



Irene Gomez-Bethke Papers.

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October 14, 1977

Ms. Irene Bethke  
4649 Decatur Ave. No.  
New Hope, MN 55428

Dear Irene,

As you know, the last meeting of Minneapolis Latinos was cancelled. A new meeting at Northside Settlement Services, 2507 Fremont Ave. No., has been scheduled for Thursday, November 3, 1977, at 7:00 p.m. This will be an extremely important meeting, and we hope you will be able to attend.

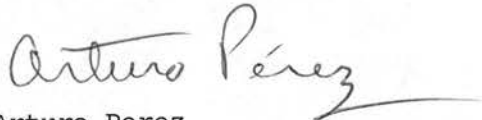
As we discussed at our last meeting, the Latino community in Minneapolis should be in a position to present a report to the Mayor, which will outline the needs and concerns of the Latino community in Minneapolis. We should also be in a position to present specific proposals in terms of addressing these needs and concerns. Enclosed along with the agenda for the next meeting is an outline of some of the problem areas that our Minneapolis community must address. It is our hope that you will think about these problem areas and will do two things before the next meeting: a) add anything you can think of in terms of identifying a problem area or explaining one more clearly, and b) include any suggestions you feel would help remedy the problem.

I guess what we are asking is for you to give us your suggestions on what the problems are and what you think the Mayor should do about them.

At our next meeting, we will talk about the report to the new Mayor and some of the suggestions offered. We hope you will be able to attend.

Thank you for your time and interest.

Sincerely,



Arturo Perez  
Assistant Director  
Community Outreach  
Urban Coalition of Minneapolis



Ricardo Nevilles  
Executive Director  
Centro Cultural Chicano

November 14, 1977

Ms. Irene Bethke  
4649 Decatur Ave. No.  
New Hope, MN 55428

Dear Ms. Bethke:

Last year was the first successful experience Latinos had at the state legislature. Because of the great organizational effort that was focused around passing the bilingual education bill, the legislation authorizing the creation of the program was enacted by the legislature. However, the successes experienced in working for the passage of the bilingual bill have not been repeated in relation to other legislation affecting Latinos. Historically, our community has had difficulty getting its legislation passed. One of the reasons this has happened is because we have not coordinated and organized our efforts.

In an attempt to help facilitate the organization of our legislative package and our effort for the 1978 legislature, a Latino legislative strategy session has been scheduled for Friday, December 9th, at Northern States Power Company, 414 Nicollet Mall, Minneapolis, from 9:30 a.m. to 3:30 p.m.

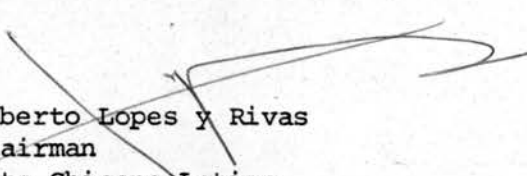
The purpose of the strategy session, in addition to what was mentioned previously, will be for Latinos to discuss proposed legislation, plan ways to improve it, organize committees to monitor the bills, and to consult with the legislators who are sponsoring them. Given the very short anticipated 1978 legislative session, it is very important that we meet as a community to lay out our plan of action.

The enclosed materials will be useful to read before the scheduled meeting. Also included are the agenda, directions, and a list of legislators invited.

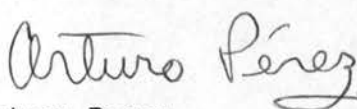
Participants will be on their own for lunch. There are plenty of restaurants on Nicollet and Hennepin Avenues.

The meeting promises to be a good, productive and valuable work session. We hope you will make every effort to attend.

Sincerely,



Dr. Gilberto Lopez y Rivas  
Vice Chairman  
Minnesota Chicano-Latino  
Federation

  
Arturo Perez  
Assistant Director  
Community Outreach  
Urban Coalition of Minneapolis

Enclosures



TO: Members of the Board

FROM: Earl D. Craig, Jr., President

RE: Carter Administration's Welfare Reform Program

DATE: November 14, 1977

Enclosed is a summary of the Better Jobs and Income Program, the Carter Administration's welfare reform proposal. The program will be discussed at this week's board meeting, Thursday evening. Due to the complexity of the proposal, I thought it necessary that you have a summary prior to the meeting.





