



Irene Gomez-Bethke Papers.

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## Refugee Report

Wenninger County is helping 700 refugee families who are on Public assistance

They would like more info on history, culture and background tools. Public Schools are processing 10 students per day - about 200 per month.

One person said there was to be an advisory refugee task force or there already is one with the State of Minn. Same person said she had been employed with the State and their method of Data collection was: to call Somali leaders for figures of new arrivals. "No paid pts."

Sept. 28, 1981

Civil Rights ordinance this week.  
add paragraph that had been  
removed: empowering cl. to subpoena

parental responsibility ordinance.

test case:

50+ in hole - G.A. Cuts - to save 50+  
A.F.D.C. no incentive to work - 4 mos.

125 m - McKnight. <sup>Bldg.</sup> \$1.00 a year Honeywell

Jack Bailey work with neighborhood.

2801 - Duplex - 1/2 Van

Condemnation  
process - does not work. need new ordinance

Gas 20% average.

Staff Meeting Oct. 21, 1980

①

NARC - Richard Parker

Cubans not being admitted  
to U and Andrews Hotel.

C.A.A. LEA CETA W.D.C.

● Private / Public sector

Negotiated investment ~~strategy~~ -  
strategy 7 = mpls. H.C. + U.W. sit  
down and plan coordination.

signed agreement as mechanism  
title 20 19-18 - coordinate aging &  
long term care.

Ceta = 1 + 2 parts title ~~20~~

● Basic skills - public service employment  
Youth bill - basic ed. supplement.

(2)

title 2 - section: Youth incentives.

2090 econ. disadvantaged for sick to qual

390 set aside com. Based organization

Refugee Resettlement Conf -

1981 - More Refugee -

600,000 illegal 500, M legal -

Foreign affairs article - Lobby Cong

Approach to Com. Tensions issue.

"

Fed. specialist for Mpls. Action  
Center.

Control data.

21,000.

Wic Funds -

Male-dominated society. Many go Sanders

Betty Danielson.

Phil Acker

Carol Hood - May care

Aunt

(3)  
Concept paper - Id.

Conference -  
Mary Ann Page.

International Centre - Amonghang.

Bill to draft on landlords.

"Office of the Community Relations  
Service of the Department of  
Justice and the American Arbitration  
Association."

Mpls. Arts Commission Meeting.

Wed. Oct. 15, 1980

1. Reg. Bus. - Budget -
2. Exec. Comm. Report

The Film Commission: Lord's Office to place Film  
commission under the direction of Convention &  
Tourism Commission.  
Will hold an Issues Workshop.

Oct. 25, 1980 at Target Personnel  
Conf. Room 10th floor, I.D.S. center.

Staff Meeting

July 27, 1981

~~NTAA~~

H A Com. — <sup>1. Chicago kids assessment</sup>  
<sup>2. A. Action.</sup> 3. Education — Status-Bch.

H HWK - public affairs seminars

Meeting 15 seminars

Community leaders - Wed.

P. R. event:

Radio KMOT Ken White

Sat. Housing Reality II

Aug. 1, 1981

Shikape - Prison - Women

Commission WMAE 14-40 4th time

J. F. = A. Action

Aug. 7, 1981

Block Grants -

B. Olivetto.

1. Emp st.  
2. Comp  
3.

Nanny -

Park issues: Kenney Park

#13 - So-side. Bal -

Elliot Park - R. Skinnerway

August - Parental ordinance misdemeanor  
Tosh Force -  
M.D.F.

1. Salary ordinance - personnel app system  
mon / prof. level  
Empl. review system.

2. ordinance → Aug 4 recognize city gov.  
refrig. C.O. office.

3. Civil Rights. Service commission.

Civil Rights Commissions:

K.K. K. Eagen Housing disc.

Asian Com.

→ Human Right Dept.  
County Attorney  
Mayor.

Bldg. C. Tosh Force -

Phillips N.

housing.

Mr. Melan Carmelo Melendez

1. 4 - discrimination

2. Mobile

3. Mandate - Dept of Human Rights

4.

## Open Letter to La Raza

Estimada Gente

The Y.M.C.A. at the University of Minnesota will present a week-end workshop on "The Chicana in Contemporary Society".

We look forward to active participation from a variety of resource persons. You are encouraged to become involved with the planning and implementation of the workshop.

"The Chicana in Contemporary Society", is sponsored by the Twin Cities Student Association to continue the work started in 65 on "The Women's Liberation", by focusing on specific ways to affect change in institutional settings and in this case empower the chicana. The needs of the chicana to enhance her role in society will also be surveyed.

Ms. Margarita Mendoza de Sugiyama has been proposed as one of the main speakers for the workshop. Your input is needed to determine how else we can most effectively conduct the workshop

Tentative alternate dates have been suggested; the weekends of Feb. 26, 1977 or April 16, 1977. The time, location and format will be determined cooperatively with those of you desiring to get involved.

For further information please contact me, Aurora Trejo at the Y.M.C.A. 224 Coffman Union, U of M, Mpls 55409; 373-2511.

Con el deseo de verlos todos aqui me despido

¡Viva La Raza!

Aurora Trejo

Y.M.C.A. Program Development

AGENCY: Our Lady of Guadalupe Church  
530 Andrew Street  
St. Paul, MN 55107 224-0724

TITLE: SERVICIOS DE SU FAMILIA

DESCRIPTION: Provision of Professional Bilingual/Bicultural Social Services

PURPOSE: To help individuals or families to remain self-supportive in order to achieve a reasonable standard of living and health and to continue to function as an individual and as part of a family and the community through the following objectives:

- 1) To provide social services traditionally accessible to the English-speaking population at large such as: advocacy, translation of materials, counselling, follow-up and leadership training.
- 2) To develop a model program to serve the Spanish-speaking people of the St. Paul-Minneapolis archdiocese.
- 3) To assist in the development of similar programs in the other dioceses.
- 4) To work towards the formation of a state pastoral center.
- 5) To provide staff development training to Catholic agencies, boards and institutions regarding the cultural implications of service to the Spanish-speaking.
- 6) To provide crisis intervention and information and referral services to the Spanish-speaking.
- 7) To serve as a learning center for para-professionals, high school, undergraduate and graduate students who are training to serve the community.

PROCESS: Submission of sub-contract proposal by Our Lady of Guadalupe Church to Catholic Social Services to fund this program.

RECOMMENDATION: Formal written endorsement of this project and a letter of support to Archbishop John Roach, Reverend Jerome Boxleitner, Mr. John Cosgrove, Mr. Art Radcliffe, and Father Ray Monsour.

*Salary Range  
\$ 131,000 -  
Catholic position*

*Def.*

1. Cath Soc. Serv.
- 2

- \$1.750 family -*
2. Parish
  3. " Council

MICHIGAN - Continued

Morley A. Winograd	3374 Newgate Troy, MI 48084	(O) 313/540-5001
Mayor Coleman Young	1126 City/County Bldg. Detroit, MI 48226	(O) 313/224-3400

MINNESOTA

*Mary Monahan	730 East 38th Street Minneapolis, MN 55407	(O) 612/827-5421
Karl Neid	730 East 38th Street Minneapolis, MN 55407	(O) 612/827-5421
Nellie Stone Johnson	1239 Sheridan Avenue, N. Minneapolis, MN 55411	(H) 612/529-8486
Sue Rockne	550 Warren Zumbrota, MN 55992	(H) 507/732-5433
Rick Stafford	2414 Stevens Avenue, S. Minneapolis, MN 55404	(H) 612/870-0433
Paul Wellstone	508 West First Street Northfield, MN 55057	(H) 507/645-5554

MISSISSIPPI

*Steven A. Patterson	64 Springridge Circle Jackson, MS 39211	(O) 601/354-0007
Violet O. Leggette	Post Office Box 191 Gunnison, MS 38746	(O) 601/846-1491
Shirley Terry	1002 Kenwood Lane Natchez, MS 39120	(H) 601/442-1773
Bennie G. Thompson	Post Office Box 10 Bolton, MS 39041	(O) 601/852-5454

MISSOURI

*Pat Lea	c/o First National Bank Post Office Box 948 Sikeston, MO 63801	(O) 314/471-2275
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# HISPANIC MINISTRIES

## THE CHURCH PRESENT AND CARING

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- Serving as a resource to denominational and regional programs and various church, civic and community programs and agencies.
- Sensitizing religious and secular groups to the culture and needs of Hispanics in the state.
- Pursuing support for legislative objectives identified by Hispanic people, in cooperation with the Joint Religious Legislative Coalition.
- Encouraging local pastoral care for permanently settled Hispanic people and those temporarily settled in Minnesota.
- Implementing planning and training sessions to sensitize and orient communities to incoming Mexican-American agricultural workers.
- Maintaining liaison with various service organizations for migrant and other Hispanics, including:
  - Migrant Health Services, Inc.
  - Minnesota Migrant Council
  - Hispanics in Minnesota
  - Spanish Speaking Affairs Council
  - Minnesota Migrant Child Development Program Steering Committee.

To this end the Hispanic Ministries program of the Minnesota Council of Churches will

- Consult with growers, food processors, health, education, advocacy and refinery personnel.
- Give assistance to recruiting of staff for summer migrant programs.
- Maintain a program of interpretation to congregations, communities, denominational leaders and others regarding the opportunities for relationships with Hispanic and Migrant people.
- Provide referral to Hispanic families in Minnesota in times of crisis.
- Sponsor an annual conference designed to orient and sensitize all interested people to the culture and needs of migrating Mexican-American and other Hispanic families.



### HISPANICS

An increasing number of residents of Minnesota belong to the group now known as Hispanics. Most of these have settled out of the migrant stream and live in the state year round. To these are being added smaller but significant numbers of Hispanics from other sectors of the Caribbean, Central and South America.

### FARM WORKERS

Over the years thousands of Mexican-American families have traveled from Texas to Minnesota, where by invitation, they have brought their special skills to this state's sugar beet, asparagus, corn and potato fields, and food processing operations. This annual migration continues and their labor will be needed for the agricultural economy as long as these crops are grown in Minnesota. Their work is hard and tedious; their modest income depends almost totally upon the weather and the immediate needs of the local grower.

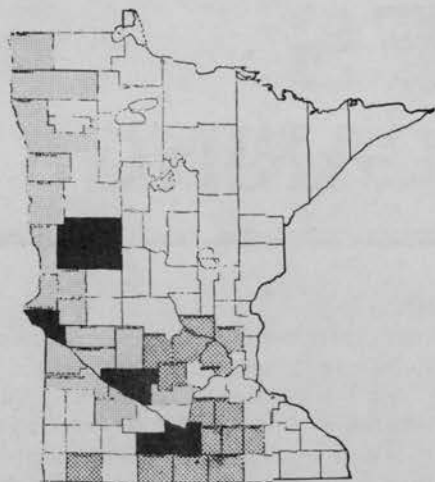
### FRIENDS NEEDED




Being transplanted from one culture to another, from one environment to another, will create problems. Travel and living expenses are high, housing conditions are temporary, health problems often develop, and social relationships are confined, due to language and cultural barriers. Migrant families often need help and a friend.

### SETTLERS

Hispanics who chose to settle in Minnesota also have urgent needs. Without the sponsorship of growers and processors, they have to work out their own housing and employment problems. Adjusting to a new style of life produces tensions that undermine family life. They will need special training for their new employment.




## Migrant concentrations in Minnesota.



-  Sugarbeet
-  Canning, vegetable, and poultry process
-  Sugarbeet, vegetable, canning, and poultry process

## Concentration of resident Hispanics in the state.



-  Over 20,000
-  10,000 to 20,000
-  1,000 to 5,000

## PURPOSE

The Minnesota Council of Churches is dedicated to ministry among the state's Spanish speaking community, and seeks to facilitate the work of local churches in understanding and meeting the needs of the Hispanic people. It is the goal of the Council to be advocate, coordinator and evaluator between persons, groups and organizations concerned with the activities of these people and to work creatively with others in an effort to bring all of God's people together in unity of spirit and commitment to social justice, religious freedom and equal opportunity for every person.

The Minnesota Council of Churches will work with existing agencies that provide legal aid, welfare, employment, personal care and counseling services, making every effort to see that each person requiring these services receives them without regard to race, color, creed, sex or language that they may speak.

The Minnesota Council of Churches is pastorally committed to the 53,000 Spanish speaking residents of the state, to facilitate the ministry of pastoral care.

The Minnesota Council of Churches will also pursue support for legislative objectives identified by our Spanish speaking community, in cooperation with the Joint Religious Legislative Coalition and the Spanish Speaking Affairs Council.

For more information contact:

The Rev. Robert E. Seel  
Minnesota Council of Churches  
122 W. Franklin  
Minneapolis, MN 55404  
612/870-3605

# HISPANIC MINISTRIES

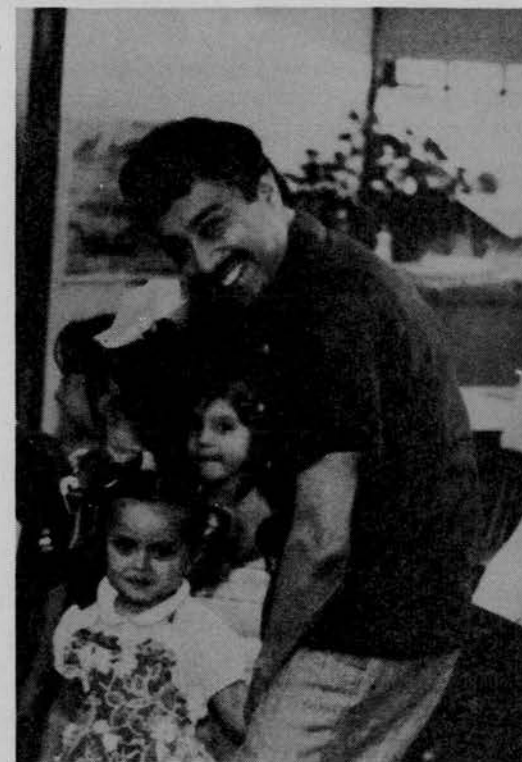


Photo courtesy Centro Cultural Chicano

## MINNESOTA COUNCIL OF CHURCHES

122 West Franklin Avenue  
Minneapolis, Minnesota 55404





# CONGRESSIONAL CHAPTER CHARTER APPLICATION FORM

Hispanic American Democrats  
6055 E. Washington Boulevard  
Suite 608  
Commerce, California 90040  
Telephone: (213) 721-9944

David Lizarraga  
National Chairman

Assemblyman Richard Alatorre  
California State Chairman

Congressional District Number \_\_\_\_\_

Chapter Organizers \_\_\_\_\_  
(name) (address) (phone)

\_\_\_\_\_  
(name) (address) (phone)

Date of Initial Meeting \_\_\_\_\_ 19 \_\_\_\_

Location of Initial Meeting \_\_\_\_\_

Date of Election of Officers \_\_\_\_\_ 19 \_\_\_\_

Elected Officers:

Chair \_\_\_\_\_  
(name) (address) (phone)

Vice Chair \_\_\_\_\_

Secretary-  
Treasurer \_\_\_\_\_

Chapter Mailing Address \_\_\_\_\_

When 30 members have been enlisted and officers elected, please submit this completed form and a list of founding members to the HAD office. Enclose dues of \$10 per member with forms and keep \$5 per member for local treasury.

