Hispanic community, but lacks the teaching certification for the job, said school officials.

Trejo said the district discriminated against those who don't have teaching certificates in this way.

Trejo added that his council, and other Hispanic agencies he

had contacted this week, had not heard about the opening, which does not follow affirmative action processes, he said.

Trejo alleged that the district has a history of discrimination against Hispanics, and used himself as an example. After graduating in 1961, he attended Mankato State College, graduating with a teaching certificate.

He applied here, in 1966, but said he was told the district had a policy of not hiring its own students so soon after high school graduation. "But the year before the district hired Gerry Nelson, who is now your high school principal."

Superintendent Curtis McCamy said after the meeting there is no such policy in the district and that he never knew

of one. He added, after looking up Nelson's records, that Nelson is a 1957 graduate of Albert Lea High School, taught two years in Decorah, Iowa, after college graduation, and was not hired in Albert Lea until 1965, eight years after high school graduation.

Trejo said the board should get answers to the following questions — which agencies were contacted to find if any native Spanish speakers were available for the job; when they were contacted; how they were contacted, and with what information; whether adequate notice had been given for the opening; whether any newspaper ads were placed, whether any ads were placed in Spanish language papers.

Trejo warned that members
(Continued on Page 2)

School Board ...

(Continued from Page 1)

of the local Hispanic community were ready to file suit on the matter, and added "In every action taken against a school district (involving discrimination), the plaintiff has won."

Board Chairman Curt Gnifke asked whether a list of agencies or affirmative action processes had been included when the district was informed of its non-compliance.

Trejo responded that it is "easy to pass the blame to another. It is your responsibility to find the people and get the names of the agencies."

He added, when asked, that he had not contacted the district or any board members on the matter, since he found out about the hiring only on Saturday.

"It's amazing to me how a school district in 1980 can be out of compliance with the OCR. Sometimes I think you just don't care. But I'm not making any accusations," Trejo said. "That's for the courts to decide or for the people who file suit."

Board member Jack Edling pointed out that at a three-day workshop he attended last week, the state Department of Education urged the hiring of qualified, certified teachers for bilingual positions.

"I agree that you should not hire someone who is not qualified, but have you searched high and low? Have you looked? I have the impression

you did not look."

Trejo was challenged on whether his office had been contacted when District Education Supervisor Ray Henderson said that in August he had asked Trejo and his assistant for sources of Hispanics qualified for the position, and had heard nothing from him.

Trejo later denied remembering any such request, nor that he had been asked for lists of agencies to contact. "If I

were asked, why should I not send it? What good does it do me?"

Trejo said the board's compliance problems have been a problem of not keeping up with regulations coming into effect, and asked, "what is your legal counsel for? What are your high-priced administrators for?"

The board tabled the hiring of Mrs. Reed until it can look into its hiring process in this matter. If there appear to be problems with compliance with affirmative action requirements, it may have to undertake the process again.

ALBERT LEA TRIBUNE, Wednesday, Dec. 10, 1980



MHCC NEWS

MINNESOTA HISPANIC CHAMBER OF COMMERCE

PRESIDENT'S REPORT

Richard Aguilar

I recently attended a meeting in Tampa, Fla. of the United States Hispanic Chamber of Commerce National Convention Committee. The National Convention will be held in Tampa August 11, 12 and 13.

Attending the meeting were members of the USHCC and representatives of some of the leading corporations, including Miller Brewing Co., Armco Steel, Anhauser Busch, J.C. Penney and Coca Cola. These corporations were all very impressed with the progress of our national chamber in the few years of its existence.

In the past year, the USHCC has added a full staff to the headquarters in Kansas City, and stands ready to service all of the members of USHCC.

Very soon, USHCC will be opening six offices around the country to service the local chambers. MHCC will be serviced by the USHCC office in Chicago.

One of the important services offered will be the procurement of contracts for all of our 8A contractors. I will be sending the USHCC a list of all of our local Hispanic 8A contractors, and also a list of all of the Hispanic firms that are seeking 8A certification.

The USHCC will try to match up our 8A contractors to contracts that are available, especially in the Defense Department in Washington, D.C. The information on these firms will also be put into the computer at the USHCC office for possible match-ups on business opportunities.

USHCC has been holding conferences and workshops throughout the country, aimed at developing business opportunities and enhancing survival skills of small and minority businesses. Minnesota will host a workshop conference in September.

We as a group intend to support the USHCC, and look forward to a mutually rewarding relationship.



MHCC MEMBERS AND FRIENDS gathered Feb. 3 at the State Capitol for the confirmation of Irene Gomez Bethke as State Commissioner of Human Rights. They are (left to right) Martha Lamas, Alberto Miera, Jack Bethke, Mary Hartle, Raquel Derrenberger, Irene Bethke, Ron Vargas, Senator Ember Reichgott, Juan Lopez, Mona Capiz, Jose Trejo and Joe Vasquez.

Irene, an MHCC member, has been cited for her outstanding contributions to the Hispanic community, both professionally and in volunteer capacities. In her nominating speech, Sen. Reichgott commended Irene for her "unique sensitivity to people." Among her goals for the upcoming term, Irene lists a reduction in the time to process claims of human rights violations, and a reduction in the caseload. She has made a commitment to deal "not in numbers but in people."

MEETING NOTICE

Time: 6:30 pm, Thursday, March 10

Place: Monte Carlo Restaurant
219 - 3rd Ave. N.
Minneapolis
(3 blocks north of Hennepin
Ave. off Washington Ave.)
333-5900

The Program Includes:

"Networking"

A discussion by Karen Desnik
of the National Association
of Women Business Owners
(NAWBO)

Cash bar and hors d'oeuvres

Cost: \$5.00 per person

COMMITTEE REPORTS

MEMBERSHIP

Chris Juarez, Chair

We extend a special welcome to the new members who joined MHCC last month:

Voting:

Jesse Garza
Garza Building Maintenance

Associate:

Kevin Fenelon
Norman G. Jensen, Inc. (brkr)
3006 Hennepin Ave.
Mpls., MN 55408
633-6562

Manuel Pira, Jr.
629 East 15th Street
Mpls., MN 55404

Douglas E. Haffely
Partner
Haffely & Lanigan, C.P.A.
7362 University Ave. N.E.
Mpls., MN 55432
571-1670

MHCC MEMBERSHIP CONSISTS OF:

14 Honorary Members
31 Voting Members
75 Associate Members
19 Sponsoring Members
4 Corporate Members

133 Total Membership

NOTE: If you have not renewed your membership in MHCC, please do so as soon as possible. We would like to keep you on our mailing list.

PUBLIC RELATIONS

Barbara Hansen, Chair

Membership directory: We will print 1,000 of these, listing all MHCC members in good standing, their addresses, phone numbers and brief description of their businesses. These will be distributed to members, the media, the corporate community and others interested in Hispanic business.

If you would like to buy advertising space in the directory, call 224-6259 or 224-6255. All members will be contacted regarding the above within the next two weeks.

Newsletter: We have currently updated and expanded our mailing list for MHCC News. If you know of someone who should be receiving the newsletter, please let us know.

Deadline for next month's MHCC NEWS is March 15.

SEND
NEWS!

PROGRAM

Mona Capiz, Chair

The MHCC Annual Meeting will be held on Saturday, April 16 at the Granada Royale Homotel, Bloomington. A meeting of voting members begins at 3:30 pm. Social hour at 6 pm, and dinner at 7:30 pm.

The agenda for the business meeting is as follows:

I. Officers' Reports

- A. Chairman -- Fermin Aragon
- B. President -- Richard Aguilar
- C. Secretary -- Frank Chavez
- D. Treasurer -- Lola Franco

II. Committee Reports

- A. Corporate Trade Development -- Fermin Aragon
- B. Education -- Enrique Serra
- C. Membership -- Chris Juarez
- D. Women's Business -- Sandra Vargas
- E. Public Relations -- Barbara Hansen
- F. International Trade -- Joe Romero
- G. Construction -- Pablo Murillo
- H. Legislative Action -- Aida Mori
- I. Program -- Mona Capiz

III. Election of Directors

IV. New Business

☆☆☆☆☆☆☆☆☆☆☆☆☆☆☆☆

NOTE: There are five open seats on the MHCC Board of Directors. Any voting member in good standing is eligible to run for a seat on the board. If you are interested in doing so, please call the Chamber office, 228-0196.

☆☆☆☆☆☆☆☆☆☆☆☆☆☆☆☆

WOMEN'S BUSINESS COMMITTEE

Sandra Vargas, Chair

In order to secure the funding that will allow MHCC to become stronger and more effective, we need to compile a profile on the organization, its growth to date and its potential in the future. The focus, of course, is on our member businesses.

The Women's Business Committee, along with the P.R. Committee, is compiling a simple yet very important survey form for MHCC members to complete. You will receive in the mail within the next two weeks the form that will also include an opportunity to express your needs and desires from MHCC. Please complete it and return it to us pronto. You will have the opportunity to remain anonymous if you wish. But we emphasize the importance, both to you and to the organization, of compiling this information.

CORPORATE TRADE DEVELOPMENT

Fermin Aragon, Chair

Procurement executives from General Mills hosted a luncheon for participants in the MHCC Trade Mission program on Friday, Feb. 18 at the Sheraton Park Place, Minneapolis. David Nasby, Director of Community Relations, and Bruce McDonell, Director of Purchasing underlined General Mills' interest in doing business with MHCC companies, and announced the company's intention to become a member of MHCC.

Plans are currently being made for a trade mission activity with IBM. If you are interested in participating in the program (the cost is \$200), call Fermin Aragon, 333-3600.

EDUCATION

Enrique Serra, Chair

We are happy to announce that General Mills has committed its support to the education of Hispanic young people. Through the Education Committee of MHCC, General Mills will provide Summer Internships for Hispanic students who are enrolled in a program of business administration. A student or students will be selected via interviews by General Mills personnel to spend the summer working in the Department of Distribution, learning some of the fundamentals of the marketing process.

INTERNATIONAL TRADE

Joe Romero, Chair

A trade mission to Mexico, co-sponsored by MHCC, the Minneapolis and St. Paul Chambers of Commerce, is in the preliminary arrangement stages. A representative from MHCC and one from the State of Minnesota will make an exploratory trip to analyse the possibilities of trade with Mexico, and conversely the possibilities of promoting Mexican tourism in Minnesota. A report will be made to Governor Perpich following the trip.

CONGRATULATIONS TO:

FERMIN ARAGON, President of Impact, who was one of seven area presidents featured in Skyway News' Salute to The Presidents on Feb. 21.

FELIPE POSTIGO, president of P&G Enterprises, who was featured in an article in the March issue of the Minnesota Business Journal. In an interview by Mark Peacock, Felipe discusses the philosophy and growth of his food service management and catering businesses.

MARTINEZ EXPANDS OPERATIONS



When Celso Moreno became Regional Director of SBA, one of the special visits he made was to Martinez Mapping & Engineering, Inc. Here, Gene Graves, SBA, Moreno, Tony Martinez and Greg Ziebarth study MME's newest piece of equipment.

Martinez Mapping & Engineering, Inc., St. Paul, has recently expanded its commitment to excellence in the field of photogrammetry and engineering. The addition of the Wild BC-I/Aviotab TA-2 computer controlled photogrammetric system, President Tony Martinez says, "adds the ultimate dimension to our capabilities." The system compliments their first and second order Jena Stereoplotters. "With the addition of JFK Rabats/Brats Analytical Triangulation Program, the combination of the two systems makes our efforts in analytical triangulation unique and up to date."

Since 1974, MME has been providing photogrammetric services to government agencies, municipalities and industry. Services now include aerial photography, orthophotography, stereo compilation, analytical triangulation, drafting and scribing, digital data generation and photo reproduction.

MME's Engineering Division performs services related to its key personnel, and includes civil, environmental and electrical engineering.

Another recent addition to the operation at 241 E. Fillmore Ave. is a Log E/Robertson Apollo Copy Camera. This living room-sized piece of equipment allows MME the capability to upgrade vastly its services in the aerial photographic rectification process.