October 12, 1977

Ms. Irene Bethke  
4649 Decatur Ave. No.  
New Hope, MN 55428

Dear Irene,

It has been exactly one year and three months since I was hired, with the help of Latino community pressure, at the Urban Coalition of Minneapolis. During that first year we were able to get two Latinos on the Urban Coalition Board of Directors. However, the number of Latinos in the "Chicano Caucus" is almost non-existent.

I don't need to emphasize how important it is to get more Latinos involved in the Urban Coalition. Our organization is one of the most influential minority organizations in the state. We gained that reputation because we produce. We have very talented people working for our organization who know how to get the job done. This is one reason Latinos need to be involved in the decision-making process within the Urban Coalition.

If we had lots of Latinos involved in the Urban Coalition Assembly and Board of Directors, we could get the organization to push, on a major priority basis, the specific concerns of Latinos. We are doing that more on an outreach level; but if we want a large amount of total organization staff time devoted to one major Latino issue, like a population study and needs assessment of Latinos in Minneapolis, then Latinos on the Board of Directors and the Assembly must push for it.

The Urban Coalition will be submitting a list of proposals for action to the Mayor in January. The proposals will be directed at alleviating some of the problems faced by minority people in the city. Every caucus in the Urban Coalition Assembly will have a voice in terms of what goes into that list of proposals. This is another reason we need lots of Latinos involved in the Urban Coalition Assembly.

Finally, it is important that we get a good cross section of the Latino community involved. We need to have as many opinions operating in our Assembly as we can.

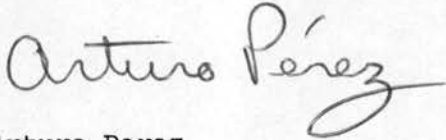
The Assembly meeting will be held at Northern States Power Co., 414 Nicollet Mall, at 7:00 p.m., on Thursday, October 20, 1977. What will happen is that each Assembly caucus will elect people it wants to serve as members of the board. The election of the at-large board members will take place by mail.

I sincerely hope that you will find the Urban Coalition an important organization, and one you would like to involve yourself with.

If you are interested in becoming a member of the Coalition Assembly, please complete the enclosed form and return it to our office as soon as possible. At the Assembly meeting on October 20th, your application will be reviewed, so your attendance is very important. Please do not hesitate to call me or Linda Bibbs if you have any further questions (348-8550).

We at the Coalition look forward to working with you.

Sincerely,

A handwritten signature in cursive script that reads "Arturo Pérez". The signature is written in dark ink and is positioned above the typed name and title.

Arturo Perez  
Assistant Director  
Community Outreach

AP/cda



EARL D. CRAIG, JR.

President

November 16, 1977

To the Editor:

Once again the Minneapolis Police Federation has chosen to oppose the minority communities of this city. Every time the Black, Hispanic and Indian Communities push for change, the Federation chooses to fight us. Despite our willingness to moderate and compromise, the Federation makes these issues into "all-or-nothing" struggles. In doing so, the Federation declares the city's minority communities to be its enemy.

This year, the Urban Coalition has struggled with the issues of full employment, softening the impact of spiraling energy costs and shortages on low income people and reform of the welfare system. Each is a complicated issue involving difficult trade-offs to balance the needs of the entire society.

The Civil Service "rule-of-three" is the same type of issue. It does not offer the clear choice between "political cronyism" on the one hand and the "purity" of so-called "objective" testing on the other, as presented by the Federation. Everyone knows that favoritism is already shown in the current testing system through such practices as "wiring" jobs for favored individuals. Similarly, only the misinformed or the malevolent can contend that a person scoring 98.62 is more qualified than one scoring 98.61, or even someone scoring 98.57.

"WHO CARES?" WE CARE!!! And we believe that the people of this city do too. And we also believe that if the "rule-of-three" is voted down by the City Council, the minority communities and the general public should know quite clearly that the City Council has decided against the minority communities in this Federation-fueled fight.

Earl D. Craig, Jr.