## COPENHAGEN AND ONWARDS FOR WOMEN

By Carmen Delgado Votaw

A retrospective view of what happened in Mexico City in 1975 at the First World Conference on International Women's Year sponsored by the United Nations leads us to view the Copenhagen experience through comparative lenses.

The cacophony of the expositions by States at the Plenary Session of the official Mid-Decade Conference on Women--practically all going well beyond the 15-minute allotted time--drew a sharp contrast with the shrill and acerbic confrontations held within the framework of the Forum. The Forum was the equivalent conference to the Mexico City Tribune, the non-governmental conference running parallel to the Conference at the Bella Center. This one was held from the 14th to the 24th of July in contrast to the official conference which ran until the 31st of the month. The Forum was hampered by the fact that it had to meet at disperse locations within the Amager Campus of Copenhagen University

The climate of expectation and bustling excitement generated in Copenhagen was kept bubbling by the predictable accusations against colonialism, imperialism, racism and all the "isms" largely addressed to the United States by the Eastern bloc and Cuba and the Arab nations speaking in solidarity with the pro-Palestinian stance of the Group of 77.

If we consider the fact that originally the Conference decided to discuss three main issues--education, employment and health--and avoid the usual dispersion of effort, we must wonder why the political issues injected into the agenda of the official conference were allowed to creep in. Apartheid, the situation of Palestinian women in Israeli occupied territories and the situation of women refugees the world over were the three issues which generated controversy. One must wonder also whether or not there was an element of usefulness in having had those issues in the agenda, thus making governments take more interest in the conference as a whole.

Given the fact that the documentation presented to the Conference--and the discussions at the Forum--indicate that there has not been enough progress within the first five years of the Decade, we have to face the next portion of the Decade as a challenge that we must meet squarely and vigorously.

The politization that plagued the Conference since the start of its proceedings was not wholly unexpected but the procedural one-sidedness of committee chairs and the interminable and continuous diatribes by delegates of Marxist-oriented states vicious and in unmeasured language unfit for international dialogue contributed to the trend of isolating the Western bloc nations. The cohesiveness of the delegates of countries with predetermined agendas and their preparedness in terms of texts written well beforehand the conference, all these factors contributed to having virtually no time during the conference to discuss the substantive issues of education, employment and health in the desired depth.

The frustration of the Western bloc, including the Nordic countries, was very eloquently expressed by the angry but lucid statement of the Delegate of Canada at the last plenary session when she unequivocally announced that her government would have to vote against the Plan of Action as a whole. Four nations--the United States, Canada, Australia and Israel--voted against it and 22 abstained, thus making the document not the consensus instrument we could have hoped to crown the 2-week effort with. If we consider the fact that 43 nations were already absent at the long evening sessions which wound up the work of the conference around 2:30 A.M. on the 1st of August, we must wonder if the 94 nations which voted for the plan of action can see to it that it is implemented.

Even though the Plan of Action and the accompanying resolutions approved by the Conference (11 resolutions emanating from Committee I which dealt with national strategies; 34 resolutions arising out of the deliberations of Committee II which dealt with international and regional strategies, plus three which were submitted directly to the Plenary) contain valuable sections and point up important novel ways of tackling problems and setting priorities for the future, many of the political issues involved such as condemnation of Zionism, invocations of the language of the Mexico City Declaration and the resolutions of the Baghdad Non Aligned Nations Conference, condemnations of South Africa, Chile, the recent military takeover in Bolivia, the situation in El Salvador, the resolution on Palestinian women's programs being undertaken in cooperation with the Palestinian Liberation Organization, references to oppression of Sahrawy women and, in general, intemperate language in some resolutions, all this contributed to an uneasy feeling during discussion in plenary that all efforts would become unravelled in a major cathartic moment.

Instead, the Conference ended well beyond the prescribed time in the wee hours of the morning with the customary platitudes and accolades for the host government, secretariat, etc., and most of the delegates left bleary-eyed with exhaustion and a bitter taste left about the sorry spectacle of a debate where the points of order raised were far more numerous than the substantive interventions.

Even though one major accomplishment of the Conference was the fact that 75 nations signed the Convention on the Elimination of all Forms of Discrimination Against Women--seventeen from our Hemisphere, including the United States--it was hard to explain why during the discussion of the political issues it was, in great measure, male voices the ones that were heard.

Of the nearly 2000 official participants at the World Conference, 321 were males without counting the males representing non governmental organizations which were accredited as observers.

Saudi Arabia, El Salvador, Dominica, and South Africa were the countries noticeably not represented and the Bolivian delegation left after their government, headed by the only woman President in our region, Lydia Gueiler, was toppled in a coup by the military during the first week of the Conference. The Dominican Government which recently elected a woman Prime Minister was not represented at all.

A little girl roamed freely on the floor of the Convention hall and was nursed by her mother, an employee of the Economic Commission for Latin America, oblivious to the parliamentary maneuverings which often clouded issues more than they contributed to their expeditious solution.

One must, however, realize, as the Delegate of Trinidad and Tobago pointed out at the Plenary, that the world is as it is and that we have to work within its constraints in an oblique reference to the heavy tilt in the balance of power at the United Nations in favor of Third World nations.

The Plan of Action contains various sections and comprehensive measures for action during the rest of the Decade as follows:

- I. Decisions of the Conference (including the programme of action and resolutions, etc.)
- II. Origins of the Conference
- III. Attendance and Organization of Work
- IV. Summary of General Debate
- V. Reports of the Subsidiary Bodies (Committee 1, National Strategies, Committee International and Regional Action, Committee of the Whole and Credential mittee reports)
- VI. Adoption of the Report of the Conference.

The resolutions adopted cover a wide range of topics which I will group substantively and politically:

From Committee 1:

Family Planning, Improving the Situation of Disabled Women of All Ages, Migrant Women, Elderly women and Economic Security, Battered Women and Violence in the Family, Review and Evaluation of Progress made in the Implementation of the World Plan of Action at National Level, Special Measures in favor of young women, women living in conditions of extreme poverty, promotion of equality in education and training as well as a resolution on the Convention on the Elimination of All Forms of Discrimination Against Women and another one on Discrimination Based on Race.

Originally presented by the United States, the resolution on race was subjected to unwelcome amendments by Cuba and Angola and after its withdrawal Angola resubmitted it with the amendments and secured its passage.

Committee 2 (international targets and strategies at regional level) passed most of the political resolutions including The Role of Women in the Preparation of Societies for Life and Peace, Women's Participation in the Strengthening of International Peace and Security and in the Struggle Against Colonialism, Racism Racial Discrimination, Foreign Aggression and Occupation and All Forms of Foreign Domination, the situation of displaced women and women refugees the world over, and resolutions against South Africa, Chile, Bolivia, El Salvador, assistance to Sahrawy women and to the Reconstruction of Nicaragua, Apartheid and women in South Africa and Namibia and the New International Economic Order as well as questions of missing and disappeared persons.

The substantive resolutions emanating from Committee 2 covered diverse topics such as: Intensification of drought control in the Sahel, Assistance to Lebanese women, an integrated approach to the health and welfare of women, the International Centre for Public Enterprises in developing countries, international legislation to prevent the abandonment of families, control of illicit traffic in drugs, the strengthening of women's programmes and appointment of women in the Secretariat of the Regional Commissions and Agencies of the United Nations, the coordination of status of women's issues within the United Nations system, women in the United Nations Secretariat, strengthening the role of the Commission on the Status of Women, women and development assistance programs, the International Research and Training Institute for the Advancement of Women, the implementation of the goals of the UN Decade for Women within the framework of the New International Economic Order, the establishment and strengthening of machinery for the integration of women in development, the International Drinking Water Supply and Sanitation Decade, the health and well being of Women in the Pacific, women and nutritional self-sufficiency, the Voluntary Fund for the UN Decade for Women, the exploitation of the Prostitution of others and traffic in persons as well as women in agricultural and rural areas.

At the Plenary the Conference adopted a resolution regarding the situation of South Africa, another one requesting the General Assembly of the United Nations to convene another World Conference on Women in 1985 and a resolution thanking the host Government of Denmark which spent around \$3 Million dollars to put on the extravaganza. Looking at the past and the perspective of another five years ahead, it may be too early to tell whether or not the experience will be a positive step or not to measure the impact of the brouhaha which was the Copenhagen happening. There are rumors that Kenya has already offered to host such a Conference

One thing is certain, however, that women severally and in concert with others will continue working for their own advancement. Whether or not they will do it under the World Plan of Action guidelines adopted in Copenhagen remains to be seen. But, does it matter? So long as our commitment to women's rights remains unflinching and undiminished, even if a bit tarnished, our efforts in the aggregate will be meaningful well beyond national boundaries.

The national boundaries were blurred indeed at the Forum which was successful in attracting around 6000 participants and held more than 2000 workshops. The women came from around 127 countries and stretched the meager \$470,000 budget contributed by 11 governments, one foundation and individuals, beyond expectations, publishing Forum 80, the only vehicle of communication available to either conference on a shoestring budget. Collections for food for participants who ran out of money early on due to the inflationary prices which afflict the Scandinavian countries, yielded some necessary funds to help participants and to finance the newspaper.

It was memorable to see the dialogue between hatted Bella Abzug with the Iranian delegates wearing their head coverings; it was disturbing to witness the frustration of Latin American delegates who could not participate meaningfully in the dialogues because there were no translation facilities in many sessions. The Chinese women in their drab uniforms scurried around, the press hounded the Bolivian delegation which made history when they spoke against the breakage in the process of return to democratic government for their country side by side with Domitila Chungara, the Bolivian tin miner who also made headlines in Mexico City in 1975.

The networking and the contacts with like-minded persons were cemented and the possibilities for a beginning dialogue with others opened up for some. Special meetings were held sponsored by different people: the Nicaraguan women called for women to take up arms, the Chinese showed children's art, the Dominican Republic women showed some of their projects. Most of these were sparsely attended since there was so much to do and the eating lines at the Bella Center were so slow and the prices so steep, one lingered over the food unduly.

As usual, each person could remain within the comfort and safety of their own delegations or branch out and meet women of the world and share their thoughts. The bus rides from town provided yet another way of making contact since the proximity and easy identification with tags made the approach to get to know someone from another country a useful way to spend the 15 to 20 minute ride from the Center.

How much of the dialogue generated at both Conferences will meld and forge new alliances for the rest of the Decade is something we may not be able to measure. However, the visual impact of all that capital and human resource which the women at Copenhagen represent can be a powerful incentive to look to the future with anticipation. The advancement of women could not be measured by the delivery of the speeches, mostly in a monotone, read without eye contact with the audience--there is much we need to do not only to empower women but to make them project an image of power. Public speaking specialists would not have given many prizes for the speeches made there. The importance of knowledge about procedural matters and parliamentary procedure is yet another area where women can improve tremendously if they are going to be effective in international conferences and settings. It was a pitiful sight to see the women who were chairing meetings so hopelessly bandied about by the Secretariat and by irate conference participants because they could not cope.

There is much still to be done to insure that the advancement of women will continue at an accelerated pace. Were there winners and losers at the Conference? I think not. The winning side, in my view, is women's side and there is no doubt in my mind that that is precisely where our commitment and energy will be lodged.

Sisters of the world, united or not, we are at high tide and full speed toward the advancement of women. The tide is in and we must sweep the rest of the world with our sense of renewed commitment.

AGENDA '80s: Points of Reference Between the World Conference for the  
United Nations Decade for Women and the New International  
Development Strategy Special Session of the United Nations

by Carmen Delgado Votaw

The Special Session of the United Nations which will discuss the new international development strategy is a crucial stage in what is termed awesomely "Global Negotiations."

The meeting in August of 1980 takes on an aura of life and death importance if we consider that economic issues are the key to the solution of developmental problems and that a continuing deadlock or lack of advance in the search for enlightened solutions might irretrievably damage possibilities for the lofty goals of Equality, Development and Peace of the Decade for Women and, indeed, of sane and decisive advance in the condition not only of women but of humanity as a whole.

The recently concluded two-week session of the World Conference on Women in Copenhagen may be a harbinger of the difficulties in maintaining the possibilities for civilized dialogue alive in United Nations bodies where the insistence in inserting language in every document the developed world cannot endorse, as was the case in the programme of action of women, resulted in four countries voting against the plan as a whole, 22 abstaining and 94 voting positively (there were 43 countries absent at that point.)

The chasms that are created in international fora seem at times unbridgeable but our task here is just to point out the parallelism or points of convergence between women's issues and interests, as manifested in Copenhagen, and the outlook for the new international development strategies to be discussed at the special session as we plunge into the fateful Decade of the '80s.

The World Conference on Women stated unequivocally that legislative measures per se will not be sufficient to bring about the desired equality of the sexes. It asserted that "in order to support such legislative provisions concurrent changes were needed in the political and economic structures."

The Rapporteur's report of the Copenhagen conference stressed the need for the programme of action to "make substantive contributions to a new international development strategy that should ensure fuller participation by all segments of society in development." We do not need to underscore the fact that women are, in fact, the majority segment of our population, at least in numbers.

A United Nations Development Programme report rendered at the World Conference emphasized the fact that although women are essential to the operation of the world economy, their inputs are all too frequently taken for granted and they are at the mercy of, and have little influence over, the gyrations of the existing international economic order.

Besides all the specific references to the need for women to improve their economic conditions, improve their employment prospects and capacity for income generation, specific mention was made in the First Committee of the World Conference

of the fact that it is necessary to "carry out studies on the policies, programmes of action and expanding operations of transnational corporations to ensure that they offer greater employment opportunities for women to prevent their possible negative effects."

Another stated need was to "develop simple and reliable economic, social and cultural indicators" about women which can predict future trends and resource productivity for women.

Technology transfer issues are common to the strategies for women's participation in development and the new possibilities the global negotiations might explore. Technical cooperation among countries will be equally important in the determination of projects which will ensure accelerated socio-economic growth. Science and technology and water and energy resources, among others, must be dealt with "in line with the strategy for the Third United Nations Decade and the programme of action for the New International Economic Order" as well as with the vision that women's equitable participation is essential to a successful equation in all these fronts.

Among the legislative measures recommended for repeal by the World Conference were those which discriminate against women in inheritance, the ownership and control of property or which inhibit their effective participation in or planning, implementation and evaluation of economic transactions.

The protection of migrant women workers was addressed comprehensively as well as the economic security of the elderly and of women living in extreme poverty, issues which any new international development strategy would be hard pressed to ignore. Most resolutions emanating from the Conference, directly or indirectly, (including the one on the "Promotion of Equality in Education and Training"), speak of enhancing women's opportunities so that they can thus "contribute more fully to the achievement of the New International Economic Order."