All of the above, Tony notes, underline MME's commitment of "People and Technology Working Together." For more information on MME's capabilities, call Tony at 291-1127.

DON WALIGOSKI DISCUSSES SBA LOANS

Intelligent planning and a realistic attitude are two of the key starting points in applying successfully for a loan from the Small Business Administration, said Don Waligoski of SBA at last month's MHCC informational meeting.

The primary functions of SBA's loan department are processing new loans and servicing existing loans, according to Waligoski. "New loans are down, however. The funding just isn't there." SBA guarantees up to 90% of a loan through a financial institution.

"The secret," Waligoski says, "is to find a banker to work with you." The first approach in seeking an SBA loan, he says, is to apply at a bank. "If you qualify (for a loan there), you don't need SBA. If you are turned down, then ask for an SBA guarantee." There are direct loans through SBA, however, he notes, they are nearly non-existent due to shortage of funding.

The SBA, created in 1953 funds everything from "rice paddies to alcohol plants," Waligoski says. The criteria is that a company be independently owned and operated, and not dominant in its field.

Ineligible applications include those where the owner or company has readily liquidable assets, other assets or a means of finding at a better rate, or seeks the loan for payment of debts. SBA does not fund speculative or gambling ventures, non-profit organizations or news media.

In getting ready to apply for an SBA loan, Waligoski suggests planning: preparing a personal financial statement, financial information on the business, i.e. balance sheet, and a projection of what you plan to do. The projection is the most important part of the plan, he says. Ask yourself, is it realistic? Forms, available at participating banks, are not of the type that it is necessary to hire an accountant or attorney to complete, he concludes.

HAPPENINGS, ETC.



MEXICO MAGNIFICO! is the theme of this year's Minneapolis Aquatennial, which will happen in July. MHCC involvement is in the planning stages, and will include a trade fair among other activities. Mona Capiz and Rick Aguilar are representing MHCC on the Aquatennial committee.

CENTRO CULTURAL CHICANO is looking for royalty for the Aquatennial. Specifically, they are looking for candidates to compete for junior king

and queen. Candidates must be between 6 and 7½ years old. Candidates for Aquatennial Queen of the Lakes and for Midwest Queen must be single and between the ages of 18 and 25. For additional information, call Judi DeJesus, 274-2996. The deadline for registration is March 18.



MONSIGNOR T. J. MURPHY, President of the College of St. Thomas accepts a check for \$5,000 from MHCC members Enrique Serra, education chair, Lola Franco, treasurer, and Rick Aguilar, president. The money, raised at the MHCC Scholarship Ball in December, goes toward the Hispanic Business Student Scholarship Fund at St. Thomas. Monsignor Murphy commended MHCC on its ability to raise such an amount for two consecutive years, and looks forward to our continuous cooperation.

MANAGEMENT SKILLS, a seminar, will be conducted by Normandale Community College on Wednesday, March 9 from 8:30 am to 11:30 am in Room 102 of the Commons Building on the college campus. This seminar is designed for owners, managers and prospective small business owners. Topics will include the manager's role and responsibilities, motivation, leadership, delegation and effective use of power.

Fee for the seminar is \$15.00. It is co-sponsored by the U.S. SBA as part of their Small Business Training Network. Registration fee may be sent to Normandale Community College, 9700 France Ave. S., Bloomington, MN 55431. For more information, call 830-9350.

IF YOU WOULD LIKE a copy of the City & County Purchasing Newsletter, which includes a number of construction bid information, call 224-6259.

GRANTS FOR AN EXCHANGE OF SCHOLARS

The U.S. Spanish Joint Committee for Education and Cultural Affairs has announced that six to ten grants will be offered for 1983-84. These have been made possible because of the availability

of unused funds from the expired Treaty of Friendship and Cooperation between the USA and Spain. Applications will be accepted in the following fields: anthropology, arts, communications, economics, education, humanities, law, political science, psychology and social sciences. To be eligible, you must have a Ph.D. or equivalent, and have sufficient competence in oral and written Spanish for proposed research. Completed applications must be received by March 31, 1983. If you or someone you know who qualifies are interested in more information, call 227-9171.

PROCUREMENT CONTRACTS - HONEYWELL

The following are available for contact regarding possible Honeywell contracts:

J.E. Remington
Corporate Director of Material & Mfg.
870-2256

Richard R. Olin
Supervisor, Electro-Mechanical Components
931-6723

Eugene A. Zierhut
Manager, Procurement Electronics,
Defense Systems Division (DSD)
931-6010

John D. Buck
Director, Employee Relations -- DSD
931-6484

Emil E. Torres
EEO Administrator -- DSD
931-5944

John D. LaFond
Communications Mgr., Ordinance Operations
931-4818

John R. Ferlita
Staffing/EEO Manager -- DSD
931-6194

Carol J. Seiler
Staffing Specialist -- DSD
931-5606

Karen Henriksen
Supervisor, Central Procurement, Gen. Off.
870-6669

RESOURCE LIST

Finance:

Stan Gove, Vice President
First National Bank 370-3922

Steven Wishart
Community Initiatives Consortium
372-5262

Marketing:

Robert Zarracina, Mktg. Rep.
Control Data 544-5655

Legislature:

Win Borden, President
MACI

Government:

John E. Derus, Chair
Hennepin County Board of
Commissioners

Management:

Tim Donahue, SBDC
St. Thomas College 647-5840

Darvin Schauer
Control Data Business Center
893-4200

Advertising:

Paul Rhodes, Account Supervisor
BBDO 338-8401

Consulting:

Mervin Winston, President
MEDA 378-8401

Jack Bailey, President
Mpls. Chamber of Commerce
370-9150

Gene Graves
Small Business Administration
100 North 6th St. 687C
Minneapolis, MN 55403

A REMINDER: MHCC Informational Meetings are held the second Thursday of every month. The program committee is in charge of the meeting location and setting up a program that will be interesting, informative and valuable to Chamber members. If you have ideas on subject matter, speakers you'd like to hear, or a place you'd like to see the meeting held, call Mona Capiz, 224-0022.



**MINNESOTA
HISPANIC CHAMBER
OF COMMERCE**

807 Commerce Building
St. Paul, MN 55101

MEETING NOTICE ENCLOSED!

community

and McFadden are marriage

Follmer, Golden Valley. Additional attendants were Miss Delores Simmons, Washington, D.C. and Miss

of Champaign, Ill., Mr. and Mrs. Alvin Johnson and sons Brent and Derek, of North Haven, Conn., Mrs. Sheila



Renee' Beth McFadden

Melanie Eversley, New York.

The groom's attendants, in white tuxedos with turquoise accessories, were his brother, Marvin McFadden, Lloyd Rector, Lowell Rector, all of Baltimore, Darryl Lloyd, Hampton, Va., and Michael Johnson, Alton, Ill.

Out of town guest in-

Plummer and children, Usten, Nova, and Alex, Columbia, Mo., Mr. and Mrs. Paul Ward, Bloomington, Ill., Mrs. Julie Ann Schultz, Mr. Jimmy Cook, both of Los Angeles, Mr. and Mrs. Bert C. Piggott of Greensboro, N.C., Mr. and Mrs. Robert Darden of Houston, Tex., Mr. and Mrs. Gerald Nelson

Gomez-Bethe will travel to Chicago

Irene Gomez-Bethe, civil rights leader who is well known for her involvement in the community with various organizations, was appointed by the Midwest Voter Registration Project to the 20 member Executive Committee of Midwest Hispanic Women to plan, organize, promote and conduct the Women's Leadership Conference which will be held in Chicago October 11-13.

Irene is currently on the Board of Directors of the United Way of Minneapolis and is the President of the Board of Centro Legal Inc., an organization providing legal services to the Spanish speaking and other disadvantaged people. In 1983, she was appointed by Governor Rudy Perpich as the Human Rights Commissioner for the State of Minnesota and served until 1984.

Here & There

Volunteer drivers and runners wanted to help package and deliver surplus cheese to homebound seniors in South Minneapolis, one Friday a month, 11 a.m. to 3 p.m. Call Kristi Spieler, Minneapolis Age and Opportunity Center, 874-5539.

The Oratorio Society of Hamline University is seeking experienced singers in all voice categories for next season. Call director, George S.T. Chu for an appointment for an audition, 641-2296 or 641-2281. The society's next work will be Mozart's *Requiem* in November.

Home Free, a shelter for battered women and their children, needs volunteers to work in many areas: operate 24-hour crisis phone line, provide women with support and information, follow up with ex-residents, work with children, provide community outreach, typing, organizing, and working with women in their own homes. Home free will provide intensive training at no cost beginning Sept. 14.

CommonHealth Clinic, a non-profit organization, 13961 N. 60th, Stillwater, is offering family planning services.

For further information or an appointment, call 430-1880.



Marcus D. Hedlund
 Duane H. Hegna
 Dean W. Hei
 Thomas E. Heidelberger
 Robert P. Heilman
 Betty A. Hein
 Mary J. Heinisch
 Arnold H. Heinsohn III
 Gretchen A. Helkamp
 Timothy D. Helmeke*
 Vickie L. Helseth
 Patricia A. Hemmesch
 Patricia Henderson
 Carol J. Hendrickson
 Richard W. Hendrickson
 Scott M. Henkel
 Louise F. Hennen
 Roger O. Henningsgaard
 Sandra Lee Henry
 Joseph D. Herbeck
 Ann M. Hamilton Herbert
 Samuel S. Herrmann
 Richard M. Hertle
 Judith M. Hewes
 Kay A. Heyerman
 Deborah M. Hibler
 Karen J. Hickey
 Jean Hicks
 Maryellen P. Higgs
 Larry S. Hilderbrand
 Karen L. Hillger
 David L. Hines
 Edward M. Hines
 Jean C. Hink
 Robert J. Hirschfeld
 Richard A. Hoag
 Hardy N. Hodge
 Gudrun O. Hodnefield
 Gail L. Hoffman
 Trudy J. Vrieze Hofstrand
 Janice M. Hogan
 Jill A. Holland
 Margaret L. Hollerbach
 Lance Holman
 Paul W. Holmlund
 Sharon E. Holtan
 Beverly S. Holzheu
 Wil A. Honkala
 Frederick Hoops
 Michael J. Hopkins
 Patrick J. Horan
 James E. Horazdovsky
 Richard R. Horeish
 Joan A. Horrocks
 Annette D. Horton
 Dolores O. Horwitz
 Richard C. Houle
 Robert L. Houston
 Betty J. Hovland
 Thomas C. Howard
 Katherine A. Howe
 Roger W. Howe
 Diane C. Huebsch
 Dorcas E. Hueners
 Ellen J. Hufschmidt
 Stephen A. Hughes
 Nancy B. Hulbert
 James F. Hulburt
 Ralph L. Hultquist
 James R. Humphrey
 Eleanor M. Hunsberger
 Marshelle Hunt
 Jeffrey A. Hunter
 Nancy L. Huntzinger
 Ralph C. Hurlbutt
 James M. Husing
 Tracy A. Husing
 Thomas W. Hutchings



June 1988 graduate Irene
 Gomez-Bethke with daughter-in-
 law Raquel Cervantes-Bethke,
 son Jesse Bethke (M.M.A.
 1987), daughter Julia Bethke,
 husband Jack Bethke, father
 Jesse Gomez and daughter-in-
 law Marcia Bethke.