President, Urban Coalition of Minneapolis



MEMORANDUM:

TO: Legislative Strategy Task Force

FROM: Arturo Perez, Urban Coalition of Minneapolis *ap*

RE: Spanish Speaking Affairs Board Strategy Meeting

DATE: January 10, 1978

An important strategy meeting on the Spanish Speaking Affairs Board legislation will take place next Tuesday, January 17, 1978, at 10:00 a.m. The meeting will be held at Jose Trejo's office, 504 Rice Street in St. Paul. We hope you will be able to attend.

/cda



April 25, 1978

John Motl  
Executive Director  
Minnesota Public Interest  
Research Group  
3036 University Avenue S. E.  
Minneapolis, MN 55414

Dear John,

This is just a brief note to indicate that I will personally do all that I can to defeat any attempts to establish an initiative or referendum process for Minnesota. It is clear to me from looking at the experience in other states that the consistent victims of this process are poor and minority people. Although we have great difficulty with the legislative process, it is my belief that these difficulties will pale into insignificance compared with the difficulties we would experience through the initiative or referendum process.

I would hope that because of the recent cooperative efforts between the Urban Coalition and MPIRG that you will understand why I consider this very important and will make it a personal top priority.

Sincerely,

Earl D. Craig, Jr.  
President

cc: Governor Rudy Perpich  
Senator Robert Benedict  
Representative Martin Sabo  
Senator Jack Davies  
Board of Directors, Urban Coalition of Minneapolis





October 28, 1978

Ms. Irene Gomez de Bethke  
4649 Decatur Ave. No.  
New Hope, MN 55428

Dear Irene,

Since the vote on Proposition 13 in California, many disturbing developments have begun to take shape. A wave of conservative action has developed around the issue of tax cuts. Nationwide, we have heard of mass citizen movements to cut taxes and limit government spending. Frighteningly, many of the programs that would be eliminated through a tax cut would be those that primarily serve poor people.

In Minnesota, as in other states, legislators are rushing to embrace the political boon of the tax cut issue. The movement toward a tax cut is being accelerated by the present intense political campaign for governor. Amid all the tax cut proposals being offered by legislators and candidates, it is obvious that the majority of the citizens in Minnesota, particularly the poor and the agencies providing services to these communities, are woefully uninformed about what a tax cut would mean.

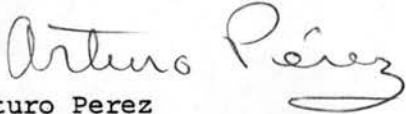
For this reason a conference is being organized that would seek to educate the poor communities about taxes in Minnesota, what service they pay for and what the ramifications of a tax cut would be. This conference will be an invaluable tool not only of education, but would also serve as a springboard for the development of a careful and considered approach to tax reform. If the initial concern and interest manifested at the conference can be solidified into an ongoing coalition against regressive tax cuts, then the conference itself would have been a success, and a solid movement toward needed progressive tax reform would have been developed. All the individuals, groups and organizations involved in advocating for or serving the poor in Minnesota should make the attempt to attend the conference because proposed tax cuts will affect their future work and viability.

The conference is being organized by the Urban Coalition of Minneapolis, and is scheduled for Thursday, November 9, 1978, at Northern States Power Company, 414 Nicollet Mall, in downtown Minneapolis. The schedule and conference information you will need is enclosed. We urge you to make your reservations soon. We expect a large volume of responses, and we have only a limited number set for conference participation, so please send in your \$15.00 registration fee as soon as possible. You may indicate by phone your desire to attend the conference and pay the registration fee when you arrive. Reservations can be made by calling the Urban Coalition of Minneapolis, (612) 348-8550.

We sincerely hope that you will be able to attend this very important conference. It promises to be an informative and enlightening discussion of one of the most important issues of the day.

Thank you for your time and consideration.

Sincerely,

A handwritten signature in cursive script that reads "Arturo Perez". The signature is fluid and elegant, with a long, sweeping underline for the name "Perez".