The negative impact of technological advances on women's employment opportunities and living conditions was a topic that echoed through Copenhagen and should also reverberate in the Special Session. Labour-saving technology often victimizes unskilled and semi-skilled women in developed market economies and the same thing is true in developing countries. "Women must make a substantial input into technological design, choice and control" was the consensus opinion at the Women's Conference.

Committee 2 of the World Conference on Women which dealt with international targets and strategies incorporated a revised paragraph 154 in the final document which reads as follows:

"The perpetuation of global economic inequalities and economic dependence, which are the product of an economic system that is unfair and incompatible with the development of countries, slows down the process of development of all nations, particularly of the developing countries, and inhibits the full utilization of the material and human potentials of those countries, including women. The elaboration of an international development strategy for the third United Nations Development Decade, formulated within the framework of the new international economic order and directed towards the achievement of its objectives, is thus

of fundamental importance for the achievement of the goals of the United Nations Decade for Women. It is essential to establish goals aimed at the assumption by women of full economic, political, cultural and social responsibility."

It was recommended that new approaches "should be developed for increasing the mobilization of women's resources to develop cooperative movements particularly among women of the poorer sectors of society aimed at developing cooperative technology enterprises for community self reliance in water, energy, health, sanitation and housing, day care centres and other basic services."

The section on technical cooperation, training and advisory services has as its underlying philosophy the need for women's programs to be conceived within the context of overall development and not as welfare programs. This philosophy certainly is in keeping with the spirit of new development strategies with a humanistic approach which can generate the essential ingredient in effective human power: self pride.

The review and appraisal section calls for the review and appraisal of progress made of the implementation of the World Plan of Action and the programme of action for the second half of the Decade to be part and parcel of the procedures for the review and appraisal of progress made in the implementation of the new international development strategy for the third United Nations Development Decade.

The increasing interdependence between the developed and developing countries was mentioned invoking the need for global changes "corresponding to the principles of the New International Economic Order" and calling for member states to support these changes.

A Resolution was passed about the "International Centre for Public Enterprises in Developing Countries", evidencing the need for such types of support in entrepreneurial advancement.

The resolution on "Women in Agriculture and Rural Areas" requests governments to ensure access to credit and financing mechanisms to rural women and insists on flexibility in the institutions which deliver credit services to rural women. It also requests the provision of training and the encouragement of women's participation in cooperatives, marketing and rural industrialization.

Another resolution approved was entitled "Implementation of the Goals of the United Nations Decade for Women Within the Framework of the United Nations Efforts to Achieve the New International Economic Order". It calls for the full integration in the development strategies of the future, the aims established by the World Plan of Action. It also links the restructuring of the world economy with the prerequisites for the achievement of the objectives of the U.N. Decade for Women and with the guarantees for peace. In that resolution is embodied a request to the Secretary General of the United Nations to transmit to the special session of the General Assembly on development and international cooperation the final documents of the World Conference of the Decade for Women.

In the description of its nature and scope, the Programme of Action states unequivocally that "human resources cannot achieve their full potential without integrated socio-economic development including actions to solve the problems of underdevelopment and of the socio-economic structure which places women in an inferior position..." It states that the recommendations contained in it "seek

to indicate the interrelated nature of actions that need to be taken simultaneously on several fronts such as those related to world economic issues for the International Development Strategies for the Third United Nations Development Decade and the implementation of the programme of action for the New International Economic Order, thus elaborating the approach adopted in the World Plan of Action."

Limited access to resources for women, the plan avers, has resulted in institutionalized inequality in the status of women and men. Transfer of women from the formal to the informal sectors of the economy is pointed out as an acute problem and the exploitation of women as cheap, semi-skilled labor is denounced. It ascribes the worsening situation of women in general to the current world economic crisis and protectionist measures in industries which have high levels of female participation.

While calling for the observance of women's rights to participate in and benefit from the industrialization process on equal terms with men, it warns that this process must be carried out in consonance with overall national aims. Concern is expressly evidenced about basic tertiary activities and about future trends toward "expert-oriented industries" and their impact on the employment picture in the developing countries. It is also concerned that skills taught in export-oriented industries are not always transferable thus creating insecurity for workers affected by employment dependency on fluctuations in the world market.

In a sweeping statement the programme of action states:

"The International Development Strategy for the Third United Nations Development Decade should formulate goals, objectives and policy measures which would contribute to the solution of international economic problems and sustained global economic development including the accelerated development of developing countries and reduction of the existing gap between developing and developed countries. It is therefore necessary to expedite the establishment of the New International Economic Order. This goal cannot be achieved unless the inequality between men and women is eliminated. In the formulation and review of strategy for the Third United Nations Development Decade, full consideration should be given to the conceptualization and review presented in the present Programme of Action as well as in the background documents before the World Conference. Furthermore, this new strategy should also include ways and means of developing new data that can more adequately measure the participation of women in the development process in every sector and at every level in order to provide a systematic and effective basis for the establishment of new national, regional and international policies to maximize and evaluate the utilization of the resources of women and the involvement of women as equal participants in social life and economic development; this being a precondition for the successful development of each and every country."

There is little doubt that this type of pronouncement and the following one must be considered seriously at the Special Session: "Women's development should not only be viewed as an issue in social development but must be seen as an essential component in every dimension of development. To improve the status of women and their role in the process of development, such development must be an integral part of the global project for the establishment of a New International Economic Order based on equity, sovereign equality, interdependence, common interest and cooperation among all States."

The now widely quoted world profile of women is a fitting way to wind up in a nutshell and demonstrate that any discussion of economic strategies must bear in mind and seek to redress the strikingly unbalanced situation women live in, clearly the product of the "long-term cumulative processes of discrimination":

Women represent 50 per cent of the world adult population and one third of the official labor force. They perform nearly two-thirds of all working hours yet they receive only one-tenth of the world income and own less than one percent of the world property.

Isn't it about time that this disparity were alleviated? We hope the Programme of Action of the World Conference on the Decade for Women and the New International Development Strategies about to be framed will harness the needed resources to do just that.

August 7, 1980

#### LAND REFORM: (Continued)

that abound in this country. Birth right should not only place responsibility on the individual but grant him ownership in the land that he dies for.

#### REDISTRIBUTION OF THE WEALTH:

That all citizens of this country share in the wealth of this nation by institution of economic reforms that would provide for all people and that welfare in this form of subsidies in taxes and payoffs to corporate owners be reverted to the people who in reality are the foundation of the economy and the tax base for this society.

#### WAR IN VIET-NAM:

We resolve that:

- (1) Do away with the Draft.
- (2) That this war is unjust and only a form of genocide that has been used against La Raza to eliminate our natural resource - OUR YOUTH! (9,000 deaths) 20% of the war deaths (47,000 total killed). The government's war machine has used the concepts of "Machismo" against La Raza and has succeeded in making La Raza one of the most decorated if not the most decorated minority in the country.
- (3) We resolve and do condemn the war in Southeast Asia. This undeclared police action that has expanded into this present war situation is unjust and has been unjust from its inception.

Drafted on May 15, 1970  
LA RAZA UNIDA Political Conference

#### LA RAZA UNIDA - PARTY PLATFORM

#### HOUSING:

To implement and/or utilize those resources now available and to strive for those resources necessary to accomplish adequate housing for La Raza.

We further resolve to utilize the necessary resources to plan our living accommodations so that it is possible to extend family homes to be situated in a communal style...around plazas or parks with plenty of space for the children. We want our living areas to fit the needs of the family and cultural protections, and not the needs of the city pork barrel, the building corporations or architects.

#### EDUCATION:

We resolve that schools be warm and inviting facilities and not similar to jails in any way. Also, that the Bill of Rights i.e. the First Amendment be adhered to by the State Board of Education.

We resolve a completely free education from kindergarten to college with no fees, no lunch charges, no supplies charges, no tuition, no dues.

We resolve that all teachers live within walking distance of the schools. We demand that from kindergarten through college, Spanish be the first language and English the second language and the textbooks be rewritten to emphasize the heritage!, and contributions of the Mexican-American or Indio-Hispanic in the building of the Southwest. We also demand the teaching of the contributions and history of other minorities which have also helped build this country. We also feel that each neighborhood school complex should have its own school board made up of members who live in the community the school serves.

#### ECONOMIC OPPORTUNITIES:

We resolve that the businesses serving our com-

#### ECONOMIC OPPORTUNITIES: (Continued)

community be owned by that community. Seed money is required to start cooperative grocery stores, gas stations, furniture stores, etc. Instead of our people working in big factories across the city, we want training and low interest loans to set up small industries in our communities. These industries would be co-ops with the profits staying in the community.

#### AGRICULTURAL REFORMS:

We resolve that not only the land which is our ancestral right be given back to those pueblos with restitution given for natural resources, grazing and timber used.

We resolve compensation for taxes, legal costs, etc., which pueblos and haire spent trying to save their land.

We resolve the suspension of taxation by the acre and institute instead the previous taxation system of our ancestors; That is, the products of the land are taxed, not the land itself.

#### JOB DEVELOPMENT:

We resolve training and placement programs which would develop the vast human resources available in the Southwest. For those of our people who want further choices in employment and professions we wish training programs which would be implemented and administered to our own people.

In job placement, we demand that first of all, racist placement tests be dropped and in their place, tests be used which relate only to the qualifications necessary for that job, and we further demand non-discrimination by all private and public agencies.

We resolve seed money to organize the necessary trade, labor, welfare, housing, etc., unions to represent those groups. We further demand that existing labor, trade and white collar unions non-discriminatory membership practices be enforced by a national labor relations act.

#### LAW ENFORCEMENT:

We resolve an immediate investigation of the records of all Prisoners to correct the legal errors, or detect the prejudice which operated in those court proceedings, causing their convictions or extra heavy sentencing. As these cases are found, we demand that the Federal Government reimburse those prisoners for loss of time and money.

We resolve immediate suspension of officers suspected of police brutality until a full hearing is held in the neighborhood of the neighborhood of the event.

We resolve suspension of the city-wide juvenile court system and the creation instead of a neighborhood community court to deal with allegations of crime. In addition, instead of prowler-car precinct system, we want to gradually install a neighborhood protection system, where residents are hired for every few families to assist and safeguard in matters of community safety or possible crime.

#### FARM LABOR:

We resolve that the farm laborers be represented on the MLRB. They must receive the benefits of Social Security and unemployment compensation.

We resolve that the farm laborers be provided with an adequate education which is available to them wherever they are. These families must be protected through health measures; such as the investigation of insecticides which are used that are harmful to the worker and also enforced regulations for housing. Farm laborers also need the following social protections: M.L.R.A., Social Security, Unemployment, Health Insurance, Educational Facilities, Hospitals, Political Protections, Green Card Controls, Immigration Office Controls.

#### LAND REFORM:

A complete re-evaluation of the Homestead Act to provide people ownership of the natural resources.

## MINNESOTA WOMEN'S MEETING

June 2-5, 1977, St. Cloud, Minnesota



Sponsored by the National Commission on the  
Observance of International Women's Year  
as part of the U.N. Decade for Women

### What is the Minnesota Women's Meeting?

A meeting open to every woman in Minnesota will convene June 2, 3, 4, and 5 in St. Cloud, Minn. Events will be held at St. Cloud State University and other sites. Women of all ages, occupations, income levels, cultural backgrounds, and geographic locations are invited--and urged-- to take part.

### What are its goals?

The Minnesota Women's Meeting has four primary goals:

To promote discussion of women's concerns. Speakers and discussion sessions will focus on such issues as health, aging, employment, economic status of the homemaker, problems of minority women, and more.

To recognize women's achievements and contributions. Special events will recognize the achievements and contributions of Minnesota women in such areas as business, family life, culture, politics, and agriculture.

To develop a state plan of action. Recommendations for specific legislative or other measures relating to women's issues will be adopted at the meeting and presented to appropriate officials.

To elect 26 delegates to a national women's conference in Houston next November. The conference, and the Minnesota Women's Meeting, are sponsored by the National Commission on the Observance of International Women's Year.

### How does this relate to International Women's Year?

The United Nations designated 1975 as International Women's Year, highlighted by the World Congress of Women in Mexico City and adoption of a World Plan of Action by its delegates. The U.N. then established a Decade for Women extending through 1985, with a second World Congress scheduled for 1980.

As part of U.S. participation in the Decade for Women, the 94th Congress late in 1975 appropriated funds to extend the life of the National Commission on the Observance of International Women's Year, to hold meetings for women in each state and U.S. territory, and to convene a national conference. Delegates to the national conference November 18-21, 1977, will present a report to the President and Congress.

Who is planning the Minnesota Women's Meeting?

A representative 39-member coordinating committee was appointed by the national IWY commission. The committee, chaired by Secretary of State Joan Anderson Growe, heads the planning efforts of hundreds of volunteers. Sharon Voss, a St. Cloud homemaker, is associate chair. Working committees include program, facilities, outreach, finance, and public relations.

Who will attend?

Thousands of people will attend, from all walks of life. Part of the money allotted by Congress to conduct the meeting will be used for participants unable to pay their own way, in order to encourage wide participation by all segments of the population with special emphasis on representation of low-income women, members of diverse racial, ethnic and religious groups, and women of all ages and geographical distribution.

How can I get involved?

The coordinating committee is soliciting volunteer efforts, financial contributions, and suggestions of issues to be discussed at the meeting.

Where can I get more information?

Informational materials are available from Minnesota Women's Meeting headquarters in St. Paul. Materials and speakers for group meetings are available on both the meeting and a variety of women's concerns. Registration materials may be requested and will be sent when available. Contact:

Donna Carlton, Administrative Aide  
Minnesota Women's Meeting  
Room 400 SW  
State Office Building  
St. Paul, Minnesota 55155

Telephone: (612) 296-3834

*You are invited to attend*

COSSMHO's  
**NATIONAL  
HISPANIC  
CONFERENCE  
ON  
FAMILIES**

OCTOBER 12-15, 1978  
HOUSTON, TEXAS

Whitehall Hotel  
and Holiday Inn



The National Coalition of Hispanic Mental Health and Human Services Organizations  
1725 K Street, N. W., Suite 1212, Washington, D. C. 20006 (202) 466-2260

# Conference Purpose and Objectives

This National Conference is the first of its kind to examine the current status of Hispanic families in American society and to explore policies, strategies, and actions needed for the future.

The Conference theme and focus is *La Familia* — its dynamic psycho-social and socio-cultural role and impact on family life and functioning in Cuban, Latino, Mexican American, and Puerto Rican communities. The shared experience of *La Familia* is a distinctive bond of unity among diverse Hispanic communities, one that incorporates both nuclear and extended family members, embraces neighbors, friends, and community supports as well, and links all together with ties of kinship, mutual respect, and reciprocal support.