William W. Huttner
 Lois B. Hybben
 Douglas L. Iddings
 Constance D. Inada
 Gloria K. Ingberg
 Patricia A. Irons
 Mary A. Irwin
 Lloyd Isaacson
 Adrian B. Isabell
 Richard R. Ische
 Pamela B. Isetts
 Kathleen K. Ivanca
 Jeanne M. Iverson
 William D. Jabas
 Miriam M. Jaberg
 Richard C. Jabs
 Mary C. Jackson
 Mary L. Jacobsen
 Sandra L. Jacobson
 Thomas D. Jacobson
 David B. Jagt
 Laurice M. Jamieson
 Georgene M. Jancaris
 Robert L. Jancik
 Gregory C. Janowiec
 Geraldine L. Jessen
 Alan M. Johnson
 Alberta B. Johnson
 Annette G. Johnson
 Bernice B. Johnson
 Carol K. Johnson
 Charles M. Johnson
 Cynthia M. Johnson
 Daisy Johnson
 David R. Johnson
 Dorothy A. Johnson
 Duwayne E. Johnson

Earl M. Johnson
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 Ellen B. Johnson
 George G. Johnson
 John A. Johnson
 Judith M. Johnson
 Lynne M. Johnson
 Margaret E. Johnson
 Patricia J. Johnson
 Phyllis A. Johnson
 Rick A. Johnson
 Rodney H. Johnson
 Susan G. Johnson
 Susan L. Johnson
 Terry J. Johnson
 W. Amos Johnson
 Willis B. Johnson
 Robert L. Joiner
 Bette W. Jones
 Carol J. Jones
 Kathryn M. Jorgenson
 Char G. Joschko
 Jeffrey N. Joynson
 Camilla J. Joynt
 David L. Juba
 Clayton T. Julson
 Stephen R. Jurek
 Judith S. Justad
 Nancy L. Kachel
 Jeanne M. Kachelmyer
 Susan N. Kahle
 Beverly M. Kahn
 Doris F. Kaibel
 Clarence L. Kainz
 Lorraine M. Kaiser
 David O. Kallenbach
 Magdy K. Kamel

Joel R. Kamerud
 Edward H. Kanani
 Gladys I. Karhu
 Mavis L. Karn
 Avon R. Karpenske
 Barbara Kast
 Juanita E. Kauffman
 Richard S. Kaufman
 Donna M. Keating
 Terrance J. Keeler
 Richard H. Keifer
 Kay D. Kelly
 Patrick T. Kelly
 Joanne D. Kenne
 Cathleen A. Crafton Kephart
 Deborah J. Kerkvliet
 Patrick D. Kerrigan
 Marcus H. Kessler
 David F. Kielsa
 Joan M. Kight
 Melvin H. Kilbo
 Sandra J. Kilde
 Juliana B. Kimball
 Jean Kimber
 Catherine King
 Karen E. King
 Mary M. Laing Kingston
 Nancy E. Kinney
 June L. Kinsman
 John W. Kirchner
 Jane C. Klein
 Karen A. Klein
 Lila M. Klein
 Stephen R. Klein
 Susan K. Klein
 Ellen J. Kleinbaum
 Arlys M. Kleinsteuber

PROGRESS



Vass named Venture Telefund captain



Susan Vass

by Alice M. Vollmar (1984)

Question: What does the Venture Telefund Drive have in common with a Twin Cities comedy theater?
Answer: A very funny 1982 Metro State graduate, Susan Vass.



Vass, associate producer and headliner at Dudley Riggs' ETC. Theatre, has been named captain of the 1988-89 Venture Telefund Drive, a phonathon fundraiser conducted in October.

"It's wonderful to be the



captain of something," quips Vass. "In high school, boys always got to be the captains of teams..."

But Vass isn't joking when she says, "I'm very high on

Vass continues on page 12



Tarzie Vittachi and Reatha
Clark King

Renowned journalist speaks with hope in his heart

Internationally renowned journalist and diplomat Tarzie Vittachi recently cautioned a downtown St. Paul audience that the seeds of violence and aggression are being planted daily worldwide in the form of tyranny, poverty and runaway population growth. But the former deputy executive

director of UNICEF said the destructive forces can be stanchd with a return to ethical values and consideration for others.

"We must realize that the new appropriate values are the oldest values in the world—like consideration of others," said Vittachi, a high-ranking member of the United Nations secretariat who visited Metro State June 24 and 25. Vittachi, a native Sri Lankan who is well acquainted with top world

Vittachi continues on page 19

BOARD ELECTS SIX DIRECTORS

Six new directors were elected to the Catholic Charities board at the annual meeting on May 5.



James D. Smith, Edina, has been a permanent deacon of the St. Paul-Minneapolis Archdiocese since 1978. He serves St. Patrick's parish in Edina.



W. G. (Jerry) Jurgensen, Apple Valley, is senior vice-president of Norwest Corporation, and also serves on the boards of the Bank Capital Markets Association and the American Bankers Association.



Maureen Palmer, Stillwater, is the innkeeper and a corporate director of the Lowell Inn.



Brian Patrick Short, St. Paul, is an attorney and executive vice-president of the 1014 Property Company, Minneapolis.



Irene Gomez-Bethke, New Hope, former Minnesota Commissioner of Human Rights, is the executive director of Instituto de Arte y Cultura de Minnesota.



John T. Kelly, M.D. Robbinsdale, is professor and associate head of the Department of Family Practice and Community Health, University of Minnesota.

COMMUNITY PROGRAM OPENS IN FROGTOWN

After more than a year of planning, Frogtown Neighborhood Social Services, a program designed to provide information and referral, crisis intervention, advocacy and a strong church presence, opened in the District 7 Thomas-Dale community of St. Paul in April.

Frogtown, an area generally bordered on the north and south by Minnehaha and University Avenues, and on the east and west by Rice and Dale Streets, was originally settled by railroad and factory workers. In recent years, as the area has aged, many residents have become concerned about problems with youth, increasing numbers of low-income single-parent families, crime, chemical

dependency and prostitution.

The Thomas-Dale community has the highest unemployment rate (9.6%) in St. Paul, the highest poverty level (24%) and a consistently high crime rate. Social deterioration in the area is further evidenced by lack of child care facilities, recreation, public safety, and employment and health services.

Catholic Charities has no illusions about turning things around in Frogtown. No single agency or organizations can do that. However, according to Mary Kay McNamara, Exodus Services administrator, "We can be the catalyst to connect churches, neighbors,

and public and private agencies in an effort to address the obvious problems."

The immediate objectives of Frogtown Neighborhood Social Services are to engage residents, Charities' staff, churches and community agencies in planning and program development; to bring community volunteers together as advocates and social service providers; and to complete an evaluation of priority needs within six months.

McNamara emphasized that the FNSS facility at 633 University Avenue is not a drop-in center such as the Branches in Minneapolis or the Dorothy Day Center. Its goals are different.

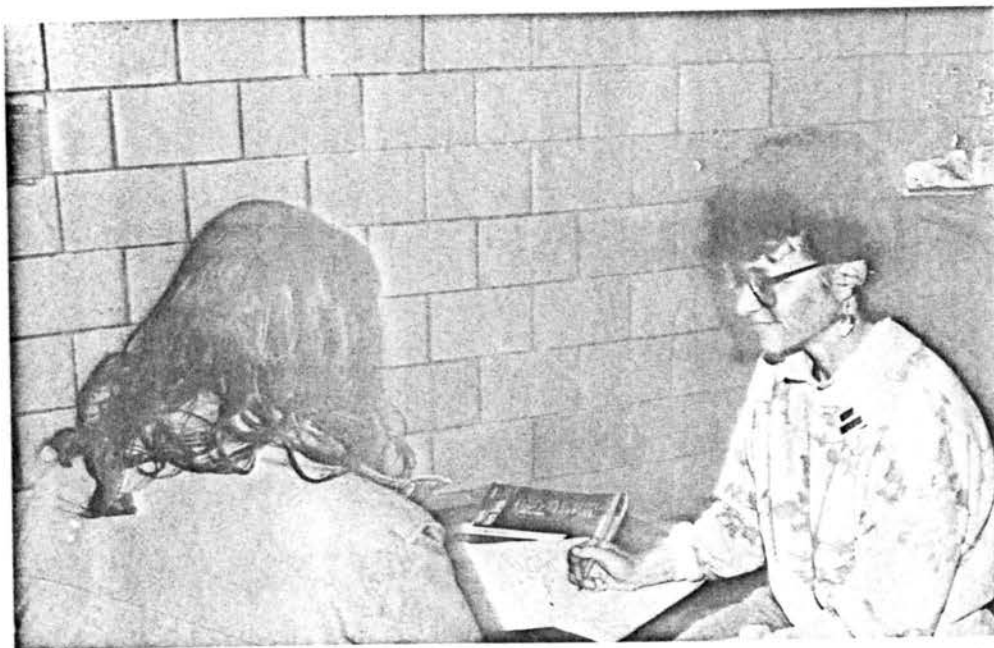
N EWSLETTER



CATHOLIC CHARITIES
OF THE ARCHDIOCESE OF ST. PAUL AND MINNEAPOLIS

Spring '87

XIX NO. 2



Pat Linhoff, food shelf volunteer from St. Joseph's Church, Hopkins, adds up grocery needs of unidentified woman at Branch II.

FOOD SHELVES ALLOW FEW CHOICES

by Lois Hall

"Ain't nobody goin' to go hungry this year in Minnesota, they say. The governor himself says that. My neighbor told me so. She told me to come here and they'd help me."

And so the old woman had come to Branch I, 1308 E. Franklin Ave., Minneapolis, for food to stock her empty kitchen cupboard at month's end. It was her first visit to the food shelf. She responded to the food shelf interviewer's necessary questions slowly and carefully, anxious to have the right answers that would qualify her for help.

She lived alone, she said, in her own home. Her income was only a small pension since her husband had died years ago. "When you pay the light and the gas bills," she said, "it don't leave much for food."

It was hard to tell her age. "How old are you?" asked the interviewer. She paused, and it was clear that was not something she kept track of, but she did recollect the year. "I was born in 1906," she said. As she sat on the

edge of the straight wooden chair, her gnarled hands clasped the cane she held in front of her. She was dressed in a worn winter coat, and a fringed flowered scarf was tied under her chin. European peasant women call them babushkas.

But this woman was black. This was America in 1987. Poverty knows no time, place, color or creed.

As she left with a full bag of groceries, another woman moved up in line to take her place with the interviewer. Although she looked old, she was only in her 40's. The years had not been kind to her and it was not her first trip to the food shelf. She had been here last month, she said, and her situation had not changed. She lived in low-income housing, but was not eligible for food stamps; so she needed the help Branch I could give.

She had a special request this time. Bags are filled routinely with items in a balanced food group. A food-shelf order for nine meals for one includes six protein items, two soups, two vegetables, one fruit, two starch items, breakfast cereal, dry milk and bread. Usually there is little choice given. This woman, however, wanted to leave out some of the canned vegetables in preference for soup and

juice. She still had a few cans of vegetables in her kitchen, and without canned goods the grocery bag would be much lighter to carry the many blocks to her home.

She was dressed for walking in old tennis shoes and denim jeans that had survived countless wearings. Long black hair hung loosely down her back and over a jacket worn thin at the elbows. She was used to walking and to being on her feet. She had worked in restaurants, in factories and in laundries — had been a waitress, a hotel maid, a cookie packager. As her memory travelled back in time, she brightened at the thought of the old Sunshine Biscuit Company that used to be in downtown Minneapolis. "I came to the city from Bemidji in 1958 and that was my first job," she said. "Do you remember the cookies they called Aunt Sallys? They were gingery and sweet with white frosting?" She was silent for a moment, then said, "I don't have cookies much anymore." Her voice trailed off. "I don't think they make Aunt Sallys anymore either," she said as she picked up her groceries and headed for home. There were no cookies.

Grocery sacks may include a dessert but those times are rare. As bags were being packed by volunteer workers, a young couple with two children walked back to the packing area. "Could we have a cake mix and frosting please?" asked the mother. "Why do you want it?" returned Richard Cox, Food Shelf Supervisor. "What's the occasion?" Although that question would have seemed impertinent in a grocery store, Cox was merely being a good manager here. "There aren't enough cake mixes for everyone," he explained, "so we try to save them for special times like family celebrations and birthdays." The young family had a reason, so they got a cake mix.

INSIDE



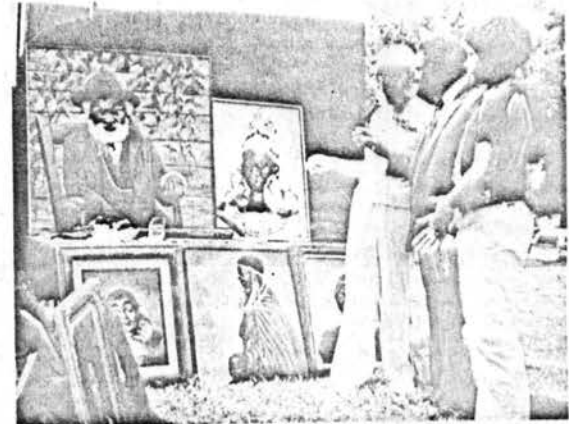
Food Shelf Report

pp. 4-5

Fourth Black Arts Festival 'Fun Day'



Two unidentified darlings passing their approval on the Art Fair.