Arturo Perez  
Assistant Director  
Community Outreach

/cda

Enclosures

MINNESOTA  
P.O. BOX 15022  
COMMERCE STATION  
MINNEAPOLIS, MN 55415



June 28, 1978

Dear Planning Committee Member,

The Minnesota Full Employment Action Council is encouraged that your organization has representatives serving on the Planning Committee for our conference this fall. It is indeed promising to have such expertise. Moreover, your participation in real terms represents a continued institutional commitment to the problems of unemployment and its "special victims." This is particularly meaningful in Minnesota, where lower unemployment percentages make them less and less identifiable. For this reason, and many others, a conference that focuses in on this state and its unique unemployment problems, as well as attempting to put them into a regional/national perspective, is an exciting and constructive proposition.

At our June 15th meeting, October 28th was decided as our confirmed date, and the site chosen was the Normandy Motor Inn, 405 South 8th Street, Minneapolis.

Preliminary figures indicate that the conference could cost nearly \$5,000, \$2,200 of which is for the accommodations provided by the Normandy. Other financial considerations of note are related to the program area (representing travel expenses and honoraria for one major speaker, likely of national prominence, and resource people giving workshops or plenary presentations) and have been estimated at \$2,500.

These financial considerations and the funding of same are the reasons for which I'm writing.

In the June 1st Planning Committee meeting it was discussed and decided that requests would be made of Planning Committee members to contribute financially to the conference fund. Contributions from Planning Committee organizations would then be translated into pre-registered representatives from these respective organizations. In cases where an organization did not designate a representative from its membership, people who otherwise could not afford to attend could be sponsored if said organization consented. Please understand that this request does not preclude in-kind donations as unappreciated, and it is clear that for various reasons some organizations cannot contribute.

To facilitate your deliberations of this request, you should know that registration has been assessed at \$10.00 a person and that figure does include a luncheon. Enclosed as well is a copy of the conference budget.

This request will not be our major effort to fund the conference; at this writing a mini proposal is being circulated to area foundations asking them for funding in whole or part. However, funds (as well as other resources) which may come as a result of this request to you will provide early operating money.

Thank you for your support and consideration for this request. If you have questions, don't hesitate to call me at 348-8550.

Sincerely,

*Earl F. Rogers*

Earl Rogers  
Co-Chairperson  
Minnesota Full Employment  
Action Council

/cda

Enclosure

*Send on  
nominating  
Comm.*

*537-04*





July 17, 1978

Dear Board Members:

In order to bring the program year in line with the Board year, the Annual Election of the Urban Coalition of Minneapolis will be held early this year. Plans for the election will be discussed at the July 20th Board meeting. Because of the nature of this meeting, your attendance is important and would very much be appreciated.

In the place of our usual general Assembly meeting this year, we are planning a series of mini meetings, where each caucus will meet separately to elect members to the Board. These meetings will take place sometime after the July Board meeting and before the August Board meeting. (Dates for the Caucus Meetings will be scheduled at the July Board meeting by respective caucus representatives). This schedule will allow the newly elected Board members to begin their terms with the August 17th Board Meeting. The Bylaws require that the eight At-large members of the Board of Directors be elected by mail, therefore, ballots for the At-large election will be sent to Assembly members.

Again, we urge your attendance in order that plans for the election may be finalized. Thank you.

Sincerely,

*Linda D. Bibbs*

Linda D. Bibbs  
Administrative Assistant



MEMORANDUM:



TO: Board Members

FROM: Peter McLaughlin

RE: National Urban Policy

DATE: June 15, 1978

Attached is a summary of the major elements of the Administration's National Urban Policy, prepared by the staff of the National Urban Coalition (NUC).

The key members of the Minnesota congressional delegation and their relevant committee assignments are:

- 1) Anderson, Budget Committee
  - 2) Humphrey, Governmental Affairs
  - 3) Fraser, Budget Committee
  - 4) Frenzel, Ways and Means Committee
  - 5) Hagedorn, Public Works and Transportation
  - 6) Oberstar, Public Works and Transportation
  - 7) Vento, Banking, Currency and Housing Committee
- Interior and Insular Affairs

The staff recommends that the Board support the basic position of the NUC. Its position is that while the Administration's package of legislation is far from perfect, it is the best that can be expected from this Congress. The plight of the recent farm legislation, the growing concern over inflation and the spreading "taxpayers revolt" all suggest that even this legislation will face serious opposition.