The purpose of the Conference is to study, analyze, and discuss critical issues in theory and practice that are relevant to a deeper, more refined understanding of the implications of *La Familia* for social policy and programs in key areas of concern to Hispanic communities — health and mental health, drug and alcohol abuse, welfare, employment, housing, civil rights, juvenile justice, police-community relations, the media, and the special needs of children, youth, and the elderly.

Participants in the Conference will be drawn from Cuban, Latino, Mexican American, and Puerto Rican communities, from governmental and voluntary agencies at all levels, and from community-based programs. They will include Hispanic and non-Hispanic policymakers, public officials, program administrators, service providers and practitioners, researchers, educators, trainers, consumers of services, and youth.

Conference objectives are to:

- identify and support Hispanic family strengths
- examine major stress factors
- analyze social policies and program strategies that have significant impact on the quality of Hispanic family life and functioning
- improve and intensify the exchange of knowledge on model programs, methods, and approaches that benefit Hispanic families
- improve Hispanic access to program resources and services.

This Conference offers a unique opportunity for coalescing urgently needed Hispanic perspectives. *La Familia*, long a fundamental concern and emphasis among all Hispanics, continues to be our primary unit for preserving, fostering, and strengthening personal and cultural identity, self-esteem, social and personal values and responsibility, and physical and mental well-being. Challenges facing Hispanic families today, and likely to intensify in the future, are similar to, yet profoundly different from those confronting other families in the multi-cultural mosaic of American life. The Conference will bring together Hispanics and non-Hispanics in an effort to meet those challenges. Leadership in sponsoring the Conference is being provided by COSSMHO—The National Coalition of Hispanic Mental Health and Human Services Organizations. Our member agencies and individuals work in Cuban, Latino, Mexican American, and Puerto Rican communities in over 120 cities in U.S. urban and rural areas, including 30 States, the District of Columbia, and Puerto Rico. Among our members are more than 180 community-based service agencies and organizations, research and training centers, professional associations, five national Hispanic organizations, and hundreds of individuals. COSSMHO members work in the areas of mental health, drug and alcohol abuse services; health services, education, and training; developmental disabilities, including mental retardation; special needs of families and children; youth services, with emphasis on juvenile justice and delinquency prevention; and health, mental health, and related services for the elderly.

Cooperating with COSSMHO and providing partial support for the Conference are:

- From the U.S. Department of Health, Education, and Welfare;
  - Office of Human Development Services
  - Health Resources Administration, Office of Health Resources Opportunity
  - Health Services Administration
  - Office of Consumer Education
  - National Institute of Mental Health
  - National Institute on Drug Abuse
  - National Institute on Alcohol Abuse and Alcoholism
  - National Institutes of Health
- Office of Juvenile Justice and Delinquency Prevention, U.S. Department of Justice, is providing support for the Conference by sponsoring a series of youth-focused institutes and workshops structured as COSSMHO's National Hispanic Symposium on Juvenile Justice and Delinquency Prevention.
- Community Services Administration.
- Gulf Oil Corporation.

## Conference Highlights

- More than 100 Speakers and Resource Persons, 37 Workshops, and 8 Policy Institutes
- Conference Addresses by
  - Dr. Graciela Olivarez  
*Director, Community Services Administration*
  - Arabella Martinez  
*Assistant Secretary for Human Development Services, Department of Health, Education, and Welfare*
  - Leonel J. Castillo  
*Commissioner, Immigration and Naturalization Service*
- Community Service Awards Ceremony honoring excellence in 8 categories of service
- Reception Honoring Hispanic Presidential Appointees

### NATIONAL PLANNING COMMITTEE

J. Julian Rivera, Honorary Chairman

Mario Anglada  
New York City, NY

Lupe Anguiano  
San Antonio, TX

Amelia Castillo  
El Paso, TX

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Carmen Delgado Votaw  
Washington, D.C.

Ricardo Zazueta  
Los Angeles, CA

Rodolfo Balli Sanchez, Conference Director

# Conference Agenda

THURSDAY, OCTOBER 12, 1978

- |               |  |
|---------------|--|
| 12:30-7:00 pm | <b>REGISTRATION</b><br>Whitehall Hotel, Grand Ballroom Foyer   |
| 7:00-8:30 pm  | <b>GENERAL ASSEMBLY</b><br>Whitehall Hotel, Grand Ballroom<br>Keynote Address by Dr. Graciela Olivarez,<br>Director, Community Services Administration |
| 8:30-10:30 pm | <b>RECEPTION — con Mariachis</b><br>for Hispanic Presidential Appointees (Cash Bar)  |

FRIDAY, OCTOBER 13, 1978

- |                   |  |
|-------------------|--|
| 9:00-10:00 am     | <b>GENERAL SESSION</b><br>Whitehall Hotel, Grand Ballroom<br>Speakers to be announced  |
| 10:15 am-12:30 pm | <b>POLICY INSTITUTES</b><br>See descriptions on page 6   |
| 2:15-4:45 pm      | <b>WORKSHOPS: Session 1</b><br>See descriptions on pages 7-9   |
| 8:00-9:30 pm      | <b>COMMUNITY SERVICE AWARDS</b><br>Shamrock Hilton Hotel, Grand Ballroom<br>Vice-President Walter F. Mondale (invited)<br>Address by Arabella Martinez<br>Assistant Secretary for Human Development Services,<br>Department of Health, Education and Welfare<br>Ceremony honoring distinguished service to Hispanic<br>families and communities by individuals and agencies<br>working in the health, mental health, or human<br>services fields |

FRIDAY, OCTOBER 13, 1978 (contd.)

9:30-11:30 pm

RECEPTION

for Honorees (Cash Bar)

SATURDAY, OCTOBER 14, 1978

9:00-10:00 am

GENERAL SESSION

Whitehall Hotel, Grand Ballroom  
Speakers to be announced

10:15 am-12:30 pm

WORKSHOPS: Session 2

See descriptions on pages 9-12

1:00-2:15 pm

CONFERENCE LUNCH

Houston Sheraton Hotel  
Speakers to be announced

2:45-5:15 pm

WORKSHOPS: Session 3

See descriptions on pages 12-14

8:00 pm

CONFERENCE DINNER

Shamrock Hilton Hotel, Emerald Room  
Address by Leonel J. Castillo, Commissioner,  
Immigration and Naturalization Service

SUNDAY, OCTOBER 15, 1978

10:00-11:00 am

GENERAL SESSION

Whitehall Hotel, Grand Ballroom  
Closing

11:15 am

CONFERENCE CONCLUDES

# Policy Institutes

Friday morning, October 13, 1978

- A **HEALTH** The structure and cost of our health care system are major determinants of the quality of health services. National health insurance has been proposed as a far-reaching restructuring of the system. The latest legislative package will be unveiled by Sen. Edward Kennedy in late September. What does NHI hold for Hispanics? *Manuel Solis, Exec. Dir., Rio Grande Federation of Health Centers, and member, HEW Advisory Committee on NHI, will lead the analysis.*
- B **WELFARE** Reform—package or piecemeal—of existing national welfare programs has the potential to strengthen at-risk Hispanic families through improved services and family-sensitive policies. Analysis will focus on current and forthcoming legislative proposals, with attention to AFDC; impact on families; and Puerto Rico. *Coordinated by Lupe Anguiano, President, National Women's Program Development.*
- C **JUVENILE JUSTICE** As the most youthful minority group, Hispanics face increasing rates of juvenile delinquency and complex justice problems. Youth-service professionals, legal experts, and youth from high-risk Hispanic communities will identify key policy issues for analysis. *Sponsored by the Office of Juvenile Justice and Delinquency Prevention (U.S. Dept. of Justice), John Rector, Administrator. (Limited registration.)*
- D **CIVIL RIGHTS** Education, human services and employment—enforcement of civil rights legislation in these areas is vital to the well-being of our families. Policy analyses will focus on Title VI (non-discrimination in federally-assisted programs); Title VII (equal employment opportunity); and implications of the Bakke decision. *Coordinated by Elisa Sanchez, Pres., Mexican American Women's National Association, and formerly of the Office of Civil Rights, DHEW.*
- E **EMPLOYMENT** Federal employment policies are molding efforts to increase job opportunities for Hispanics. Key policy areas to be analyzed include collection of Hispanic statistics; C.E.T.A.; Title VII (Private Sector Initiative Program) and Title III (unsubsidized and nontraditional jobs); special needs of Hispanic women and youth; and employment problems of Puerto Rico. *Coordinated by SER - Jobs for Progress, Ricardo Zazueta, Director.*
- F **HOUSING** Major federal housing programs offer the promise of better homes and environments for our Hispanic families. Policies affecting access to and utilization of HUD programs will be analyzed, including Community Development Block Grants; subsidies; home ownership and rehabilitation; and neighborhood revitalization. *Coordinated by the National Hispanic Coalition for Better Housing.*
- G **MEDIA** Stereotypes, distortions, and misrepresentation result in negative self-images among Hispanics and misperceptions among non-Hispanics. Media professionals, Hispanic and non-Hispanic, will analyze policies of the federal government, media management, and the National Advertising Council, and will develop recommendations for a national effort to promote positive images. *Coordinated by Armando Rendon, Assistant Professor, American University, Wash., D.C.*
- H **POLICE/COMMUNITY RELATIONS** The excessive use of force by police in Hispanic communities has led to unnecessary deaths and volatile situations. National initiatives to reform pertinent policies include priority areas of firearm use; psychological testing and training of police; and the role of public input in policy development. *Coordinated by the Community Relations Service (U.S. Dept. of Justice), Gil Pompa, Director.*

# Workshops

Friday afternoon, October 13, 1978

SESSION 1

## Children

### Child Development and Child Health.

*Psychological Assessment with the Hispanic Child*, Glorisa Canino, Ph.D., Philadelphia Child Guidance Clinic;  
*The Urban Hispanic Child: A Minority at Risk*, Ian Canino, M.D., Albert Einstein College of Medicine, NY;  
*Bicultural Early School Home Intervention Program*, Teresa Fraga, Betty Karrer, M.A., and Jan Schmitt, M.A., Institute for Juvenile Research, Illinois State Department of Mental Health and Developmental Disabilities;  
*P.L. 94-142: How To*, Manuel A. Sedo, M.A., Children's Hospital Medical Center, Boston;  
*Comprehensive Health Services for Rural Mexican American Children and Youth*, Michael P. Tristan, M.D., M.P.H., Baylor College of Medicine, Houston;  
*Cross Cultural Perspectives of Peri-Natal Health Care*, Albert Vazquez, M.S.W., Executive Director, and Gwen Stern, Ph.D., Research Coordinator, Pilsen-Little Village CMHC, Chicago.

A

## Youth

Intervention Strategies for Delinquency Prevention  
 (Limited Registration. Presentors to be announced.)

B

## Families

### Perspectives on Acculturation Patterns.

*Acculturation and Family Role Perception Among Cuban-American College Students*, William M. Kurtines, Ph.D., Dept. of Psychology, Florida International U., Miami;  
*Socio-Economic and Political Change in the Southwest: Implications for the Chicano/Mexican Family*, Isidro D. Ortiz, Ph.D., Depts. of Chicano Studies and Political Science, U. of C., Santa Barbara;  
*The Mexican-American Family During the Decades of the 1960's and 1970's: A Critical Review of the Literature*, Rosie L. Camacho Salinas, M.S.W., Our Lady of the Lake U., Worden School of Social Service, San Antonio;  
*Values in Transition within the Hispanic Family Matrix*, Elvira Craig de Silva, D.S.W., School of Social Welfare, U. of WI, Milwaukee.

C

### Special Needs of Migrant Families.

*Migrant Families: Provision of Mental Health Services*, Rodolfo Arevalo, Ph.D., Assoc. Dean/Assoc. Professor, School of Social Work, San Jose State U., San Jose;  
*The Migrant's Situation, The Inadequate Education of the Migrant Child, and Migrant Day Care*, Brenda G. Gelman, Career

D

	Counselor, Proyecto Adelanta, LA SED, Westland, MI. (Additional presentors to be announced.)	
	Research Designs and Methodologies: Focus on Families. Amado M. Padilla, Ph.D., Director, Spanish Speaking Mental Health Research Center, UCLA; Dr. Lloyd Rogler, Director, Hispanic Research Center, Fordham U., NYC.	E
Family Planning	Attitudes and Issues in Family Planning for Hispanics. <i>Cultural Identification and Attitudes Toward Family Planning of Mexican-American College Students</i> , Sally J. Andrade, Ph.D. Candidate, Dept. of Psychology, U. of Texas, Austin; <i>Sterilization Abuse and the Hispanic Community: A Critique of Proposed Restrictions</i> , Yohel Camayd-Freixas, M.Ed., M.A., Dept. of Psychology, Boston College; Milagros Garcia de Cordero, M.S., Dr. Solomon Carter Fuller MHC, Boston. (Additional presentors to be announced.)	F
Human Sexuality	Human Sexuality: Minorities Within Hispanic Families. Hortensia Amaro, Ph.D. candidate, UCLA; Carlos Garay, M.A., Staff Psychologist, NYC Hospital; Guadalupe Gibson, Assoc. Professor, Our Lady of the Lake U., Worden School of Social Service, San Antonio; Jose Gutierrez, M.S., Counselor, Human Sexuality Program, U. of C. Medical School, San Francisco; Coordinator, Edward Morales, Ph.D., Psychologist, Sutter MHC, Sacramento.	G
Substance Abuse	Preventing Drug Abuse in La Familia. <i>The Role of the Center for Multicultural Awareness (CMA)</i> , Carmen R. Maymi, M.Ed., Project Director/Vice President, CMA, Arlington, VA; <i>Drug Abuse Prevention: Technical Assistance Services</i> , Charlene Doria Ortiz, Pyramid Project, Walnut Creek, CA. (Additional presentors to be announced.)	H
Mental Health Services	Mental Health Perspectives: Mexican American, Puerto Rican, Cuban. <i>Hispanic Mental Health: Issues and Concerns</i> , Francisco Cien, Ph.D., Director, Gardner Community Health Center, San Jose; <i>A Model for Mental Health Service Delivery to the Puerto Rican Family</i> , Emelicia Mizio, Project Director, Ethnicity Project, Family Service Association of America, NYC; <i>Cuba: A Society in Transition, Mental Health in Revolution</i> , Yohel Camayd-Freixas, M.Ed., M.A., Dept. of Psychology, Boston College; Miren Uriarte, Mass. Mental Health Center, Boston.	I
Human Services	Education for the Delivery of Human Services to Hispanics. <i>Interdisciplinary Team Teaching in a Barrio Primary Care Mental Health Setting</i> , Herman Curiel, M.S.W., Graduate School of Social Work, U. of Houston; Joan R. Brochstein, M.S.W.,	J

M.P.H., Charles C. Cheny, Ph.D., George L. Adams, M.D., Dept. of Psychology, Baylor College of Medicine, Houston.