Artist Bobby Bannern and guests.



Brenda Norwood, AACC Board vice president, welcoming visitors and participants to Black Arts Festival. Observing is LeClair Lambert, executive director.

Some 3,000 people helped the African American Cultural Center give "A Salute to Family Unity" at the Fourth Annual Black Arts Festival held in Martin Luther King, Jr. Park on Sunday, July 26.

Festival participants began to arrive at the park about 1 p.m., as it opened with a silent prayer for the children of Atlanta and "Lift Every Voice and Sing" led by singer, Diane Dillard.

Irene Gomez de Bethke of the Minneapolis Mayor's Office then read a proclamation for Mayor Don Fraser, exemplifying the activities of the

Cultural Center. Although the Mayor could not attend because of some changes in plans, Ms. Gomez de Bethke declared July 26, "African American Cultural Center Day" on his behalf. The proclamation was accepted by Brenda Norwood, vice president of the AACC Board of Trustees, and LeClair Lambert, AACC executive director, who welcomed the

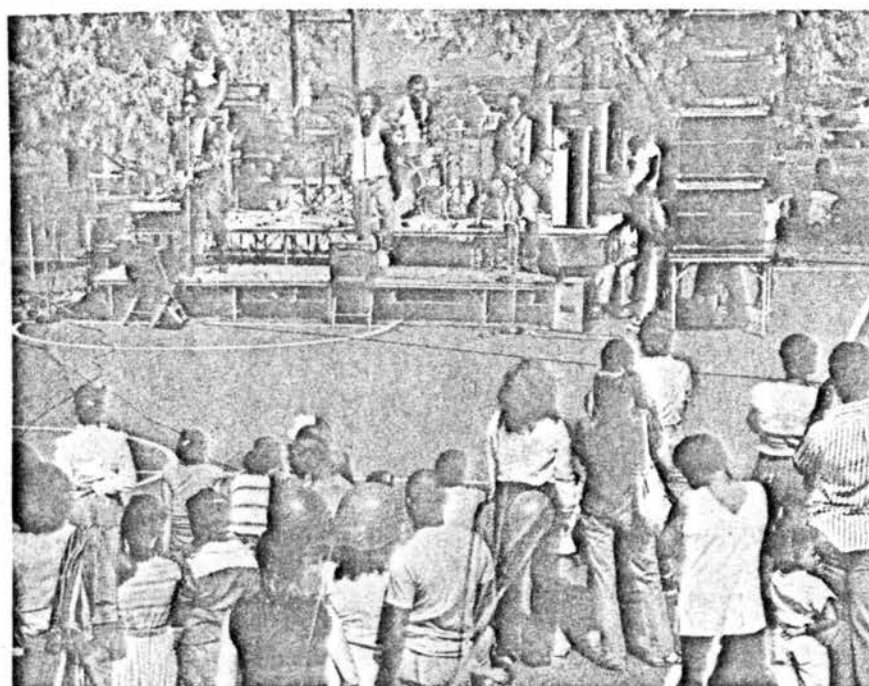
participants and visitors. As Ms. Norwood officially opened the Festival, red, black, and green balloons inscribed with the Cultural Center's insignia were released.

As the balloons flew over the park heading south, AACC music coordinator, Bruce Henry, introduced Caribbean performing artist, Cyril Paul, and as his lilting music filled the air,

Arts Festival

Continued from page 1

Photo by Gene McMiller



"Chappelle" funk rock group.

Across the field, two 20 x 5 ft. canvases has been set up by Arts coordinator Bill Jeter and supervised by Carol Walden and Miranda Bergman for youngsters who were busy creating two murals depicting their impressions of the day's events.

All day the entertainment continued as visitors such as Gloria Hamilton, Connie Price, The John Warders, Dr. and Mrs. Wayne Wood, the Randy Statens, Etta Furlow, Augsburg College president, Dr. Charles Anderson, the Frank Gilliam family, and many hundred community individuals from Minneapolis and St. Paul. People strolled around enjoying the art and entertainment as they ate popcorn, cotton candy, chili dogs, hot teas, and ribs they

purchased from the candy striped AACC booth, and the Dar-es-Salaam, Bill Thompson family, and Bill Dye booths.

Helping to fill the park with exciting talent and musical renditions were dancers Busara Whitaker and Shada Buyobe with African dance; modern dancer, Shirley Jackson; Funzana with Mazi Johnson, Rose Harmon, and Marvin Scroggins; Chappelle, a six-piece funk group; The Northside Settlement Rappers Club, directed by Richard Greenwood; the Phelps Community Center, Jazz Workshop, coordinated by Sam Favors and Gene Adams; and the talented gospel vocalist, Diane Dillard.

Others were young poets John Mentzos and Slimasai; Umoja Poetry

Club; Dixon and Dixon; and exciting entertainment by the popular local folklorists Black Theatre Alliance with Nothunda Zulu, Lori Roberson, Jawhar Hill, Jeri Alexander, Dauod Diwani, Amandilo Cousin and Rodney Crim; Ray Jackson, Slimasai and Bruce Henry were ences.

A special event was a piano recital by AACC students under the instructorship of Severin Behnen. They were: Susannah Vogel, Cassandra Thomas, Olivia Cook, Burgundi Harris, Paige and Guy Elliot, Jackson McDonald, Kay Hopwood, and Jumioka Jackson.

Obviously, a popular item around the festival was AACC t-shirts which much of the crowd was wearing as they stayed around after 7 p.m., to hear the J.D. Steele

Singers come forth with yet another burst of energy through their vibrant gospelsinging.

Closing out the program was the AACC Ensemble, who in one year have catapulted themselves to the top of the local entertainment world with their creative talent. Led by Bruce Henry, vocalist, the other members include Daryl Boudreaux, Tim Bradley, Jose Cousins, Richard Greenwood, Ahmed Gross, and David Wright, III. One of their renditions that touched the soul of the audience was their song for Atlanta's children, written by Bruce Henry.

As dusk fell, some 200 people in front of the stage, danced and jumped and cheered to the Ensemble's rendition of "Master Blaster" which always gets their audiences to their feet to respond to their excellent music.

Along with community groups participating including Southside Community Clinic, Education Assistance Researchers, and Sabathani Community Center, excellent soul quality was presented by Hassan Omari and Sweet Taste of Africa. Much unselfish work was performed by the AACC volunteers headed by Naime Richmond, and representatives from Delta Sigma Theta Sorority, Kappa Alpha Psi Fraternity, Omega Psi Phi Fraternity, St. Paul Urban Leaguers' president, Ann Seifert, and St. Paul NAACP President, Jesse Overton.

Page 9, Thursday, August 6, 1981, Spokesman and Recorder Newspapers

The AACC board and staff thanks all the artists, entertainers, and visitors who participated in making the Festival a successful occasion.

[Urban Notes, Jan. 7, 1983]

Faculty promote classroom/service le

Education, the most important aspect of any internship, has long been the emphasis of the Urban Corps internship program.

So it is nice to hear that internships are the most important aspect of Gail Thoen's classes. Thoen, an assistant professor of social and behavioral sciences at the General College of the University of Minnesota and a licensed consulting psychologist in private practice, has incorporated the supervised internship experience as an integral part of the family studies curriculum.

'Crucial to experience,' according to Thoen, is a classroom setting for interns who can bring what they have learned 'in the field' back to the academic setting and to share what they have discovered with fellow students.

'You don't just turn them loose for a quarter without support', Thoen com-

mented. Her students, as part of the requirements for a family studies degree, must complete an internship. Concurrently, students take Thoen's **Principles of Marriage and Family Therapy Intervention** class which requires them to complete two oral reports to the class as well as a written report, regular participation in class discussion, develop their own reading list...and attendance is mandatory.

Between the classroom theories and the internship's direct experience, 'They draw the parallels. The burden is on the student. Both academic and cognitive development is really stressed.'

Thoen's commitment to experiential education is proven by the very structure of the class. It allows the learning here, in a structured setting to be individualized, too. It contains the support system necessary to make the learn-



Dr. Gail Thoen

ing process a growing, dynamic one.

Thoen's was herself an Urban Corps intern. She credits the internship she had with the Ramsey County juvenile

probation propelling school.' I assigned tually, to 'Internshi tant thing internship.

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Thoen's supportive in the field recognized an essenti

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Thoen al to the sup the Gener on the fac we under traditiona needs of t Thoen's ' of Marria tervention understan history therapy.

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Students course if certificate knowledge be helpful aging, pe education working (social age clinics, ho is offered tion and Minnesota University

Mayor's intern takes new post

Irene Bethke-Gomez leaves her internship in the Minneapolis mayor's office this week for her own office as State Commissioner of Human Rights.

Urban Corps interns do not ordinarily make such a transition (at least this quickly), but Bethke-Gomez is an extraordinary woman.

Although she had long worked as an active volunteer for non-profit and for-profit organizations, she began her official college studies after her children were on their own.

Working toward her undergraduate degree in business administration at Metropolitan State University, Bethke-Gomez was placed in two consecutive internships in Minneapolis Mayor Donald Fraser's office. The knowledge and skills she acquired in the two positions as well as bi-lingual and bi-cultural skills makes the transition a logical one.

The first internship focused on learning about local government, public relations and expository writing. 'The mayor's office enlightened me as to what the system is and how to work within it. I really became familiar with government administration,' she said.

She also learned at the mayor's office how to stretch depleting resources. 'When Minneapolis has decreasing resources to work with--and meanwhile increasing numbers to serve--the office becomes increasingly creative in making those resources go further.'

An example: Bethke-Gomez worked on the Indo-Chinese Coordinating Committee (during the course of one of the internships). A problem came up when the city's animal control personnel were having trouble with the indo-chinese community. Evidently, the biggest problem was that many of the people were afraid of uniforms.

When the issue was brought to City Council, it was determined that the city conduct a workshop to educate people about the cultural background of the Indo-Chinese.



Irene Bethke-Gomez

'That's a wonderfully creative way of diffusing tension, solving the problem effectively and at a minimum cost to the city,' she said.

Her work with the Indo-Chinese community stems from her involvement prior to her internships with the Cuban Refugee Program. It could be said, however, that it is her commitment to the principles of human rights and cross-cultural understanding that inspires her action.

During the course of two internships, she certainly has become involved, whether as an observer, a researcher or a committee member. She only told me about five of her 'committee-ships.'

Her second internship focused on advocacy and criminal justice.

Bethke-Gomez staffs the Hispanic Advisory Committee, which brought non-partisan participants together, actively working with the issues of the Hispanic community.

'I have come to understand the importance and the value of offering people access to the city. Having access to our city for a community traditionally without that access has been helpful,' she said.

She was appointed to the Police Practices Taskforce in Minneapolis, whose

goal was to improve community relations with the police.

Of all the talents Bethke-Gomez has brought to her internship, she said that the most important was her bi-lingual, bi-cultural skills. Not only has it brought her the capacity to relate to people in a special way, but it has given her the opportunity to help people in the city who are in need of a translator. Since offering her services to the departments within City Hall, she has helped police suspects, trial witnesses and people simply seeking information about the city.

A more literal 'access to the city' was also studied by Bethke-Gomez in work she did for a committee to help people with handicaps and disabilities.

'I gained a sensitive perspective, I believe, on people with physical disabilities. I learned to address issues that were sensitive problems. I talked with people who had these kinds of differences. I learned what 504 means! ('504' refers to legislation which requires public buildings be accessible to handicapped and disabled persons.)

Working with the mayor's staff, particularly her direct supervisor Ele Colborn, 'very strongly contributed to my personal growth', Bethke-Gomez said.

Mayor Fraser's own commitment to human rights--nationally recognized, she noted--has made her position as an aide especially rewarding. 'It has been a privilege to work with someone of the mayor's caliber,' she said.