Another major theme we believe should be stressed to the Minnesota delegation is that the effect of a bill on Minnesota should not be the role or necessarily the primary measure of its value. Conditions in Minnesota's cities are significantly better than those in the older urban centers. Thus, we recommend a non-parochial policy that gives the greatest benefit to the areas most in need.

The staff proposes an action strategy highly dependent on the assistance of the NUC. We will work with NUC staff to pinpoint our written and verbal comments.



EARL D. CRAIG, JR.

President

July 20, 1978

TO: Urban Coalition of Minneapolis Board of Directors

FROM: Earl D. Craig, Jr., President

One of the most difficult issues confronting American society over the last several decades is that of school desegregation/integration. Over the last several years, Minneapolis communities and school system have devoted enormous time and energy to this issue. In the last year, the traditional division between minority community leadership that has forcefully attempted desegregation and white community resistance to it has been replaced by differences amongst the minority communities and within individual minority communities.

The Urban Coalition of Minneapolis is an organization committed to serving the Black, Indian and Latino communities. As such, the Coalition is in a potentially untenable and "no-win" institutional position. But clearly, the Urban Coalition has not, cannot and must not avoid the issue of the kind or the quality of education that the children of our communities receive.

During the last year, the staff of the Urban Coalition has attempted to be supportive of the efforts in our constituent communities to develop reasonable and effective educational and desegregation policies. We have resisted efforts to "paper over" the sincere and profound differences which the issues of educational competence and racial desegregation have produced.

I have reported on some of these efforts to you in the past. They have primarily consisted of minimal research and some attempts to bring various parts of our constituency together. Clearly that has not been enough.

Indian parents at the Anderson School have indicated some plans to resist any busing of their children. Similarly, some Black parents in north Minneapolis are planning to escort their children to school and if busing is planned for them, parents will remove the children from the public school. At least two Urban Coalition caucuses have expressed a desire to bring the issue to the Board for some resolution.

I am not at all sure that there is anything that you or I can do but the relationship of quality education to court-ordered desegregation and the response of the Minneapolis school system to this cannot be avoided by the UCM Board.

Likewise, I, as President, cannot avoid expressing to you my personal opinion. I have never believed that busing minority children from their communities will provide them with a better and more useable education, except in situations of grossly inequitable distribution of resources. In Minneapolis now there are (a) increased minority student enrollment, (b) expected decreased minority teachers and (c) the apparent inability of the school system to provide increased minority achievement levels and decreased minority drop out levels.

I am now convinced more than ever that in Minneapolis the only way that Black, Indian and Latino students will get true quality education will be when they are in schools directly accessible to and accountable to their parents. Surely other things, like adequate resources and competent teachers, are needed, but direct access and accountability are absolute requisites. You might say, necessary, but not sufficient.

When Black and Indian children are bused to schools outside their community, accessibility and accountability are difficult, if not impossible. There are in these other schools (a) great distance between parents and teachers; (b) no sense of parental or community "ownership" of the school and (c) significantly less sense of commonality with other parents. With even the most sincere, concerned and competent principals and teachers, the structural problems that this produces makes accessibility, accountability and involvement of parents in the education of their children unnecessarily difficult.

However, Judge Larson's order is clear and explicit. And the role of the Urban Coalition of Minneapolis probably is not to join in the appeal of that order. But, I sincerely believe that there has been a woefully inadequate response by the leadership of the Minneapolis school system to the urgent cries of minority parents for a better education for their children in a time of high minority unemployment and "Bakkeism".

I am not sure what, as President, I should recommend to you. There are some process things that can be done. We can increase some research on achievement levels and expenditures. We can look at various experiments around the country and, where applicable, make such recommendations to the school system. We can continue to work with the Title IV Parents Committee at Anderson School and the Education Task Force of the Minneapolis Urban League. Perhaps we should set up our own Board Committee to make specific recommendations.