*The Relevancy of Current Social Work Education in the Assessment, Evaluation and Treatment of the Latino Family*, Luisa Pacheco Maurer, M.S.W., Casa Central, Chicago; Diana Valle Shokooh, M.S.W., Counselor/Therapist, Pilsen-Little Village CMHC, Chicago;

*A Model for Providing Psychology Graduate Opportunities for Hispanics*, Gloria Valencia-Weber, M.A., Coordinator, Minority Graduate Student Services, Dept. of Psychology, Oklahoma State U., Stillwater.

#### Social Policy

Social Policy: What and How? A Hispanic Perspective.

K

Beginning with a discussion of policy analysis and policy development, this workshop will move to consider and test Hispanic strategies in several fields, including welfare reform. A panel of Hispanic experts, to be announced, will dialogue with Drs. Alfred J. Kahn and Sheila B. Kamerman, Co-Directors, Cross-National Studies of Social Service Systems and Family Policy, the Columbia U. School of Social Work, NYC. (Registration by invitation only).

#### Organizational Skills

Boardsmanship: Organizing for Effectiveness.

L

Efficient management and dynamic leadership can increase the effectiveness of Hispanic voluntary and community organizations and agencies. This training workshop is presented by the National Center for Voluntary Action and the National Information Center on Volunteerism.

## Saturday morning, October 14, 1978

SESSION 2

#### Youth

Hispanic Youth Needs: A Youth Panel on Delinquency Prevention and Juvenile Justice.

A

A two-part workshop with presentations by representatives of high-risk Hispanic community youth populations, followed by discussion with delinquency prevention and juvenile justice leaders. Focus on methods of involving Hispanic youth in the design of programs and services.

(Limited Registration. Presentors to be announced.)

#### Families

Research on La Familia Chicana in the National Chicano Survey. (U. of Michigan, Ann Arbor)

B

*The Impact of Familism upon Social Mobility*, Luis H. Rubalcava, M.A., Dept. of Psychology;

*Familism and Chicano Culture and Identity*, Carlos H. Arce, Ph.D., Survey Research Center;

*Salient vs. Definitional Characteristics in the Perception of Life Stress by Mexican Americans*, Alejandro Martinez, Ph.D., Dept. of Psychology;

*Marital Roles and Cultural Preferences: The Interplay of Modernity and Ethnicity in Chicano Families*, Maxine Baca Zinn, Ph.D., Assist. Professor, Sociology/Anthropology;  
*The Role of the Father in La Familia Chicana*, Jimmy A. Luzod, M.A., Dept. of Psychology;  
*The Chicano Family as a Social Support System*, Aida Hurtado, Ph.D. candidate, Dept. of Psychology;  
*The Chicano Extended Family and Mental Health Status and Service Utilization*, Oscar Ramirez, Ph.D. candidate, Dept. of Psychology.

The Undocumented Worker: Issues in Delivery of Human Services. C

The families with the highest levels of need are often the least likely to receive appropriate and adequate human services. Presentations will focus on unique stresses and needs of these families; legal and political constraints on provision of services; and models of service delivery to this special population. (Presentors to be announced.)

Elderly

Los Viejitos: Yesterday, Today and Tomorrow. D

*Preliminary Findings of the National Study to Assess the Service Needs of the Hispanic Elderly*, Carmela G. Lacayo, National Executive Director, Asociacion Nacional Pro Personas Mayores, Los Angeles.

*The Changing Role of the Elderly in the Family Constellation*, Ricardo Galbis, M.D., Director, Andromeda Hispano MHC; Ana Anders, M.S.W., Hispano Coordinator, St. Elizabeth's Hospital, Wash., D.C.

Women

Civil Rights and Roles of Hispanic Women: Focus on Health and Mental Health Issues. E

Carmen Carrillo, Ph.D., Director, Mission Community MHC, San Francisco; Guadalupe Gibson, Assoc. Professor, Worden School of Social Service, Our Lady of the Lake U., San Antonio; Carmen A. Estrada, Attorney, Mexican-American Legal Defense and Educational Fund, San Francisco.

Veterans

Veterans Administration Services for Hispanics. F

Eloy Flores, M.S.W., Coordinator, VA Neighborhood Health Clinic, Brentwood (Los Angeles); Joan Padberg, R.N., Chief, Nursing Service Program, VA Central Office, Wash., D.C.; Frank Parodi, M.D., Staff Psychologist, VA Hospital, Sepulveda, CA; Charles Stenger, Ph.D., Associate Director of Psychology, VA Central Office, Wash., D.C.; Keith Wilson, Social Service and Mental Health Chief, VA Central Office, Wash., D.C.

Mental Retardation/  
Developmental Dis-  
abilities/Handicapped

Mental Retardation: Causes and Services. G

Genetic and environmental factors related to mental retardation will be analyzed, followed by an examination of Hispanic

community programs providing diverse services for the retarded and their families. Jose F. Cordero, M.D., Director, Genetic Counseling Clinic, Mass. Chapter, Muscular Dystrophy Assoc., Boston; George Aguilar, M.S.W., Executive Director, Assoc. League of Mexican Americans, Monterey Park, CA.

#### Substance Abuse

##### Alcohol Abuse Prevention Among Hispanic Families.

*Alcohol Abuse and Parental Drinking Patterns Among Puerto Ricans on the Mainland*, Carlos Caste, Ph.D., Director, Hispanic Division, and Jeffrey Blodgett, M.S., Assoc. in Research of HSD, Dept. of Psychiatry, Yale U.;

*Latino Women Coping with Alcoholic Husbands*, Antonio Melus, Psychologist/Coordinator, Alcoholism Program, Andromeda Hispano MHC, Wash., D.C.

(Additional presentors to be announced.)

H

#### Mental Health Services

##### Models of Interventions: Family Dynamics and Interaction Patterns.

*Impact of Cultural Sex-Role Differences and Change on Treatment*; Christine Torres-Matrullo, Ph.D., Hahnemann Medical College and Hospital, Philadelphia;

*Transcultural Therapy*, Javier Saenz, Ph.D., Chairman, and Karol A. Kirkman, M.A., Assoc. Project Director, Salt Lake City Spanish Speaking Health and Mental Health Task Force;

*A Model for Family Therapy within the Puerto Rican Culture*, Carlos D. Vazquez, Ph.D., Professor of Psychology, U. of Puerto Rico, San Juan;

*Dysfunctional Mexican-American Family Patterns and Strategies for Intervention*, Pedro R. Choca, Ph.D., Director, and Miryam J. Funk, M.S., Tucson Southern Counties Mental Health Services, Tucson;

*Attitudes to Folk Healers Among Chicanos and Non Chicanos*, James D.C. Jaramillo, M.D., U. of New Mexico, Albuquerque.

I

#### Health

##### Socio-Political Influences on the Development of Hispanic Health Manpower.

A state-of-the-art examination by an interdisciplinary panel of the demographic, educational, legal, and social factors shaping the future of Hispanic health manpower and health care. Coordinated by Esther M. Picazo, Program Director, Federation Health Manpower Recruitment Project, Federacion Rural de Salud de California, San Francisco. (Panelists to be announced.)

J

#### Human Services

##### The Future of Hispanic Human Services: Emerging Fiscal Policies and Budget Constraints.

*Voters Tax Revolt: Crisis for the Chicano Family*, Rodolfo Arevalo, Ph.D., Assoc. Dean/Assoc. Professor, and Ruben Zamorano, M.S.W., M.P.H., School of Social Work, San Jose State U.;

*Health Maintenance Organizations: Impact on Low Income Hispanic Families*, Rene Cardona, M.P.A., Alviso Health Plan Director, Family Health Foundation of Alviso, Inc., San Jose;

(Additional presentors to be announced.)

K

## Media

### Media Skills and Strategies for Hispanic Agencies.

A problem-solving session to increase the effectiveness of community agency outreach and publicity programs. Media experts will advise on the design and production of materials, including public service announcements, and on press relations. Coordinated by Armando Rendon, Assist. Professor, American U., Wash., D.C.

L

## Saturday afternoon, October 14, 1978

### SESSION 3

## Youth

### Models and Recommendations for Hispanic Youth Services: Delinquency Prevention and Juvenile Justice.

A

*The Enchilada Approach: A Family Concept in Providing Human Services and Managing a Community Agency*, Zaida Fernandez, M.A., Director, and Anita Barnes, M.S.W., Deputy Director, La Familia Counseling Center, Sacramento;

*Bi-Cultural Survival Skills of Hispanic Youths: Project BASE*, Tatjana Fernandez, M.Ed., Coordinator, and Malpa Perez, B.A., Educational Specialist, Project BASE, Miami.

(Limited Registration.)

## Families

### Hispanic Family Values and Structures.

B

*Reconstructing Families: An Initial Step Toward Developing Community Clusters*, Edward Morales, Ph.D., Psychologist, Sutter MHC, Sacramento;

*Perceptions of Locus of Control Among Three Multi-Generation Chicano Families*, Porfirio J. Miranda, Ph.D., U.C.L.A.;

*Extended Kinship in the U.S.: Competing Models and the Case of La Familia Chicana*, Jaime Sena-Rivera, Ph.D., Fellow, Program in Mental Health Services Evaluation and Research, Yale U.;

*Values of Familism and Social Class: An Interaction Effect*, Pedro A. Vales, Assist. Professor of Sociology, U. of Puerto Rico, San Juan.

### Razalogia de la Familia. Nuestra Experiencia = Escuela.

C

Roberto Vargas, M.S.W., consultant, Razagentes, Oakland; Francisco M. Hernandez, consultant, Talleres de Valle, Brawley, CA.

## Domestic Violence

### Patterns and Causes of Domestic Violence in Hispanic Families.

D

*Cross-Cultural Differences in Family Violence: An Exploratory Study of Wife-Beaters*, Celia Medina, M.S.W., Supervisor, Family Service Association, San Jose; Albert Valencia, M.A., Senior Psychiatric Social Worker, the Bridge Counseling Center, Morgan Hill, CA.

*The Relationship Between Child Abuse/Neglect and Substance Abuse Contrasting Mexican American and Anglo Families*, Dario Chapa, Project Director/Executive Director, Penny L. Smith, Frances V. Rendon, and Michael Yost, Ph.D., San Antonio Child Abuse/Neglect Research Project, Mexican American Neighborhood Civic Organization, San Antonio.

## Elderly

### The Role of the Family in Enhancing the Meaning of the Life of Hispanic Elders.

E

*Ecological and Life Review Approach*, Jose Szapocznik, Ph.D., Principal Investigator, A Model Project for Enhancing Meaning of Life for Hispanic Elders, Spanish Family Guidance Clinic (SFGC), Miami;

*The Role of the Family*, Marta Larrazabal, A.C.S.W., SFGC;

*The Role of Community Intervention Services*, Angela M. Rodriguez, A.C.S.W., SFGC;

*Program Evaluation as a Development Tool*, David Santiseban, Ph.D., SFGC;

Sandra Rothman, A.C.S.W., Discussant, Asociacion Nacional Pro Personas Mayores, Miami.

## Veterans

### Veterans Administration Services for Hispanics.

F

Jose Coronado, Hospital Director, VA Hospital, San Antonio; Eloy Flores, M.S.W., Coordinator, VA Neighborhood Health Clinic, Brentwood (Los Angeles); Joan Padberg, R.N., Chief, Nursing Service Program, VA Central Office, Wash., D.C.; Frank Parodi, M.D., Staff Psychologist, VA Hospital, Sepulveda, CA; Charles Stenger, Ph.D., Associate Director of Psychology, VA Central Office, Wash., D.C.; Keith Wilson, Social Service and Mental Health Chief, VA Central Office, Wash., D.C.

(Repeated from earlier session.)

## Mental Retardation/ Developmental Dis- abilities/Handicapped

### Rehabilitation and Training for Hispanic Developmentally Disabled and Handicapped.

G

Treatment, therapy, and training programs can increase the well-being of these special population groups. A two-part workshop chaired by Marcos U. Ramos, M.D., Assist. Chief, Dept. of Rehabilitation Medicine, University Hospital, Boston.

## Mental Health Services

### Ayuda From Within: Helping Patterns Within Hispanic Families.

H

*Mental Health and the Mexican American Family as a Helping Unit*, Rodolfo Borrego, M.S.W., Chief of Outpatient Services, Kings View-Visalia Community Counseling Services, Visalia, CA; *Help Patterns, the Family and Mental Health: The Case of Puerto Ricans in the U.S.*, Lloyd H. Rogler, Ph.D., Director, Hispanic Research Center, Fordham U., NYC.

*Helping Providers to Help Mexican-American Families*, Edmundo J. Ruiz, M.D., Laredo, TX.

### Approaches and Techniques in Treating Puerto Rican Clients in Community Settings.

I

*Treatment Modalities with Acculturated vs. Non-Acculturated Puerto Rican Patients*, A. Anthony Arce, M.D., Director, Hahnemann CMH/MRC and Christine Torres-Matrullo, Ph.D., Director, Mental Health Associate Degree Program, Hahnemann Medical College and Hospital, Philadelphia;

*Sex Therapy with Puerto Rican Patients*, Ilda Ficher, Ph.D., Director, Van Hammett Psychiatric and Sex Therapy Clinic, Hahnemann Medical College, Philadelphia;

*Family Therapy Approaches with Puerto Rican Families*, Alex Glijansky, M.D., Medical Director, Fishtown/Lower Kensington CMHC, Philadelphia, and Robert Staples, M.A., Doctoral Candidate, Hahnemann Medical College and Hospital, Philadelphia; *Methods of Engaging Puerto Rican Fathers in Family Treatment*, Jaime Inclan, M.A., Morrisania Neighborhood Family Care Center, Bronx;

*The Applicability of a Behavioral Model and Techniques with Puerto Rican Populations*, Christine Torres-Matrullo, Ph.D.

## Health

**National Health Service Corps: Family Focused Health Care.** A panel presentation by the NHSC will explain functions and services provided by the Corps to underserved areas and will examine ways in which Hispanic students and communities can better utilize Corps programs. Detailed presentations will be made on entrance procedures and benefits for students; procedures for requesting Corps personnel placement in underserved Hispanic communities; assignment policies; and community preparations for receiving Corps personnel. Moderator, Mario A. Manecchi, Regional Coordinator, NHSC. (Panelists to be announced.)

J

## Social Policy

**Social Policy: What and How? A Hispanic Perspective.**

Beginning with a discussion of policy analysis and policy development, this workshop will move to consider and test Hispanic strategies in several fields, including welfare reform. A panel of Hispanic experts, to be announced, will dialog with Dr. Alfred J. Kahn and Sheila B. Kamerman, Co-Directors, Cross-National Studies of Social Service Systems and Family Policy, the Columbia U. School of Social Work, NYC.

(Registration by invitation only. Repeated from first session.)

K

## Organizational Skills

**Consumer Education: Training for Hispanic Organizations and Leaders.**

A state-of-the-art examination of Hispanic consumer education issues and needs, with analyses of exemplary programs for Hispanics, with a focus on increasing consumerism among existing organizations and agencies. Coordinated by Sonia Ortiz, Consumer Affairs Consultant, Philadelphia.