Bethke-Gomez is a strong supporter of internships.

'My internships have been a good training ground,' she said. 'It's a good way to find out if you are in the field you want to be in.'

'It is especially a way for people of color to get into the system. Internships are a wonderful way of providing them that kind of exposure. It is also a way for departments to understand people of a different culture,' she said.



VISIONES DE LA RAZA

Chicano Latino Monthly News
Minneapolis, MN

Vol. XII - No. 7 - July 1988

GRATIS

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Gomez-Bethke bolsters professional credibility potential with Metro State degree



Irene Gomez-Bethke

Irene Gomez-Bethke has had a highly colorful, multifaceted and successful career history.

From restaurant management to health care to government service to arts administration, this one time high school dropout's hard working determination and intuitive expertise brought her steady growth in job responsibility and performance. Add to that her long-time community activism in politics, civil rights, education and church, and Gomez-Bethke had outpaced many with three times her academic credentials.

So why, at middle age in the early 1980s, did this busy grandmother decide to pursue a college degree? A commitment to lifelong learning and an overwhelming thirst to expand her knowledge base initially drove Gomez-Bethke, former Minnesota Human Rights Commissioner and current executive director of Instituto de Arte y Cultura, back to school. Moreover, she "got tired of watching all my colleagues making twice the money I was." Many of those colleagues couldn't touch her organizational and leadership skills, Gomez-Bethke says.

Metropolitan State University will confer a bachelor of arts degree on Gomez-Bethke during commencement ceremonies on June 25. It will be a momentous occasion for both her and the university. She will at last have the "on-paper credentials" certifying her years of experience and expertise. She will also join more than 330 degree candidates, the largest number since Metro State's inception in 1971.

When Gomez-Bethke decided to return to school, she sought an institution that would address the needs of older, minority student. "Most Hispanics have a hard time with higher education," she says, "language and culture have posed major barriers." It's often difficult to find the long-term family support so necessary to complete a degree, she adds. "It's hard to focus on the long-range benefits of education when there's an immediate family crisis that must be taken care of."

"Metro State is the place for people who have had difficulty accessing higher education," said Gomez-Bethke. She cites the university's flexible approach, sensitive faculty and staff, and individualized attention as integral in her academic success. She liked the multicultural representation on the advising staff as well as the affordable tuition. "Economics are another significant barrier for Hispanics thinking about college," she says. Metro State charges by the class rather than the semester.

Metro State, a member of the Minnesota State University system, offers the final two years of a four-year college program. It serves a diverse range of people in the seven-county metropolitan area and offers classes in community sites close to students' home and work. Besides traditional courses, the university offers creative learning strategies such as theory seminars, internships and independent studies, and awards college credit for learning achieved through work and community activities outside the classroom.

Gomez-Bethke came to Metro State with only four college credits. An admission counselor recommended that she explore turning her job and community experience into "competencies" or college credits for previous learning. She converted her work for such organizations as Homeward Bound, K-Mart, the Girl Scouts and PTA into almost 100 credits.

After she was admitted into the university, Gomez-Bethke utilized all the options. Like all Metro State students, she designed her own degree plan. Her background as painter and costume designer and long-time interest in the arts propelled her towards arts administration. She filled out her remaining requirements and bolstered her previous learning with traditional academic courses in accounting, writing and general business. "More and more, it's very important for nonprofit agencies to function in a businesslike manner," she says. "To be effective and successful, you must be aware of the legal and financial requirements."

While at Metro State, Gomez-Bethke completed two internships that proved most fortuitous for her future. While working as a communications and media relations intern for Minneapolis Mayor Don Fraser, she was appointed liaison to the Minneapolis Arts Commission. The experience strongly aligned her with her first love, the arts. Soon after, she designed an internship with her brainchild, the budding Instituto de Arte y Cultura.

Gomez-Bethke led the group that in the late 1970s saw a need for a structured, year-round organization that would present, promote and preserve the Hispanic culture while educating the public through the fine, cultural and performing arts, and media in the Twin Cities area. The seed of an idea was gaining significant support and momentum when she became a student intern, working on boards development and a calendar of events, and hammering out legal requirements. She became the Instituto's first executive director when the volunteer arts organization was officially launched in 1984.

Continued on page 10

Rally Protests Migrant Hispanic

Exploitation Workers



Al Garcia and Harry Melander

A Mexican American organization and two labor groups joined forces Tuesday, June 2, to protest the exploitation of migrant Hispanic workers at an apartment complex under construction in Bloomington.

Members of the three groups charged that conditions at the Tealwood Apartment complex at 98th and Normandale Boulevard are unsafe and that the salary scale is 50 to 60 percent below prevailing wages.

Al Garcia, Community Services Director for Centro Cultural Chicano, said the project is a case of "labor brokers preying on an under-class of workers. It's an American apartheid, and it's not good for our community, the people of Minnesota or reputable contractors."

The rally was held outside Normandale Hylands United Methodist Church, which is next door to the apartment complex. Its objective was to call attention to the project's conditions and to question why an out-of-state contractor should be allowed to do work here and not meet the same standards required of Minnesota contractors.

"If Woodsage Construction (the St. Louis, Mo., owner/developer/contractor) wants to hire Hispanic workers, there are plenty of unemployed Hispanics locally," Garcia said. Let's have some meaningful affirmative action. The truth is that this contractor has similar developments in other parts of the country."

The project started last said, and at one time 60 to workers from Texas, Nicaragua, Mexico, and other countries were employed.

The other has been closed point was closed down, by National Safety and Health Administration for safety violations. Several were deported after visits by Immigration and Naturalization Service members.

Centro Cultural Chicano represents 18,000 people in Hennepin County and is the largest Hispanic organization in Minnesota, with the labor Groups, because "this is a people's union versus non-union is."

The two sponsoring labor were the Carpenters Union Council, which represents carpenters in the metropolitan Construction Research, Institute of United Association of Brotherhood of Electrical Workers with a membership of 6,000 workers.

Harry Melander, a representative for the District Council of the migrant workers have to work in Minnesota as a

"But the conditions must and these workers must get protection as any other workers," Melander said.

Continued

Visiones de la Raza CENTRO CULTURAL CHICANO

1704 Dupont Ave. No.
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Permit

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STATE SEN. EMBER REICHGOTT (right) congrat-
ulates State Human Rights Commissioner Irene
Gomez-Bethke, New Hope, after Ms. Beth-
ke received unanimous recommendation for con-
firmation from the Senate Judiciary Committee
last week. Sen. Reichgott, who represents Rob-
binsdale, Crystal, and New Hope, is vice-chair of
the committee. Ms. Gomez-Bethke was appointed
to the Human Rights post by Governor Perpich and
took office in January.

Coffee Day will benefit state camp

Friday, Feb. 25, is the
seventh annual Camp
Confidence Coffee Day. Area
Jaycee Women are co-spon-
soring "Coffee Day," when
dollar lapel buttons are sold
by waitresses and waiters
for the benefit of Camp
Confidence.

Benefitting Minnesota's
mentally retarded citizens;
Camp Confidence is an all-
year-round camp located on
Sylvan Lake near Brainerd.

The camp is free to all
campers, and is maintained
through private contributors
and promotional efforts such
as Coffee Day.

A \$1 donation gives the
donor a lapel button for "all
the coffee you want free on
Feb. 25" at participating
establishments in Min-
nesota.

Numerous restaurants in
the northwest suburban area
are participating.

County libraries stay open Monday

Hennepin County libraries
will be open their regular
hours on Presidents' Day,
Monday, Feb. 21.

The Hennepin County
Library system consists of 25
libraries and one bookmobile
located in the suburban part
of the county.



Yes, I would like information
without obligation on:
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☐ SIDE BY SIDE
☐ CREMATION GARDEN

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OR
2 LOCATIONS
IN OUR NEW
CREMATION GARDEN

Crystal Lake Cemetery
PENN & DOWLING AVE. NO.

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NO INTEREST CHARGE WITH LOW PAYMENTS

Perpich will reappoint Alexander as DNR head

Associated Press

Joseph Alexander will be reappointed state commissioner of natural resources, Gov.-elect Rudy Perpich announced Saturday.

Alexander, 59, is a career employee of the Department of Natural Resources. He joined it in 1957 as a game warden and was named to head it by Perpich in 1978. He was kept on by Gov. Al Quie when he took office in 1979.

Perpich also announced the appointment of George H. Frisch, 40, a St. Paul attorney, as chairman of the Metropolitan Waste Control Commission.

He also named Irene Gomez-Bethke, 47, of New Hope to be commissioner of human rights. Gomez-Bethke, an administrative aide to Mayor Don Fraser of Minneapolis, is a former head of the Instituto de Arte y Cultura, a Hispanic arts organization, and of the state's Council on Spanish-Speaking Affairs.

Perpich has almost completed his major appointments, which will be formalized when he takes office Jan. 3. Still to be chosen are heads of the Departments of Health, Human Rights, Welfare, Veterans Affairs, Agriculture and Commerce.

On Friday Perpich said he would expect his appointees to follow a set of guidelines on conflicts of interest and to observe limits on the value of gifts they can accept.

He said he has asked Paul Tschida of St. Louis Park, who has been appointed commissioner of public safety, to develop a system to inform department and agency heads and members of the governor's staff of their rights and obligations in connection with their new positions.

Working with Tschida will be lawyers from the attorney general's office and representatives of the National Governors' Association who have developed guidelines for other states.

Perpich said he set similar standards of conduct in his first administration.



STATE SEN. EMBER REICHGOTT (right) congratulates State Human Rights Commissioner Irene Gomez-Bethke, New Hope, after Ms. Bethke received unanimous recommendation for confirmation from the Senate Judiciary Committee last week. Sen. Reichgott, who represents Robbinsdale, Crystal, and New Hope, is vice-chair of the committee. Ms. Gomez-Bethke was appointed to the Human Rights post by Governor Perpich and took office in January.

Sandra Benitez Wins Loft-McKnight Grant

Sandra Benitez has been selected as one of the eight winners of the 1988 Loft-McKnight Writers' Awards. Each of these Minnesota writers will receive grants of \$7,500 to help them pursue their writing in the coming year.

Sandra Benitez lived for more than twenty years in Mexico and El Salvador. She earned a B.S. in English, and an M.A. in comparative literature and has worked in both the public schools and in private industry. She is completing a novel entitled *Las Dos*, which is set in El Salvador, and a collection of stories set in Mexico. She is a former Loft Mentor Series winner and has work forthcoming in *The Chariton Review*.

In addition to the cash awards, winners will participate in a public reading at the Loft. Their work will also be published in a special anthology, *Loft-McKnight Selections*. For additional information, contact The Loft at (612) 341-0431.

Ortega Recipient of Awards for his Outstanding Leadership

On May 26, during the 20th Anniversary celebration of the Minneapolis Urban Coalition, five outstanding Twin Citians received the Coalition Builder Awards for their demonstrated spirit of coalition-building, working in partnership with people outside of their own community.



Rafael Ortega receiving the Coalition Builder Award from Frank Skillern, Chairman of the Minneapolis Urban Coalition

Among the five recipients was Rafael Ortega, who was presented with the award in recognition of his success in mobilizing and empowering other communities and addressing emerging issues in partnership with the philanthropic community. As chairman of the Spanish Speaking Affairs Council, Ortega has been instrumental in convening the American Indian, Asian and Black State Councils to improve inter-group communication and address the issue of AIDS. As a liaison between the religious community and the Hispanic community, he has facilitated discussions on a number of health and welfare issues. Other recipients included Pat Bellanger, Ophelia Balcos, Jacqui Smith, and Denise Lockeren Brinkman.

Ortega is also a recipient of the 1988 Non-Profit Excellence Awards presented as joint effort of the Amherst H. Wilder Foundation, the Saint Paul United Way and Minneapolis United Way, for his leadership in directing CLUES (Chicanos-Latinos Unidos En Servicio) through risks and tough decisions, as well as for his intense work with corporate, governmental and community institutions. **Congratulations to Rafael Ortega!!!**

Gomez-Bethke Earns Degree from Metropolitan State

Congratulations to Irene Gomez-Bethke who received on June 25, a bachelor of arts degree from the Metropolitan State University.