L

## Housing

**Housing for Hispanics: Impact of Change and Utilization of Programs.**

*Psychological Ramifications Inherent in Relocation of Mexican American Elderly*, Martha M. Fimbres, M.S.W., Psychiatric Social Worker, University Hospital, Arizona State U., Tempe, and Patricia Clark, M.S.W., Graduate School of Social Work, Arizona State U.;

*The Impact of Urban Redevelopment on the Latino Family*, Arturo Vazquez, M.A., Instructor, Latin American Studies Program, U. of Ill., Chicago.

(Additional presentors to be announced.)

M

# Registration Information

- **REGISTRATION FEE:**

- \* \$50 Per COSSMHO individual member and per participant from COSSMHO member agencies (with annual membership fees current).
- \* \$65 Non-Members (see Special Offer below).
- \* \$35 Students enrolled full-time in accredited programs. Student I.D. necessary; send xerox copy for preregistration.
- \* Registration fee includes one Conference lunch and one Conference dinner (both on October 14); two receptions — Oct. 12 and 13 (cash bar); bus transportation to these events as needed, and complimentary Conference program materials. Participants must purchase tickets for other Conference breakfasts and lunches.

- **SPECIAL OFFER:** Non-Members, purchasing an individual one-year membership for \$15, are eligible for the special membership registration fee of \$50. Check the appropriate box on the registration form. This Special Offer is available only during the preregistration period.

- **PREREGISTRATION DEADLINE:** Forms and full payment must be received by COSSMHO on or before September 29. COSSMHO cannot guarantee that forms received after this date will be processed in time for the opening of the Conference. Conference Registration will begin on Oct. 12 in the Grand Ballroom Foyer of the Whitehall Hotel, Houston.

PLEASE COMPLETE THE REGISTRATION FORM ON PAGE 16.

## Travel

- **GROUP "40" FLIGHTS:** If you act immediately, there is still time to join one of five special flights offering substantial savings over regular air fares. The group package offers round-trip air-fare, transportation to hotel, and hotel accommodations. Group "40" flights leave these departure cities: NEW YORK, WASHINGTON, D.C., MIAMI, CHICAGO, LOS ANGELES. Ada Pena of Discovery Travel can also book your connections to these departure cities. Call or write Ada Pena, Discovery Travel, 5530 Wisconsin Avenue, Chevy Chase, MD 20015, telephone (301) 656-1300. To beat the Sept. 12 deadline, you must make your reservations today.
- **INDIVIDUAL TRAVEL:** Discovery can also make other conference travel arrangements for you.

## Hotel

The Whitehall Hotel and Holiday Inn are the official Conference hotels. The facilities are just a few blocks apart in downtown Houston. The city's cultural center, including the spectacular Jones Hall for the Performing Arts and the nationally-acclaimed Alley Theater, are within walking distance.

- **RATES:** Special hotel rates are available to Conference participants. Daily rates are \$29 single and \$38 double, plus 7% state and local tax. Rates are not applicable to non-Conference dates.
- **RESERVATIONS:** Fill in the reservation card on page 16. Send the card directly to the Whitehall Hotel. Assignment will be made to either the Whitehall or the Holiday Inn.
- **DEADLINE:** Reservations must be received by the Whitehall Hotel no later than September 29. Requests received after that date may not be filled. You can call the Whitehall at (713) 659-5000.

# CONFERENCE PREREGISTRATION FORM

NAME \_\_\_\_\_ TITLE \_\_\_\_\_  
ORGANIZATION \_\_\_\_\_  
ADDRESS \_\_\_\_\_ STREET/APT. # \_\_\_\_\_ PHONE \_\_\_\_\_ OFFICE/HOME  
CITY \_\_\_\_\_ STATE \_\_\_\_\_ ZIP \_\_\_\_\_

## POLICY INSTITUTES AND WORKSHOPS

Participants should preregister for these activities. Indicate your first, second, and third choice for the Policy Institute Session and each Workshop Session. Enter the correct code from pages 6-14 (for example, Institute A or Workshop 1C). Institutes or workshops may be cancelled on the basis of underregistration.

POLICY INSTITUTES	Friday, October 13 - A.M.	1st		2nd		3rd	
WORKSHOP SESSION I	Friday, October 13 - P.M.	1st		2nd		3rd	
WORKSHOP SESSION II	Saturday, October 14 - A.M.	1st		2nd		3rd	
WORKSHOP SESSION III	Saturday, October 14 - P.M.	1st		2nd		3rd	

## SPECIAL SERVICES

We will attempt to provide appropriate services for the handicapped and disabled. Please indicate if you will need  
☐ sign interpretation ☐ special transportation ☐ other \_\_\_\_\_

## REGISTRATION FEE (See page 15 for more information)

- ☐ \$50 COSSMHO Member  
☐ \$35 Student  
☐ \$65 Non-member  
☐ \$65 Registration and new individual COSSMHO membership (1 year)

Make check or money order for full amount payable to: COSSMHO

- ☐ Check enclosed ☐ Money order enclosed

Mail this form and check or money order to: COSSMHO, 1725 K St., N.W., Suite 1212, Washington, D.C. 20006

PREREGISTRATION DEADLINE—SEPTEMBER 29

## HOTEL RESERVATION FORM (See page 15 for more information)

THE  
WHITEHALL

(713) 659-5000

COSSMHO'S NATIONAL HISPANIC  
CONFERENCE ON FAMILIES  
OCTOBER 12-15, 1978

Mail to  
The  
Whitehall  
Cullen  
Center,  
Houston,  
Texas

77002

Please reserve \_\_\_\_\_ room(s) at the type checked below:

Arrival date \_\_\_\_\_ at (time) \_\_\_\_\_

Departure date \_\_\_\_\_ at (time) \_\_\_\_\_

Name \_\_\_\_\_

Company Name \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Reservation requests received after  
September 29, 1978, will be honored  
only if space remains available.

I may arrive after 6:00 p.m. Please guarantee my reservation for late arrival. I wish to guarantee to the following account number (or by the enclosed one night's deposit).

Acct. # \_\_\_\_\_ Signed \_\_\_\_\_  
☐ BAC/VISA ☐ AmExp ☐ Mstr Chg ☐ Diners ☐ Ct Blanch

- ☐ Single ☐ \$29  
☐ Double Occupancy ☐ \$38

Rates subject to 7% tax.

MAIL TO COSSMHO

MAIL TO HOTEL

RESOLUTION 72078

WHEREAS the term "Native American" is sometimes used in reference to American Indian people, and

WHEREAS any person born in the United States is a native American and not necessarily an American Indian, and

WHEREAS many Indians believe it is inappropriate and offensive to refer to an American Indian as a native American, and

WHEREAS the Constitution of the United States uses the term Indian in reference to tribes and tribal members,

NOW THEREFORE BE IT RESOLVED that the Minnesota Indian Affairs Intertribal Board hereby deplores the use of the term "Native American" when used in reference to American Indians, and

No!

BE IT FURTHER RESOLVED that the Board officially requests Minnesota news media and agencies of government to refer to members of federally recognized tribes as "American Indians" or "Indians", and

SI!

BE IT FURTHER RESOLVED that the staff is directed to distribute copies of this resolution to the appropriate people.

  
Chairman

  
Secretary

July 20, 1978  
Date

The above resolution was adopted on a vote of ten for and none against at a meeting of the Minnesota Indian Affairs Intertribal Board at the State Government Center in Bemidji on July 20, 1978.

## 01 PERIOD COVERED

1979 through 1980

## MINNESOTA STATE ETHICAL PRACTICES BOARD

41 State Office Building  
St. Paul, Minnesota 55155  
612-296-5148☒ Original Statement  
☐ Supplementary Statement

## STATEMENT OF ECONOMIC INTEREST

## 02 REGISTRATION (For Office Use Only)

## 03 INDIVIDUAL

Name IRENE Bethke

## 04 ADDRESS

Street City State Zip  
4649 DECATUR AVE N New Hope, MINN 55428

## 05 TELEPHONE NO.

AREA (612) 537-0469

06 OFFICE SOUGHT ☒ HELD ☐OFFICE, BOARD, DEPT.,  
DISTRICT, AGENCY.

- ☐ Constitutional office or chief deputy
- ☐ State legislator
- ☐ State Department - Exec. & Dep. Directors  
Commissioner, Deputy or Asst. Comm.
- ☐ Energy, State Planning, Consumer Services  
Director or Deputy Director
- ☐ Office of Attorney General  
Solicitor Gen., Asst., or Spec. Asst.
- ☐ State Rulemaking Boards & Commissions  
Members, Chief or Dep. Administrator
- ☐ Legislative Employee
- ☐ Metropolitan Agency Member/Admin. Officers

SPANISH SPEAKING  
AFFAIRS COUNSEL

## 07 OCCUPATION

Food Service Supervisor

## 08 PRINCIPAL PLACE OF BUSINESS

New Hope - Homeward Bound

## 09 SOURCES OF COMPENSATION in excess of \$50 in any month (including 06)

☐ No change since Last report

name	address	city
Homeward Bound	4741 Zealand AVE N	New Hope

(ATTACH ADDITIONAL SHEETS IF NECESSARY TO COMPLETE THIS ITEM)

## 10 SECURITIES worth - \$2,500 or more

☐ No change since Last report

name	address	type of security
NONE		

(ATTACH ADDITIONAL SHEETS IF NECESSARY TO COMPLETE THIS ITEM)

## 11 REAL PROPERTY in excess of \$2,500 excluding homestead property

☐ No change since Last report

name	street address	municipality, range, township, or section	county	acreage
NONE				

(ATTACH ADDITIONAL SHEETS IF NECESSARY TO COMPLETE THIS ITEM)

## 12 COUNTIES IN LEGISLATIVE DISTRICT

1.	5.
2.	6.
3.	7.
4.	8.

## 13 CERTIFICATION

I, IRENE Bethke CERTIFY  
Print or type nameTHAT THE INFORMATION CONTAINED ON THIS  
FORM IS COMPLETE, TRUE, AND CORRECT.\*Irene M. Bethke 9/1/78  
Signature Date

1 Blue - Original - File with Ethical Practices Board

2 Pink - Registrant Copy - Retain

Any person who signs and certifies to be true a statement which  
he knows contains false information or who knowingly omits  
required information is guilty of a gross misdemeanor.



# National Hispanic Feminist Conference

BUSINESS TOWER, ROOM 456, SAN JOSE STATE UNIVERSITY, SAN JOSE, CA 95192

PHONE: (408) 277-3906

June 11, 1980

## NATIONAL ADVISORY COMMITTEE

ANGELA CABRERA

National Conference of  
Puerto Rican Women

WILMA ESPINOZA

Mexican American Women's  
National Association

HOLLY KNOX

Project Peer  
Now Legal Defense and  
Education Fund

HELEN MUNOZ

National Association of  
Cuban American Women

SARAH WEDDINGTON

Special Assistant to the President  
The White House

## SPECIAL CONSULTANTS

THE HONORABLE

POLLY BACA BARRAGAN  
Colorado State Senate

CARMEN DELGADO VOTAW

Inter American Commission on Women

ELAINE REUBEN

National Women's Studies Association

## PROJECT STAFF

DR. SYLVIA GONZALES

Project Director

MADELYN VIERRA

Administrative Assistant

Dear Irene:

Sorry I didn't get a chance to call before I left but decided to leave sooner than I had planned.

Irene, I was wondering if you could call Fran Wilkins of DOL and make reservations for all of us whenever it is that we have to leave from Minneapolis. Are the other women going? Maybe we can all go on the same plane. And then let me know when we have to go because I will probably work here until the day before we leave for Chicago and may just leave here on the same day that we leave for Chicago, so I have to know when that is.

I love San Jose, lots of greenery, flowers, bougainvillea and lots of Raza. I really am in a different world and am enjoying every minute of it.

I really have to run now since I've been here an hour and haven't started work yet, but we'll have a long chat when I see you.

Sincerely, tu amiga,

Marcela

Earl D. Craig, Jr.

October 21, 1982

Rudy Perpich has asked me to put together a list of minority people for him to consider for appointment to positions in his administration. This includes cabinet positions, jobs on the governor's staff, deputy and assistant commissioners and other second and third level positions.

Although the primary emphasis is on full-time positions, names for other appointments (commissions, boards, councils, etc.) will also be appreciated.

Send your list with names, address, phone number and current position to me at: 89 South 10th Street, Minneapolis, MN 55403. Do not hesitate to include your own name.

Thanks for your very quick attention to this matter. Governor Perpich would like to make announcements within days after the election.

Sincerely,

A handwritten signature in cursive script, appearing to read "Earl", with a large, sweeping initial "E" and a trailing flourish.

Congratulations

TO:

MAYOR FRASER TALKS/NEWSLETTER  
Attn: Elly Colburn

Irene

FROM:

MINNEAPOLIS AQUATENNIAL ASSOCIATION  
702 Wayzata Blvd. Commodore Court  
Minneapolis, MN 55403  
612/377-4621

MAYORIAL EMPLOYEE RECEIVES AQUATENNIAL AWARD

Irene Gomez-Bethke was recognized for her outstanding contribution to the 1982 Aquatennial "Great American Family Reunion" festival at the Minneapolis Aquatennial Annual Elections and Awards Banquet held Tuesday, October 5 at the Minikahda Club, Minneapolis.

Irene, an administrative aide to the Mayor of Minneapolis, received an Outstanding Volunteer Award for her consistent support of the ethnic-involvement programs of the Metro & Youth Division. Irene was instrumental in securing several entertainment groups who performed at plaza and shopping center shows during the 1982 festival.

The 1983 Aquatennial Association President was also announced at the meeting. Gerald S. Pettersen, Controller, Northern States Power Company, will serve as the Association's Chief Executive Officer, presiding over the administration and implementation of the 1983 festival. The election of five new and incumbent members of the 1983 Board of Directors was also announced.

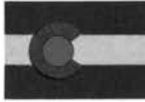
Dates for the presentation of the 1983 festival are July 15-24.

# # #

Joan Adams Mondale

Fritz + I thank  
you for all your  
help!

Joan



POLLY BACA-BARRAGAN  
State Senator  
8747 No. Santa Fe Drive  
Thornton, Colorado 80221  
Capitol: (303) 866-4853  
(303) 866-4865

Senate Chamber  
State of Colorado  
Denver

COMMITTEES  
Member of:  
Agriculture, Natural  
Resources and Energy  
State Affairs  
Transportation

December 27, 1984

Dear Irene:

My sincere thanks for your support during my term as Vice Chair of the Democratic National Committee. It has been a rewarding four years. I have particularly enjoyed the opportunity to work more closely with you.

But the work is not yet completed. The recent Presidential election presented us with even greater challenges to develop a working majority of Americans who share a common interest in building a better future based on fairness, equal opportunity, and economic justice. We must invest in the future of our party if we are to influence the future of our nation.

It is because of these challenges that I have decided to seek another four year term as Vice Chair of the Democratic National Committee.

As a public relations specialist for the past 20 years, as a member of the Democratic National Committee since 1973, and as a state legislator since 1974, I am uniquely aware of the need to financially assist our state parties and local elected officials as they work to develop the leaders of our future.

During the next four years as a DNC Vice Chair, I would like to focus on more effective fundraising efforts in support of our local elected officials and local Democratic parties. I would also like to more effectively contribute my public relations skills in shaping a more positive image of our National Democratic Party.

Your support for my candidacy will be sincerely appreciated. Specifically, I will appreciate your contacting the DNC members in your state (and any other DNC members you might know) and asking them to support me. Please let me know how you can help. I need you!

Irene -

Mary Monahan and  
Rick Stafford have already  
committed to support me.  
Any help you might give with  
the others would be appreciated!

With warm regards,

*Polly*

Polly Baca  
Colorado State Senator  
DNC Vice Chair

WALTER F. MONDALE  
NORTH OAKS, MINNESOTA

November 21, 1984

Mrs. Irene G. Bethke  
4649 Decatur Avenue N.  
New Hope, Minnesota 55428

Dear Mrs. Bethke:

It is hard to find the words. I owe you so much.

I wish that I could have rewarded your friendship and generosity with a victory, but history had other plans.

I gave it all that I had. But, defeat is never easy. And it is particularly painful when I think about friends like you who have given me so much over the past 22 months.

And while I have been looking forward to a few days of rest, I wanted to write to you first to say thank you -- and to share with you some thoughts on this election and on the future.

The story of November 6th is about far more than just loss and disappointment. It is also about determination, integrity, compassion and decency. And, it is a story full of triumph.

We triumphed by speaking the truth -- even knowing that some voters wanted to hear myths.

We triumphed by standing on moral principle -- despite the seductive claims of the politically expedient.

We triumphed by opening doors of opportunity with Gerry Ferraro -- rejecting the counsel of the cautious.

And we triumphed by pressing forward -- in the face of mounting odds and growing fatigue.

I know well that I have you to thank for much of the triumph that we bring from this election. Particularly, for your support in keeping me going.

For thousands and thousands of miles, through long days, long weeks and long months . . . through all of the debates . . . through all of the campaign speeches . . . through all of the joys and heart-aches. I knew you were there, urging me onward.

I kept pressing forward, and when I got tired, I could hear you say, "give it another try" -- and I did.

But I am most proud of the fact that our campaign reflected what I believe is the best in America -- integrity, compassion, hope and a tireless commitment to principle. I hope that you share that sense of pride.

It is equally important to me that you and my other friends and supporters do not view November 6th as the end of our fight. It is the end of our campaign. But it is not the end of our cause.

We still have a great deal of work ahead of us. America needs our voices now more than ever.

The advocates of self-interest have built a mighty pulpit. You and I cannot give their greed a free reign. We cannot let them ride roughshod over the vulnerable.

We must both recommit ourselves to fighting for the values upon which we launched this campaign for the Presidency. We must continue to speak up for decency, for justice and for peace.

I know that you feel tired as I do. And the last thing that you want to do is pick up the sword of justice and fight on. But we must.

America has only you and me and a relatively small number of other concerned citizens to count on. That is why I plan to continue to do all that I can to keep these values alive.

My political career may be over, but my commitment to fight for what I know is right will never end. I still feel a strong responsibility to fight on. We must continue to speak out on the values that we know are important to America.

I hope that you will help me. As you know I still have a remaining debt from my primary campaign -- a commitment to volunteers and small businesses that I will not turn my back on. With your continued support I should be able to retire this debt before Christmas.

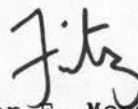
I know that I have asked a great deal of you over the course of this trying campaign. But our job is not over and I need your help again. Please, if you can possibly afford it at this time, send me as generous a contribution as you can.

If you can send me a last contribution, today, it will still be eligible for matching funds -- doubling its impact.

Again, thank you for travelling this long journey with me. You have much to be proud of. And Joan and I will never forget your extraordinary generosity.

Now, let's go forward together. There is still much to do. Our country still needs us.

Sincerely,



Walter F. Mondale

Dear Irene:

[ca. 1984]

So many things have (and/or) are happening to you that are not fair or of your making. I am sorry you are caught in this "buzz saw".

The situations in the Human Rights Dept have been building up for years. So many statements made were

Wisconsin  
House of Representatives

Dorothy Walker



completely unrelated to the  
problems.

Please be assured of  
my support as you try  
to resolve your problems.

Sincerely,  
Dorothy

*Blue Iris*

Original by Liliane Baron

*Caspari*

© H. GEORGE CASPARI, INC.  
NEW YORK / ZÜRICH  
Printed in Denmark

LB 40-27119B



Love

Latic  
Fournier

Feb 9, 1984

Dear Irene,

This is just to say that we have been dismayed to see how the press and the legislature have hounded you personally for problems that had nothing to do with you.

I do hope you are able to put all this behind you quickly, and move on to something more satisfying!

[ca. 1984]

Dear Rene,

Just a note to let you know I'm sorry that things didn't work out for you at the department. I admire the courage you have shown in the face of great difficulties. It has been good to know you.

All my best to you for your future.

Eileen Loran





# may today

find you a little better than  
yesterday... let the morning  
be filled with fresh beginnings...  
listen to good news from many  
friends... and know tomorrow  
will find you even better than  
today.

[1984]



STATE OF MINNESOTA  
DEPARTMENT OF HUMAN RIGHTS

500 BREMER TOWER  
7TH PLACE AND MINNESOTA STREET • SAINT PAUL, MINNESOTA 55101  
(612) 296-5663

COMMISSIONER GOMEZ-BETHKE SUBMITS RESIGNATION

Department of Human Rights Commissioner Irene Gomez-Bethke today issued a statement on her resignation.

"I hereby resign from my position as Commissioner of the Department of Human Rights, effective Friday, February 3. While I realize my resignation in and of itself will not solve the long-standing problems in the agency, I am stepping down in an effort to allow the Governor to proceed with proposed changes which hopefully will result in overcoming the monumental problems facing this department."

"My past year as commissioner has been one of total commitment by me to the concept of human rights and I intend to continue my advocacy for victims of discrimination."

I have been assured by the Governor that I will continue to be a part of his Administration in addressing our mutual concerns.

I look forward to working with the Governor and his staff.

"I believe there must be a stronger commitment from the Legislature to the area of human rights. This must include adequate funding to insure that the department will succeed in carrying out its mandate to protect all Minnesotans from discrimination."

###



STATE OF MINNESOTA  
OFFICE OF THE GOVERNOR  
SAINT PAUL

January 30, 1984

RUDY PERPICH  
GOVERNOR

Commissioner Irene Gomez-Bethke  
Department of Human Rights  
5th Floor - Bremer Tower  
7th and Minnesota Street  
St. Paul, Minnesota 55101

Dear Commissioner Bethke:

It is with regret that I accept your resignation as Commissioner of the Department of Human Rights.

The problems that have been discussed publicly the last several weeks are the result of ten years or more of lack of proper attention by the Legislature, the Executive Branch and advocacy groups in the Department of Human Rights. The problems do not result from your term as Commissioner. You brought commitment and compassion to not only the agency but to my Administration. For this I will be forever indebted.

I agree with the statement in your letter that it would be best for your successor to have a legal background, but also hold a deep concern for the people who seek and need your department's assistance.

Commissioner, I look forward to your continued service to the people of Minnesota.

With warmest personal regards, I am

Sincerely,

Rudy Perpich  
Governor



**United Way**

404 South Eighth Street  
Minneapolis, Minnesota 55404  
Phone 612 340-7400

May 10, 1984

Ms. Irene Gomez-Bethke  
4649 Decatur Avenue North  
New Hope, MN 55428

Dear Irene:

On behalf of United Way I want to thank you for serving on the Priorities Committee during 1983 and 1984. Please accept the enclosed certificate in recognition of your service to our community.

This was a critical year for us. Our challenge was to update the Priorities for the first time. We were to keep United Way responsive to changing needs and resource availability, without causing major disruptions in agency planning and in the United Way allocations process.

I believe we succeeded in making necessary adjustments and can take pride in the new Priorities. We have redefined and adjusted problem categories and definitions, we have renamed problems to make them more descriptive, we have reranked problems whenever strong evidence of changing conditions was available and we have improved and updated the problem description summaries.

The process we used to achieve these changes was manageable, realistic, affordable and fair. To the best of our ability we made it consistent with expectations and with the facts. Our new priority listing is more understandable, more defensible and more reflective of our changing needs.

At this time the Committee is being reorganized and Jackie Reis has become chair. I have been elected to the Board and will be leaving the Committee. I have personally enjoyed my opportunity to work with you and hope that we will have other occasions to again work together.

Sincerely,

*LuVerne M. Molberg*

LuVerne M. Molberg  
Chairwoman  
Priorities Committee

**Thanks to you-it works for all of us**



# National Federation of Democratic Women

April 4, 1985

1985 Convention Chairman  
Annette C. Jones  
5422 2nd Street, N.W.  
Washington, D.C. 20011

Convention Program Chairman  
Landis Neal  
7913 Lewinsville Road  
McLean, Virginia 22102

Dear Democratic Colleague:

The records indicate you were a part of the "Impact '84" experience. Therefore, we would like to invite you to attend a similar experience, the NFDW 1985 Convention to be held in Washington, D.C., May 22 - 25, 1985 at the Washington Hilton Hotel.

Our theme is "1985 - Democratic Crossroads: A Look at the Future". Enclosed you will find pertinent information on the Convention. The Federation would be happy to have you attend. We believe it will be exciting and informative.

Sincerely,

Annette C. Jones  
Convention Chairman

Landis Neal  
Program Chairman

Angie Elkins  
National President

Enclosure

NATIONAL FEDERATION OF DEMOCRATIC WOMEN  
14th ANNUAL CONVENTION

WASHINGTON HILTON HOTEL  
1919 Connecticut Avenue, Northwest  
Washington, D.C.

"1985 - Democratic Crossroads: A Look at the Future"

CONVENTION AGENDA

Wednesday, May 22

2:00 p.m. - 4:00 p.m.	Registration Board Meetings
4:30 p.m. - 6:00 p.m.	Committee Meetings
8:00 p.m. - 10:00 p.m.	Opening Session Greetings: Mayor Marion Barry and District of Columbia Party Officials Keynote Address: The Honorable Geraldine Ferraro
10:00 p.m.	Reception

Thursday, May 23

8:00 a.m. - 4:00 p.m.	Registration
8:30 a.m. - 11:00 a.m.	Business Session Keynote Address: Delegate Walter Fauntroy
11:30 a.m.	Board buses for Capitol Hill
12:00 a.m. - 4:00 p.m.	Luncheon and Congressional Seminar Rep. Sala Burton, Mistress of Ceremonies
4:00 p.m. - 5:00 p.m.	Individual appointments with Members of the U.S. Congress; visit to new DNC Headquarters
5:00 p.m.	Board buses
5:30 p.m. - 7:00 p.m.	Reception
7:30 p.m.	* Evening Free (Sightseeing and/or dinner tours available)

Friday, May 24

8:00 a.m. - 4:00 p.m.	Registration
8:30 a.m.	Keynote Address: Mr. Paul Kirk, DNC Chairman (to be confirmed)
9:15 a.m. - 12:00 noon	Workshops (Choose two of three workshops) "Federation Action Plan for the Future - Taking a Leadership Role" "Is the Media the Message?" "Women Today - Women '86"
12:00 noon - 1:30 p.m.	Luncheon Keynote Address: Mayor Andrew Young, Atlanta, Ga.
2:00 p.m. - 5:30 p.m.	Business Sessions and Election
7:30 p.m. - 9:30 p.m.	Banquet Keynote Address: Sen. Paul Simon Entertainment: "The Capitol Steps" (House and Senate staff members)

Saturday, May 25

10:30 a.m. - 12:00 noon	Installation Brunch
12:00 noon - 1:00 p.m.	Board Meeting
	<u>Convention Adjourned</u>

\* Note: Information on sightseeing and/or dinner tours available at registration desk  
at time of registration.

CONVENTION REGISTRATION FORM

NAME: \_\_\_\_\_

ADDRESS: \_\_\_\_\_

REGION: \_\_\_\_\_

STATE: \_\_\_\_\_

OFFICE (if held): \_\_\_\_\_

PROPOSED ARRIVAL DATE: \_\_\_\_\_

WORKSHOPS: (Choose two of three workshops)

\_\_\_\_\_ "FEDERATION ACTION PLAN FOR THE FUTURE - TAKING A LEADERSHIP ROLE"

\_\_\_\_\_ "IS THE MEDIA THE MESSAGE? "

\_\_\_\_\_ "WOMEN TODAY - WOMEN IN '86 "

Registration fee is \$125.00 until May 10, 1985, and after that date \$135.00.  
(Includes all activities).

Mail to: Ms. E.E. Bernice Mills  
2202 Richland Street  
Silver Spring, Maryland 20910

# mwec

## Minnesota Women's Education Council

316 West University Avenue, St. Paul, MN 55103 (612) 228-0995

April 30, 1985

Irene Gomez-Bethke  
4649 Decatur Ave. N.  
New Hope, MN 55428

Dear Irene,

The Minnesota Women's Education Council and the Minnesota Women's Political Caucus traditionally sponsor a reception to honor women appointed to state commissions, boards, and councils.

This year the reception will be held on Wednesday, May 15, from 5:30 p.m. to 7:00 p.m. at the Woman's Club of Minneapolis, 410 Oak Grove Street. Last year we asked prominent women to serve as hostesses for this event. We are hoping that you would be willing to serve as a hostess this year.

Avis Foley (331-8841) will provide a brief orientation for all hostesses at 5:00 p.m. sharp on May 15. Hostesses will facilitate movement of the crowds. They will not be responsible for anything pertaining to food arrangements as the caterers will be managing that.

I appreciate your assistance very much.

Sincere best wishes,



Carolyn Rodriguez  
Chair, MVEC

CR/jsm

July 3, 1987

Dear Sir:

This letter is in response to an incorrect statement made in the July 3, 1987 article: "Perpich Appoints First White Male As Human Rights Chief", where you state; "In January 1984, Perpich fired Irene Gomez-Bethke after news reports showed the department had a backlog of 3,000 cases".

This statement is untrue and damaging to my reputation. To set the record straight, I was not fired by Governor Perpich. I resigned my position as Commissioner of Human Rights for the state of Minnesota in February 1984, because the strategies that were proposed to resolve the political issues regarding the Human Rights Department were in conflict with my personal convictions and values. I have always championed the cause of human rights.

Furthermore, it was unfair and unfortunate that I became the focal point, focusing away from the critical issues that had been facing the Department for many years and my efforts in addressing them.