Gomez-Bethke's long time interest in the arts and her background as a painter and costume designer propelled her

towards arts administration in designing her own degree at the Metropolitan State University.

While at Metro State, Gomez-Bethke completed two internships that prove most fortuitous for her future. While working as a communications and

media relations intern for Minneapolis Mayor Don Fraser, she was appointed liaison to the Minneapolis Arts Commission and this led her to the creation of the Instituto de Arte y Cultura, for which she has served as its executive director since 1984.



Spanish Speaking Affairs Council

July 1988

El Concejo visita la ciudad de Crookston

Más de treinta personas del área norte de Minnesota, participaron en el Programa de Entrenamiento en Liderazgo preparado por alumnos del Programa Hispano de Liderazgo el pasado 23 de abril en la ciudad de Crookston.

El propósito del programa fue el de unir a hispanos de las áreas de East Grand Forks, Moorhead y Crookston, para identificar y analizar problemas y situaciones que están afectando actualmente a los residentes de esas áreas y al mismo tiempo, motivar a las personas presentes a continuar trabajando y apoyando a la comunidad hispana de sus respectivas áreas.

Como parte del programa, los organizadores invitaron al alcalde de la ciudad de Crookston, el señor Doug Oman, quien recibió muchas preguntas de los participantes con respecto a la ciudad de Crookston, y especialmente con respecto a los problemas de vivienda que han encontrado los trabajadores migrantes en esa área.

Al mismo tiempo, el Concejo del Estado Para Personas de Habla Hispana fue invitado a llevar a cabo su reunión mensual en este día, para que los participantes del seminario, no solo pudieran conocer más de cerca el Concejo y sus actividades, sino también



El Alcalde de la ciudad de Crookston, Doug Oman haciendo una presentación a miembros de la comunidad Hispana

expresar sus problemas e inquietudes. Muchos de estos problemas reflejaron la falta de vivienda para los trabajadores migrantes, así como los problemas discriminatorios.

Algunos de los participantes incluyeron, personal de Minnesota Migrant Council; alumnos del Programa Hispano de Liderazgo como Diana Chapa quien fue la organizadora del seminario, Sergio Andrade, presidente de la Asociación de Alumnos del área norte, y otros residentes hispanos.

Miembros del Concejo y su director ofrecieron a los participantes de la junta, que harán todo lo posible por encontrar una solución a los problemas expresados, especialmente al problema de vivienda en el área.

She has a long history o

By JUDY WILLIAMS

For most people, caring for six children would be a task that would leave little time for outside activities. Not so for a high-powered New Hope woman, though.

During the past three decades, Irene Gomez-Bethke has raised her six children but also has found time to volunteer in more than a dozen organizations, finish her high school education, hold several paid positions, begin college studies, serve as administrative aide to the mayor of Minneapolis and, for the past year, hold the position of Commissioner of the Minnesota State Department of Human Rights.

Gomez-Bethke, a North Minneapolis native of Mexican-American heritage, has a long history of working in the human rights area. As far back as the 1950s and 1960s, she was active

in such groups as the League of United Latin American Citizens, the Hispanic Advisory Board, United Farm Workers and Hispanos En Minnesota. Her early efforts focused on gaining voting access for minorities and government services for Spanish-speaking persons.

AS THE CIVIL RIGHTS movement spread nationally during the 1960s and 1970s, so did Gomez-Bethke's involvement. While continuing her advocacy for Mexican-Americans, her efforts expanded to include human rights issues for women and the disabled. She was instrumental in forming Women of Color, Chicano Latino for Political Action, and Chicana Feminists. She served on several University of Minnesota Hispanic advisory committees and was a volunteer worker at Glenwood Hills Hospital in Golden Valley and

North Memorial Hospital in Robbinsdale.

And, in the middle of all that, while her children were progressing through the educational system, Gomez-Bethke found time to fill a void created when she dropped out of North High School in 1952. She went back to school and earned her high school diploma from Anoka High School in 1970.

Following graduation, she embarked on a career in management, first as restaurant and deli manager at the New Hope K-Mart store and then as food service supervisor and director at Homeward Bound in New Hope. Although she held management positions many years before beginning college business administration studies, Gomez-Bethke asserts that "Especially women come to the workforce with a lot of experience in organization, coping, time management and even psychology."

Gomez-Bethke said that working at Homeward Bound was "a highlight in my life... What I especially liked was that every child, no matter what the handicap, could achieve a success." But she left Homeward Bound in 1979 to begin business administration studies at Metro State University.

WHILE A STUDENT at Metro State U, Gomez-Bethke also worked for three years as an administrative aide to Minneapolis Mayor Don Fraser. The combination of management work experience, business administration academic studies and three decades of human rights advocacy as a volunteer and within government has adequately prepared her for the human rights commissioner job, she feels. "I know I can do the job," she said.

Still, "I was floored," was her reaction to her January 1983 appointment by Governor Rudy Perpich. Her reaction, however, was more to the rapidity with which she was appointed than to the enormity of the job. She had interviewed for the position in the morning and was hired the same afternoon.

Gomez-Bethke said she had applied directly for the commissioner's position and also had been recommended by several organizations. "They recognized that I'm a good



IRENE GOMEZ-BETHKE, New Hope, commissioner of the Minnesota State Department of Human Rights: "I always meet my goals."

of human rights concern

Rob- worker," she commented. "And that happens when you're a volunteer. People get to know you." By this time, she had spent eight years working with the Urban Coalition and six years with the Legal Rights Center.

The Department of Human Rights has been under fire for its large backlog of unresolved cases. About 3,000 cases of alleged discrimination currently are on file with the agency. Gomez-Bethke also has been criticized by Senator Jim Ulland, Republican minority leader, for approving a two-month paid leave of absence for a department employee to train for the Mr. Universe competition. "There's been a lot of attention focused on this department," Gomez-Bethke said. And she expects "very positive things to happen" as a result of that attention.

A GOVERNOR'S TRANSITION TEAM has been studying the agency's structure and a Governor's Task Force has been reviewing the department's management, budget, case procedures and the state Human Rights Act. Both reports are due in February. Gomez-Bethke expects the department's budget and staff will be increased.

The commissioner's immediate goals for her department are to reduce the overall caseload and to reduce the time it takes in case processing. "But not at the expense of due process," she said.

To that end, Gomez-Bethke, who manages a staff of 46, in November initiated a "backlog reduction" program. A total of 1,050 cases that were 18 months or older, predating Gomez-Bethke's tenure, were identified. Now, three months later, 787 of those cases have been contacted, closed or reactivated.

Protected classes in the Minnesota Human Rights Act include race, color, national origin, religion, creed, age, marital status, disability, familial status (parent) and public assistance recipients. Areas in which these groups are protected include employment, housing, public accommodations, education, credit, public service, reprisal (for filing discrimination charges) and aiding and abetting an act of discrimination.

THE BULK OF CASES filed, 80

percent, charge discrimination in employment. Sex-based discrimination claims account for 38 percent of the employment cases. But the largest percent increase, according to Gomez-Bethke, has occurred in age-discrimination cases. Both in Minnesota and nationally, there has been a 326 percent increase during 1983 over the previous year in cases alleging age discrimination in the workplace.

In addition to her efforts to speed case processing, Gomez-Bethke is proud of her past-year record of sending 45 cases to hearings and litigation. "This says we're serious about going after discrimination," she asserted. Before she took over the department, only 10 cases a year went to court.

How could anyone manage a household of six active children and still accomplish as much as she has? "I was very equitable in work distribution in our home," Gomez-Bethke said. The family had a job jar, and everyone was taught to handle every kind of job.

"I tried to instill a sense of independence," the commissioner said. All six children, four girls and two boys, were required to do the washing, cleaning, sewing and ironing. One son even took a home economics course in school, before it was required in the curriculum, to learn to cope with home responsibilities.

GOMEZ-BETHKE has lived in New Hope for 19 years. All six of her children, who used only Bethke as their last name, graduated from Cooper High School in Robbinsdale Area School District 281. All six remain in the Twin Cities area.

Two, Julia and Jess, still live at home with the commissioner and her husband, Jack. Jess recently graduated from the University of Minnesota, and Julia is taking a break in her university studies. Daughters Mary, Patricia and Anita are homemakers — Gomez-Bethke has 11 grandchildren — and son Jack works for the Urban Coalition.

When Gomez-Bethke enrolled in college in 1979, two of her children also were attending college. Some evenings, she said, "All three of us would be sitting at the table working

on college work together."

While Jess and Julia were at the University of Minnesota, Gomez-Bethke elected to attend Metropolitan State University. "I felt comfortable there," she said. "The school is for older women who have gone back to finish their education." Lower tuition costs also influenced her decision, as well as the school's independent study policy, which allowed her to continue working.

WHILE HER FAMILY was "proud of the fact that I had that vision" to return to school, the commissioner said, it also helped her to "realize the kind of academic stress" her children were experiencing.

Besides her commitment to human rights, Gomez-Bethke has a strong interest in the arts. She has taken Folkloric courses at Southern Colorado University, the University of Washington, Kansas State University and in Mexico. She was a costume designer for El Ballet de Minnesota at the university and on the Arts Advisory Committee of the Metropolitan Council.

Gomez-Bethke's performing arts interest has been adopted by her family. All six children are performing members of Ballet de Mexano, a group that presents folkloric dances throughout the Midwest.

Closer to home, the commissioner is a member of the Parish Community of St. Joseph in New Hope, where she is an usher. She also served on School District 281's Minority Task Force.

BEYOND HER AMBITION to reorganize the state human rights agency, "to be sure that our department is capable of meeting emerging needs," Gomez-Bethke also would like to see the state Human Rights Act strengthened. A personal goal is to finish her college degree work, which has become difficult now with the time-consuming responsibilities as commissioner.

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Irene Gomez-Bethke

Portrait of a non-traditional student

By Leslie Walters

Irene Gomez-Bethke has had a highly colorful, multifaceted and successful career history.

From restaurant management to health care to government service to arts administration, this one-time high school dropout's hard-working determination and intuitive expertise brought her steady growth in job responsibility and performance. Add to that her long-time community activism in politics, civil rights, education and church, and Gomez-Bethke had outpaced many with two and three times her academic credentials.

So why, at middle age in the early 1980s, did this busy grandmother decide to pursue a college degree? A commitment to lifelong learning and an overwhelming thirst to expand her knowledge base initially drove Gomez-Bethke, former Minnesota Human Rights Commissioner and current executive director of Instituto de Arte y Cultura, back to school. Moreover, she "got tired of watching all my colleagues making twice the money I was." Many of those co-workers couldn't touch her organizational and leadership skills, Gomez-Bethke says.

Metropolitan State University will confer a bachelor of arts degree on Gomez-Bethke during commencement ceremonies on June 25. It will be a momentous occasion for both her and the university. She will at last have the "on-paper credentials" certifying her years of experience and expertise. She will also join more than 330 degree candidates, the largest number since Metro State's inception in 1971.



Irene Gomez-Bethke

When Gomez-Bethke decided to return to school, she sought an institution that would address the special needs of older, minority students. "Most Hispanics have a hard time with higher education," she says. "Language and culture have posed major barriers." It's often difficult to find the long-term family support so necessary to complete a degree, she adds. "It's hard to focus on the long-range benefits of education where there's an immediate family crisis that must be taken care of."

"Metro State is the place for people who have had difficulty accessing higher education," said Gomez-Bethke. She cites the university's flexible approach, sensitive faculty and staff, and individualized attention as integral in her academic success. She liked the multicultural representation on the advising staff as well as the affordable tuition. "Economics are another significant barrier for Hispanics thinking about college," she says. Metro State charges by the class rather than the semester.