Let history record that during the thirteen months as Commissioner of Human Rights, I met the challenges of moving the Human Rights Department forward by implementing:

1. The Backlog Reduction Project to resolve the 3,000 cases that I inherited from previous administrations.
2. The Department reorganization plan.
3. The Mediation Project where select cases were referred to the Mediation Center.
4. Sponsored a Human Rights Day Conference.
5. Developed planning for the conference on the new amendments to Act related to disability discrimination.
6. Appointed 10 staff members to revise and further develop the existing administrative rules for the Department.
7. Appointed a Task Force on Police Practices and Community Relations in Minneapolis and St. Paul.

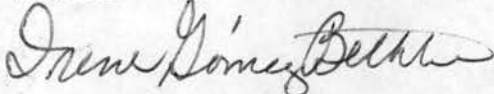
In addition, the Department met all of its contracts. These achievements were made in managing the Department, despite the intensive scrutiny from the four external investigative units which were:

The Management Analysis Division in the Department of Administration, The Governor appointed Blue Ribbon Task Force, The Legislative Audit Commission and the WCCO T.V. I-Team.

I support Governor Perpich's appointment of Stephen Cooper as an excellent choice for the Commissioner of Human Rights.

For me, truth is critical for advancing a healthy society. Each of us must palace human rights. John Fitzgerald Kennedy said that the purpose of America was, "To demonstrate that the organization of men and societies on the basis of human freedom is not an absurdity, but an enriching, ennobling, practical achievement."

Sincerely,

A handwritten signature in cursive script, reading "Irene Gomez-Bethke".

Irene Gomez-Bethke

IGB/jtb



RUDY PERPICH  
GOVERNOR

## STATE OF MINNESOTA

OFFICE OF THE GOVERNOR

ST. PAUL 55155

June 17, 1987

Ms. Irene Gomez-Bethke  
Executive Director  
Institute De Arte Y Cultura  
3501 Chicago Avenue  
Minneapolis, Minnesota 55407

Dear Irene:

I just wanted to drop you a quick note to let you know how nice it was to see you at the August Wilson Reception.

It sounds like things are going very well for you, and that your directorship of the Institute is both challenging and rewarding. I hope you enjoy a delightful summer, and again, it was nice to chat with you.

Best wishes.

Sincerely,

A large, stylized handwritten signature of Rudy Perpich in dark ink.

RUDY PERPICH  
Governor



JULY 1 '88 FLORENCE, ITALY

FIRENZE - Basilica di S. Lorenzo

Filippo Lippi - Firenze 1406 - Spoleto 1469

Annunciazione

Annonciation

Annunciation

Ankündigung

Dear Irene.

I keep hearing about the drought in the US, even in Italy. It's very beautiful here. I'm lucky enough to be staying with a resident of Florence who, when she's not teaching at the University of Bologna, an hour's train ride away, is kind enough to take me to the markets for fresh apricots, and around to all the 15<sup>th</sup> 16<sup>th</sup> century churches that keep Florence famous.

I hope you're well + enjoying a happy summer.

Ediz. Giusti di S. Becocci - Firenze

da Fotocolor Kodak Ektachrome

Warmly, Phyllis

NO

IL CASTELLO  
L'AQUILA



30

CASTEL  
L'AQUILA



20

ROCCA MAGGIORE  
ARISTO



800

Riproduzione vietata

IRENE GOMEZ BETHKE

4649 DECATUR AVE No.

MINNEAPOLIS, MN 55428

USA

POSTA AEREA



KINA ITALIA - Milano

Printed in Italy

A. 765



April 22, 1988



Ms. Irene Gomez-Bethke  
Executive Director  
Instituto de Arte y Cultura, Inc.  
4629 Decatur Avenue North  
Minneapolis, MN 55428

Dear Ms. Gomez-Bethke,

I have been asked by United Way of Minneapolis Area to chair the 1988 Strategic Planning Committee. During the coming year the Strategic Planning Committee will continue monitoring United Way's progress in implementing "Initiatives for the '90s" and begin testing approaches to the development of an ongoing process for examining and addressing emerging issues that may affect the United Way.

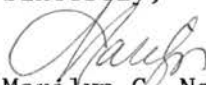
I would like you to join me as a member of this committee. As a veteran Board member, I know you will bring valuable experience and knowledge to the ongoing strategic planning process.

The committee will meet approximately eight times during the coming year. We will discuss a possible meeting schedule at our organizational meeting on Thursday, May 12, 1988 at noon in the Stuart Wells Room of United Way Center.

With your help, I believe we can build on the work United Way's Strategic Planning Committee has done in the past three years to create dynamic ongoing strategic planning process that will meet the needs of United Way and the communities it serves.

Nancy Perron, Director of Strategic Planning from the United Way, will call you in the next ten days for your response.

Sincerely,

  
Marilyn C. Nelson, Chair  
Strategic Planning Committee  
United Way of Minneapolis Area



**TWINWEST**  
CHAMBER OF COMMERCE

February 23, 1990

Ms. Irene Gomez-Bethke  
4649 Decatur Avenue North  
New Hope, MN 55428

Dear Ms. Gomez-Bethke,

Congratulations, you have been nominated for the TwinWest Chamber of Commerce's Women of Achievement Awards. These awards are sponsored by the TwinWest Women's Network, a committee of the Chamber.

The awards recognize women who live, work or volunteer in the TwinWest area for their accomplishments, community contributions and support of other women. To be considered for the award, complete and return the enclosed "Nominee Profile" to the Chamber office by Friday, March 9th.

All nominees are recognized at the Women of Achievement Luncheon on Thursday, April 19 at Scanticon-Minneapolis. All nominees must be present at the luncheon where the Women of Achievement recipients are announced. Mark that date on your calendar now.

You and your nominator will also be invited to a pre-event social. The social will be held on the evening of April 4. Specific details will be mailed to you about the social as well as further information about the luncheon.

If you have any questions please feel free to call me at 540-0234.

Again, my congratulations!

Karen Mariska Atkinson  
Vice President

Encl.

*12 West 10th - 12th Woodside Office Park*  
*14y*

# Task Force on Hispanic American Arts

## Comisión Consultiva sobre las Artes de Origen Hispano en los Estados Unidos

Presentation made before the National Council on the Arts in Washington on November 12, 1977 by the Panel on Hispanic Americans and the Arts and adopted as a resolution of the Task Force on Hispanic American Arts in Los Angeles on March 16, 1978.

Presentación ante el Consejo Nacional de las Artes en Washington el 12 de noviembre de 1977 por el panel de Hispano-Americanos y las Artes y adoptada como resolución por la Comisión Consultiva sobre las Artes de origen Hispano en los Estados Unidos en Los Angeles el 16 de marzo de 1978.

### HISPANIC AMERICANS AND THE ARTS

### HISPANOAMERICANOS Y LAS ARTES

The cultural history and roots of the Hispanic community are very old; our involvement with the National Endowment for the Arts is relatively new. To a very real and large extent, the Hispanic community, which includes a wide range of constituent elements, shares a common language and a cultural world and esthetic point of view which is in many ways not identical to that of the dominant majority in the United States.

The mandate of the National Endowment for the Arts as specified in its enabling legislation is egalitarian in concept and law; the interpretation and implementation of the legislation has not been so with respect to the Hispanic community because the cultural perceptions of esthetic values are not congruent or appreciated and respected in their differences.

Let us consider the new Chairman's statement made early yesterday relative to uniting populism and elitism as being, in his words, "... access to the best." Access by Hispanics to the Endowment staff itself, as well as to the arts, must be enhanced and facilitated. With respect to the second half of Mr. Biddle's phrase, "the best," let us note that concepts of what is the best are to some degree culturally determined. An esthetic point of view must be understood in its cultural context. Quality and content are still a central concern, but must be understood, at least in part, with an appreciation of cultural perception of what these mean.

Many of the issues and concerns which we have identified transcend ethnic boundaries; resolving them and addressing them will be of broad benefit reaching beyond the Hispanic community, although that community is our main concern.

The interaction of the National Endowment for the Arts and the Hispanic community is a two-way street. It will take cooperative action on both our parts to realize the potential benefit of our coming together, hopefully, in more meaningful ways.

FIRST, action of a fundamental nature must be taken to include Hispanics and thereby their values and viewpoints at every level of the National Endowments for the Arts (including the Council, Panels, Program Directors, Staff, and Regional Coordinators), State Arts Agencies, and Regional Organizations (where appropriate).

Within the Endowment, itself, as a minimum, certain areas need in-depth examination and perhaps restructuring:

1. Services to the Field
  - (a) Technical Assistance
    - Management and Administrative Information made more generally and specifically available to Hispanics regarding available opportunities
  - (b) Consultant Bank of experts in various fields: law facilitation, fiscal management, etc.
2. Better cooperation and planning between National Endowment for the Arts, State Arts Agencies, Regional Organizations, Regional Coordinators, local agencies.
3. Communication networks and idea interchange.
4. Pilot programs aimed at implementing some of the above.
5. Increased emphasis on certain programs such as the work-experience internships in which Hispanic Americans must be included.

SECONDLY, in order to ensure greater participation of Hispanic American artists and organizations in the granting process, the following actions need immediate attention:

1. Identify prospective grantees (individuals and groups) within each of the program areas.

La historia cultural y las raíces de la comunidad de origen hispano son sumamente antiguas; nuestra relación con el Fideicomiso Nacional de las Artes (National Endowment for the Arts) es relativamente nueva. La comunidad de origen hispano, que comprende un gran espectro de elementos constituyentes, comparte a un importante grado, un mismo lenguaje y un punto de vista estético y cultural que, en muchos aspectos, difiere del que predomina en los Estados Unidos.

El mandato que pesa sobre el Fideicomiso Nacional de las Artes, tal y como se especifica en la legislación vigente, es igualitario tanto en su concepto como en su aspecto legal; la interpretación e implementación de la ley no ha seguido, sin embargo, esos lineamientos en lo que respecta a la comunidad de origen hispano porque la percepción cultural de los valores estéticos no son congruentes, ni son apreciadas y respetadas sus diferencias.

Vamos a considerar la declaración hecha ayer por el nuevo Director en relación a la conjunción del elitismo y el populismo como, "... el acceso a lo mejor." El acceso de los hispanos a los trabajos dentro del Fideicomiso Nacional de las Artes, al igual que a las artes en general, debe ser incrementado y facilitado. Con respecto a la segunda parte de la frase del Señor Biddle, "lo mejor," tomemos nota de que el concepto de lo que es mejor está, en cierta forma, condicionado culturalmente. Un punto de vista estético debe ser entendido dentro de su contexto cultural. Calidad y contenido son todavía una preocupación primordial, pero debe entenderse, aunque sea parcialmente, siguiendo una apreciación cultural de lo que esto significa.

Muchos de los problemas y preocupaciones que hemos logrado identificar, trascienden las fronteras étnicas; el resolverlos y el enfrentarlos será de un beneficio tal que llegará mucho más allá de los límites de la comunidad de origen hispano, aunque esa comunidad es la que constituye nuestra principal preocupación.

La interacción del Fideicomiso Nacional de las Artes con la comunidad de origen hispano es una vía de doble sentido. Será necesaria la acción coordinada de ambas partes para lograr el beneficio potencial de nuestra acción conjunta en una forma más significativa.

EN PRIMER LUGAR, hay que tomar acción de una naturaleza fundamental para que se incluya a los hispanos, y por supuesto sus valores y puntos de vista, a todos los niveles del Fideicomiso Nacional de las Artes (incluyendo el Consejo, los Paneles, los Directores de Programa, el Personal, y los Coordinadores Regionales), las Agencias Estatales de las Artes, y las Organizaciones Regionales (donde esto sea aplicable).

Dentro de Fideicomiso Nacional de las Artes hay ciertas áreas que requieren, como mínimo esfuerzo, un profundo examen y, quizás, una reestructuración:

1. Servicios de Campo:
  - (a) Asistencia Técnica
    - Dirección y Administración
    - La información sobre las diversas oportunidades disponibles debe ser mas accesible a los hispanos.
  - (b) Un Banco de Consultores expertos en diversas ramas: facilidades legales, administración fiscal, etc.
2. Mejor comunicación y planeamiento entre el Fideicomiso Nacional de las Artes, las Agencias Estatales de las Artes, las Organizaciones Regionales, los Coordinadores Regionales, agencias locales.
3. Redes de comunicación e intercambio de ideas.
4. Programas pilotos dirigidos a implementar algunos de los puntos anteriores.
5. Un mayor énfasis en ciertos programas, tales como los internados de experiencia-trabajo, en los cuales los

2. **Inform and encourage** prospective Hispanic American grantees through the existing mechanisms (to include Hispanic language media — publications, radio, television, and others).

The three basic goals of the National Endowment for the Arts are:

**Availability of the Arts:** to promote the broad dissemination of cultural resources of the highest quality across the land;

**Cultural Resources Development:** to assist our cultural institutions to provide greater public service and to improve artistic and administrative standards;

**Advancement of our Cultural Legacy:** to support creativity among our most gifted artists, encourage the preservation of our cultural heritage, and advance the quality of life of our nation.<sup>1</sup>

WE, the Task Force on Hispanic American Arts (comprised of representatives from Chicano, Puerto Rican, Cuban, and Latino Hispanic Communities) invited to participate with the National Council on the Arts in addressing the question of what more the Endowment can do to assist and to strengthen Hispanic arts in the United States, do fully support the enhancement of that cultural legacy.

<sup>1</sup>Guide to Programs at p. 2.

latinos deben ser incluidos.

EN SEGUNDO LUGAR, en orden a asegurar una mayor participación de los artistas y organizaciones de origen hispano en el proceso de distribución de subvenciones, las siguientes acciones necesitan atención inmediata:

1. Identificar a los posibles candidatos a subvenciones (individuos y grupos) dentro de las áreas de los diferentes programas.
2. **Informar y estimular** a posibles candidatos a recibir subvenciones a través de los mecanismos existentes (incluyendo los medios de comunicación de habla hispana — prensa, radio, televisión y otros).

Las tres metas fundamentales del Fideicomiso Nacional de las Artes son:

**La Accesibilidad de las Artes:** para promover la amplia diseminación de recursos culturales de la más alta calidad a través de la nación.

**El Desarrollo de los Recursos Culturales:** para ayudar a nuestras instituciones culturales a proveer un mejor servicio público y mejorar los niveles artísticos y administrativos.

**La Promoción de nuestro Legado Cultural:** Para dar apoyo a la creatividad de nuestros artistas mejor dotados, estimular la preservación de nuestro legado cultural y hacer avanzar la calidad de vida de nuestra nación.<sup>1</sup>

Nosotros, la Comisión Consultiva sobre las Artes de Origen Hispano en los Estados Unidos (que incluye representantes de las comunidades chicanas, puertorriqueñas, cubanas, y latinoamericanas) invitados a participar con el Consejo Nacional de las Artes en determinar que mas puede hacer el Fideicomiso Nacional de las Artes para ayudar y fortalecer las artes de origen hispano en los Estados Unidos, damos pleno apoyo al enriquecimiento y realce de ese legado cultural.

<sup>1</sup>Guía a Programas p. 2.

## MEMBERS OF THE TASK FORCE ON HISPANIC AMERICAN ARTS

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