Metro State, a member of the Minnesota State University System, offers the final two years of a four-year college program. It serves a diverse range of people in the seven-county metropolitan area and offers classes in community sites close to students' home and work. Besides traditional courses, the university offers creative learning strategies such as theory seminars, internships and independent studies, and awards college credit for learning achieved through work and community activities outside the

Student to page 11

A non-profit publication

THE

Voice

West St. Paul

Mendota

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lized all the options. Like all Metro State students, she designed her own degree plan. Her background as a painter and costume designer and long-time interest in the arts propelled her toward arts administration. She filled out her remaining requirements and bolstered her previous learning with traditional academic courses in accounting, writing and general business. "More and more, it's very important for nonprofit agencies to function in a businesslike manner," she says. "To be effective and successful, you must be aware of the legal and financial requirements."

While at Metro State, Gomez-Bethke completed two internships that proved most fortuitous for her future. While working as a communications and media relations intern for Minneapolis Mayor Don Fraser, she was appointed liaison to the Minneapolis Arts Commission. This experience strongly aligned her with her first love, the arts. Soon after, she designed an internship with her brainchild, the budding Instituto de Arte and Cultura.

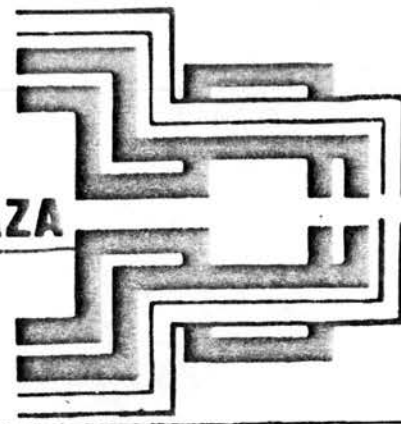
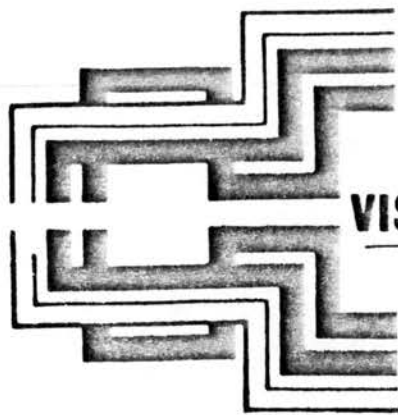
Gomez-Bethke led the group that in the late 1970s saw a need for a structured, year-round organization that would present, promote and preserve the Hispanic culture while educating the public through the fine, cultural and performing arts, and media in the Twin Cities area. This seed of an idea was gaining significant support and momentum when she became a student intern, working on board development and a calendar of events, and hammering out legal requirements. She became the Instituto's first executive director when the volunteer arts organization was officially launched in 1984.

The Minneapolis-based Instituto has been very successful under Gomez-Bethke's leadership. Working closely with local, state and regional organizations, the clearing house for Hispanic artists provides jobs and facilitates arts programs throughout Minnesota. Composer Donna Pena, Teatro de la Esperanza and Los Folkloristas are just some of the more recent nationally-renowned guest performers appearing in Minnesota because of the Instituto's work.

Like most Metro State students, Gomez-Bethke successfully combined a busy home, work and community life with her academic career. Taking three classes a quarter while she maintained her professional consulting and speaking business was not unusual for Gomez-Bethke. But when circumstances dictated that she reorder her priorities, she greatly appreciated the university's flexible approach to lifelong learning. Gomez-Bethke took a hiatus from school to serve as Minnesota's Commissioner of Human Rights in 1983 and 1984.

A self-described Myers-Briggs (a personality test) "ENTJ," Irene Gomez-Bethke literally bursts with experience, enthusiasm, energy and determination. Coupling her soon-to-be-received bachelor's degree with outstanding intuitive leadership and interpersonal skills, it seems she can accomplish anything.

Graduate school is a distinct possibility for the future. But more important, her Metro State diploma will give her greater credibility as a professional and a mentor. "I want to do more in the Hispanic struggle against racism," Gomez-Bethke states. "I will be a good role model for women, young or old, but especially for Hispanics," she concludes.



Pancho's New Store on Broadway

By Eulalia Reyes de Smith

Ernestino "Pancho" Rivera and his wife, Mary, have recently added a store to their restaurant, "Panchos," at 320 W. Broadway. Here is a little history of how the restaurant and store came to be.

Ernestino Rivera, oldest in a family of seven, came to Minnesota from Bridgeport, Texas, with his parents when he was six years old. From 1930 to 1937 he and his family worked the onion and beet fields of Minnesota in places like Grand Forks and Albert Lea. In 1937 the

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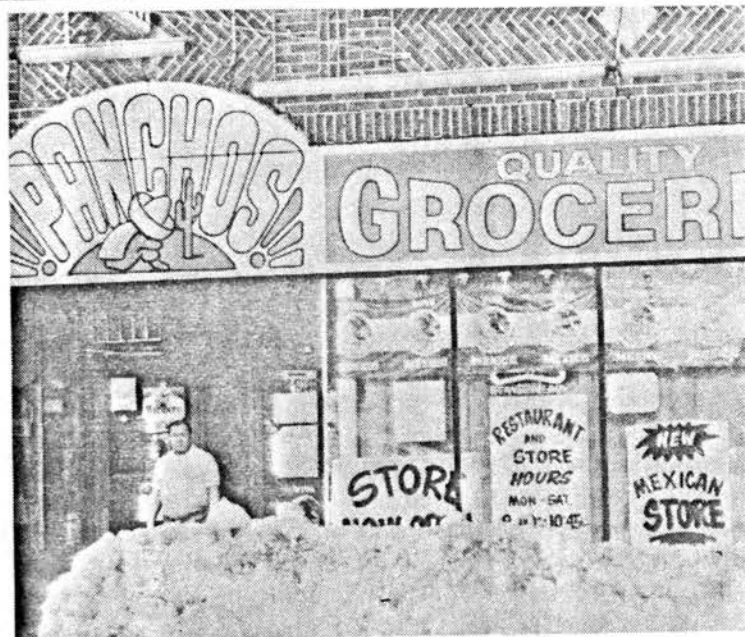


Photo by Judy Gold

Gomez Bethke Appointed State Human Rights Commissioner

by Paula Holden

Irene Gomez Bethke, well-known in the Hispanic community for her involvement with various organizations, was appointed Jan. 3, 1983, by Gov. Rudy Perpich to be State Human Rights Commissioner.

Irene formerly worked as administrative aid to Mayor Al Fraser, and before that as the food service director at Homeward Bound, Inc. She is a costume designer, researcher and consultant by training. All the costumes of the Ballet Folklórico de Minnesota were designed by her.

Beyond her job, Irene has served in many volunteer capacities. She was part of the original ad-hoc group which met and formed Centro Cultural Chicano. She was on the Executive Committee of Centro's Board for 2 terms, and helped in successfully getting the building that the agency is now buying.

Irene was the Executive Director of the Instituto de Arte y Cultura. In 1978 Gov. Perpich appointed her to the Spanish-Speaking Affairs

Council, where she served two terms, as vice-chair and as chair. She was the first chairwoman of the Hispanic Advisory Committee to Mayor Al Hofstad from 1978-80, served as vice-chair of the Urban Coalition, and is currently on the Board of Directors of United Way of Mpls.

In talking about her new job as Commissioner, Irene said, "This is an area I've always worked in anyway, so what it's going to do is focus my energy." When asked what she would like to see happen during her term, Irene replied that she has two specific goals: one is to reduce the time in processing claims of human rights violations, and the other is to reduce the case load, but not at the expense of due process.

Irene has already appointed three assistant commissioners. They are Dr. Oliver Spencer, who will be Deputy Commissioner, Rafael Esparza--Assistant Commissioner of Enforcement, and Deanne Lynn Fairbanks--Health Administrative Director for Leech Lake Reservation.

Purpose: To aid in the communication between staff parents, relatives, friends and others who care for our children.

HOMeward BOUND

February, 1978

No. 4

Phone 535-6171

PARENT'S MEETING NOTICE

The next Parent's Meeting will be Tuesday, February 21, at 7:30 P.M., in the Activity Room at Homeward Bound. The agenda includes meeting Homeward Bound's Board of Directors, attending their meeting, hearing committee reports and review of the Brooklyn Park young adult facility building plans.

Homeward Bound Board meetings are always open to anyone interested in attending. Please try to come on February 21st for this most informative meeting.

HOMeward BOUND'S SPECIAL PERSON OF THE MONTH

Irene Bethke our Food ^{Services Supervisor} " at Homeward Bound is a very busy mother of 6 children and also very active in several organizations. She has two boys and four girls. Three of her children are in college, two in high school, and one girl working toward a trip to Spain.

Irene enjoys working at Homeward Bound and feels that it is a challenge for her. She believes in the concept of Homeward Bound and is most fond of the children living at the home. Many of the children come to the kitchen to visit her and the children love it when she makes lasagna for them.

Beside work Irene is involved in many volunteer organizations. One of her favorites is the Ballet Folklorico of Minnesota. She is the costume director and designs and makes the costumes for 23 students, both boys and girls, who perform in the Ballet. The students are from high school to college age. She has to do research work in designing the costumes since they represent authentic regional costumes of Mexico and each number the group performs requires a costume change. They perform once a week and she tries to attend each performance to help with the makeup and hair pieces. Irene studied Folklorico costume design at the University of Southern Colorado and at the University of Seattle Washington. It is a nonprofit organization and any money made is used to purchase fabric and equipment for the performances. The Ballet Folklorico of Minn. represented Minn. in the ANG & F (National Association of Folklorico groups

At the North Side Settlement Irene teaches occasional workshops for the dance groups.

Irene serves as a member of many board of directors: The Urban Coalition, board of the Centro Cultural Chicano, a social service agency that has interpreters and serves as an advocate with welfare agencies and senior citizens; she is on the Spanish Advisory Comm. to Mr. Hofstede; on the Spanish Advisory Committee to the Mpls. School Board; and she was a candidate to the States Arts Board. Irene has been involved with the Spanish Speaking Cultural Club of St. Paul and helped in making a film showing the contributions of the Mexicans of Minn. Something very important to Irene and something she is working toward is to help get a bill passed to establish a Spanish Speaking Affairs ^{Bd} in Minn. which would serve as a central referral and an advocate. To name just a few more, Irene is a member of the Chicanos Latino's for Political Action, National Organization of Women, and the Newspaper Centro Cultural Chicano of the Twin City area.

As a team parent I have found it to be a pleasure to work with Irene in planning special parties and found her to be most accomadating and pleasant.

United Way
1983
Board of Directors
Photo Roster

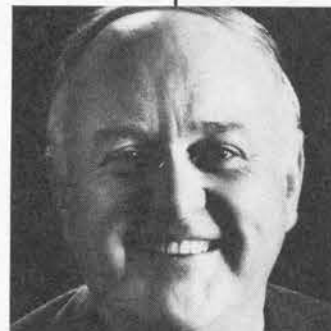




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President;
Chairman and CEO
Honeywell Inc.



William A. Andres
First Vice President and Chairman
Long-Range Planning Committee;
Chairman and CEO
Dayton Hudson Corporation



Dale R. Olseth
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President and CEO
Medtronic, Inc.



Jay H. W.
Treasurer
Chairman
Managhi
Arthur



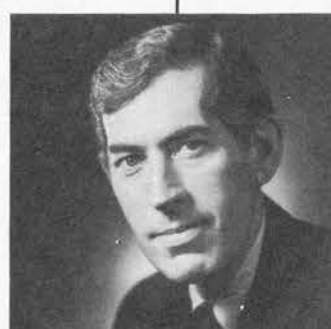
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Vice President and Chairwoman
Community Resources Division



Diane Daehlin
Chairwoman, First Call For Help
Advisory Committee;
Faculty
University of Minnesota Medical
School



Ronald A. Wedin
Chairman, Voluntary Action Center
Advisory Committee;
Administrative Assistant, Agent and
Policy Services
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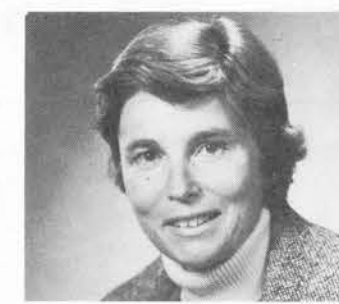
Arthur R. Schulze
Chairman, Finance Committee;
Executive Vice President
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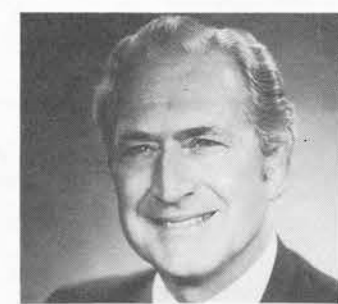
Richard B. Abrams
President
Abrams and Spector, P.A.



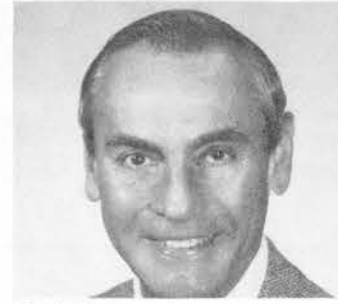
William H. Arrell
Secretary-Treasurer
Bakery Drivers, Local #289



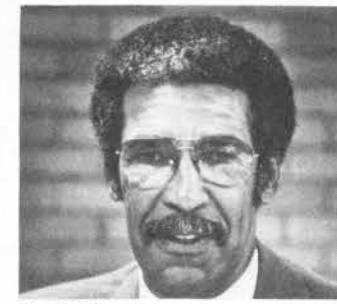
Martha C. Atwater



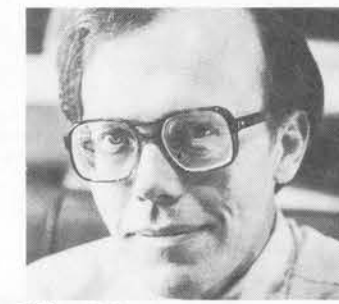
Howard E. Barnhill
Chairman of the Board and President
North American Life and Casualty Co.



Marvin Borman
Partner
Maslon Edelman Borman & Brand



Earl W. Bowman
President
Minneapolis Community College



Walter H. Bruning
Vice President, Data Services
Control Data Corporation



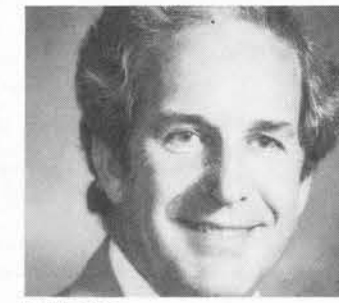
Judith S. Corson
Partner
Custom Research, Inc.



Janet Dietrich
President
Hotel and Restaurant Employees, Local 17



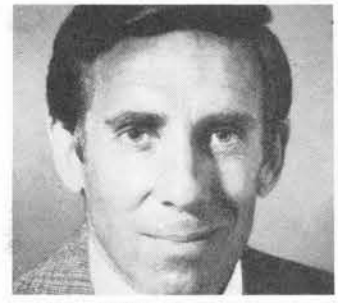
George H. Dixon
President and CEO
First Bank System, Inc.



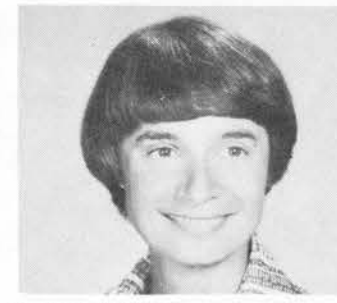
Ralph O. Duncanson
Senior Vice President, Division Operations
Northern States Power Company



Katharine Gamble



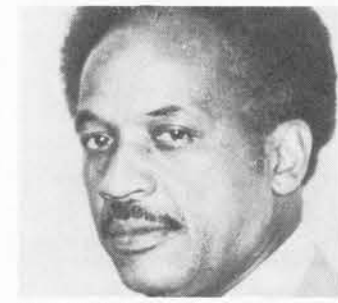
E. Peter Gillette Jr.
Vice Chairman of the Board
Northwest Bancorporation



Luella G. Goldberg



Irene Gomez-Bethke
Commissioner
Minnesota Department of Human Rights



Richard R. Green
Superintendent
Minneapolis Public Schools



Willis C. Harris
Business Representative
Service Employees Local #63



Martha M. Head
President
Myers Dairy Queen



Robert P. Hill
President, North Central Operations
Prudential Insurance Company of America



Richard H. Jefferson
Supervising Chemist
Bureau of Mines



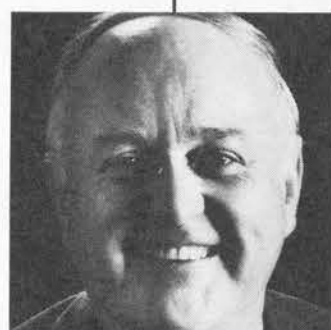
United Way of Minneapolis Area 1983 Board of Directors



Edson W. Spencer
President;
Chairman and CEO
Honeywell Inc.



William A. Andres
First Vice President and Chairman
Long-Range Planning Committee;
Chairman and CEO
Dayton Hudson Corporation



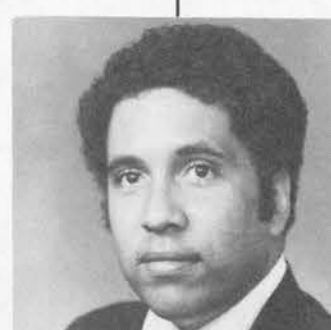
Dale R. Olseth
Secretary;
President and CEO
Medtronic, Inc.



Jay H. Wein
Treasurer; Vice President;
Chairman Administration Division;
Managing Partner
Arthur Andersen & Co.



David A. Koch
Vice President and Chairman
Communications Committee;
President and CEO
Graco Inc.



Ellis F. Bullock Jr.
Vice President;
Director of Public Affairs
Jostens, Inc.



Emily Anne Staples
Vice President and Chairwoman
Government Relations Committee



Marilyn C. Nelson
Vice President;
Director of Community Relations
Carlson Companies, Inc.



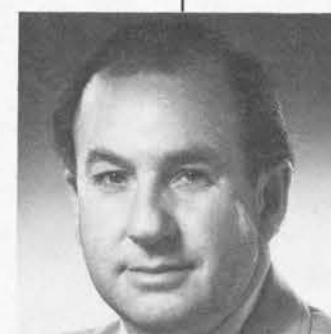
Virgil D. Moline
Vice President and Chairman
Organized Labor Committee;
President
Minneapolis Central Labor Union
Council



The Hon. Susanne C. Sedgwick
Immediate Past President;
Judge
Hennepin County District Court
Council



Leslie C. Turner
Vice President and Chairwoman
Community Resources Division



Richard D. McFarland
Vice President and Chairman
Fund Raising Division;
President
Inter-Regional Financial Group, Inc.



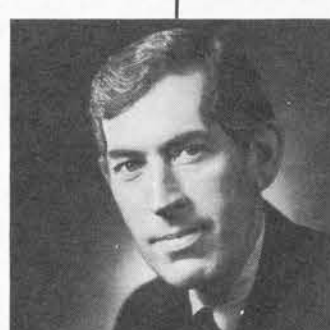
Barbara F. Adams
Vice President and Chairwoman
Planning, Allocations and
Evaluation Division;
Vice President
Associated Bankers



Diane Daehlin
Chairwoman, First Call For Help
Advisory Committee;
Faculty
University of Minnesota Medical
School



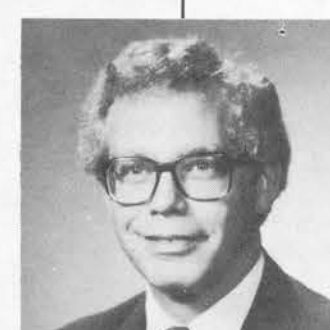
Ronald A. Wedin
Chairman, Voluntary Action Center
Advisory Committee;
Administrative Assistant, Agent and
Policy Services
Northwestern National Life
Insurance Co.



Arthur R. Schulze
Chairman, Finance Committee;
Executive Vice President
General Mills, Inc.



Dee H. Kemnitz
Chairwoman, Personnel Committee;
Vice President
Carlson Companies



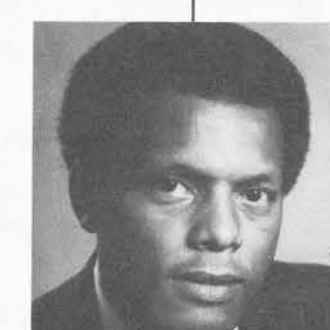
Robert D. Potts
Chairman, Allocations Committee;
Partner
Touche Ross & Company



Ronald G. Vantine
Chairman, Evaluation Committee;
Partner
Maslon Edelman Borman & Brand



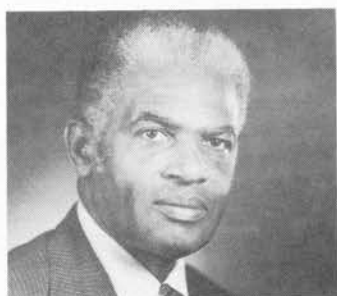
John W. Bluford
Chairman, New Agency Committee;
Associate Administrator
Hennepin County Medical Center



J. Paul Blake
Chairman, Planning Committee;
Associate Director
University Relations Department
University of Minnesota



LuVerne M. Molberg
Chairwoman, Priorities Committee;
President
Webster Institute



Cyrus E. Johnson
Vice President and Director,
MGO Facilities and Services
General Mills, Inc.



Richard O. Johnson
President
Communications Workers of America,
Local 7200



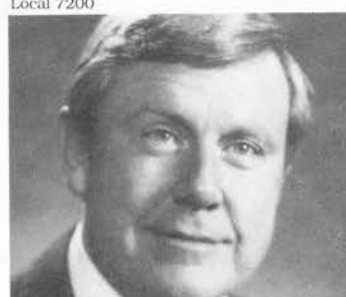
Stephen F. Keating



Jean B. Keffeler
Marketing Manager for Financial Planning
Northwestern Bell Telephone Company



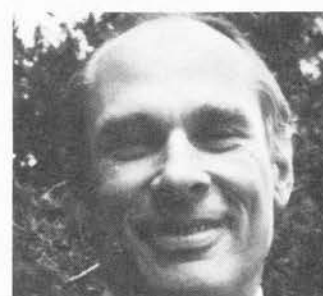
Robert W. Leslie
President and Chief Operating Officer
Jostens, Inc.



Thomas F. Madison
Vice President and CEO-Minnesota
Northwestern Bell Telephone Company



Elizabeth A. Malkerson
Assistant Vice President
First Bank System, Inc.



S. R. Maxeiner Jr., M.D.
President
Surgical Consultants, P.A.



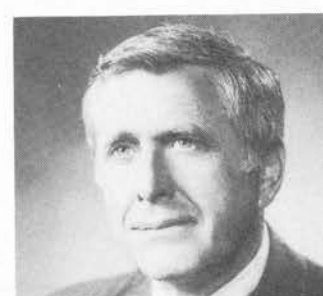
John W. Morrison
Chairman and CEO
Northwest Bancorporation



Morris (Bob) Nooner Jr.
Director
Veterans Administration Regional
Office and Insurance Center



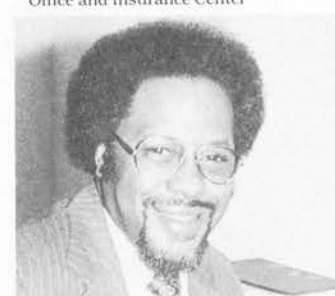
Lucille F. Olson
President
Local #34 AFSCME



John E. Pearson
Chairman and CEO
Northwestern National Life Insurance Co.



Louise Sundin
Second Vice President
Minneapolis Federation of Teachers,
Local 59



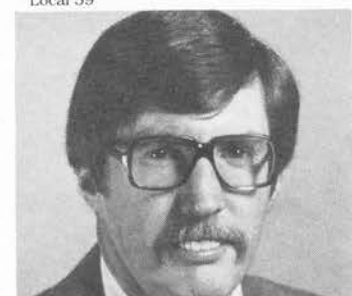
P. Calvert Townsend
Education Consultant
DELTAK, Inc.



William H. Tyler
Secretary-Treasurer
Teamsters Local #1145



Bonnie Wallace
Director, American Indian Program
Augsburg College



E. Thomas Welch
Senior Vice President
F & M Marquette National Bank

It's working here



**The
United
Way**