TO: UCM Board of Directors

FROM: Jack Pearson, Chairman

Earl D. Craig, Jr., President

RE: Board/Staff Training Session

DATE: August 31, 1978

At the Board meeting of August 24, 1978, it was decided to have a Board/Staff Training Session. This notice is to inform you of the details for that session. It will convene at the Calhoun Beach Club, 2730 West Lake, Minneapolis, at 3:00 p.m., and continue to 9:00 p.m., on Wednesday, September 13th.

We are interested in getting your ideas for subjects to be discussed. Particular ideas can be relayed to Earl Rogers, at 348-8550.

We are looking forward to seeing you there.



August 31, 1978

Ms. Irene Gomez de Bethke  
4649 Decatur Ave. No.  
New Hope, MN 55428

Dear Irene,

This year will be a very important political year for the Latino/Chicano community in Minnesota. Minnesota voters will be electing two senators and a governor, a phenomenon which will not occur again for quite some time. It is essential that our community take full advantage of this opportunity to make the candidates take notice of our concerns. Since we are the largest minority group in the state, it is time we begin to organize politically in order to help insure that our needs do not continue to go unmet.

In order to facilitate Latino/Chicano political involvement in the 1978 elections, we will be organizing a Latino/Chicano state political convention to be held on October 6th and 7th, at Powderhorn Community Center, 3400 15th Ave. So., Minneapolis. The purpose of the convention will be to acquaint the Minnesota Latino/Chicano community with the major candidates running for state-wide offices, both Republican and Democrat, and to put together a policy statement on major state and national issues relevant to the Latino/Chicano community. The event is non-partisan and will not involve any type of endorsement.

The convention will be one of the most politically important events of 1978. We cordially invite you to participate in the convention and encourage you to invite all those you feel might be interested in attending. Enclosed you will find all the necessary information regarding the convention. It would be tremendously beneficial if you could assist us in publicizing the convention in your area. We would like to have a sizeable crowd on hand to show the politicians that we are ready to make some noise this political year.

If you have any questions about the convention, please do not hesitate to call me at (612) 348-8550, or Jose Gaitan at (612) 522-6551. We sincerely hope that you will be able to attend the 1978 Latino/Chicano State Political Convention. Thanks again for your time and help.

Sincerely,

Arturo Pérez  
Assistant Director  
Community Outreach

Enclosure



Minnesota Latino/Chicano Political Convention

Friday, October 6, 1978

"Legislative Strategy Session"

9:00 - 9:30

Welcome and Introduction: Past  
Legislative Accomplishments

9:30 - 10:00

Presentation: Carry-over Bills,  
1978 Minnesota Legislature

10:00 - 11:30

Discussion Groups

11:30 - 12:00

Reports from Discussion Groups

12:00 - 1:30

Lunch

1:30 - 2:00

New Legislative Proposals

2:00 - 3:00

Discussion Groups

3:00 - 4:00

Wrap-up: Resolutions, Recommendations,  
Prioritization

Saturday, October 7, 1978

"Candidate's Forum"

9:00 - 9:30

Welcome and Introduction

9:30 - 10:30

Governor's Race  
Governor Rudy Perpich  
Representative Albert Quie

10:30 - 10:45

Break

10:45 - 11:45

Senate Race:  
Representative Donald Fraser  
David Durenburger

11:45 - 1:15

Lunch (entertainment)

1:15 - 2:15

Senate Race  
Senator Wendell Anderson  
Rudy Boschwitz

2:15 - 2:30

Break

2:30 - 3:00

Presentation of 1979 legislative  
package and resolutions

3:00 - 3:30

Wrap up

3:30

Adjourn

8:00

Baile

# URBAN COALITION OF MINNEAPOLIS

## MEMO

TO: Earl Rogers  
Arturo Perez

FROM: Buck *EB*

RE: Community Service Representatives (CSR)

There are several positions that are available with the Census Bureau. Three of the positions (Community Service Representatives) are going to the Black, Latino and Indian communities with the region.

A five to six month training period in Washington, D.C., will take place prior to going out in the field. Starting salary GS-5 to GS-11, depending on qualifications the candidates possess (10 to 18 thousand). Person must be willing to travel; use of own car (15¢ a mile, \$41.00 a day traveling expenses).

A Federal Employment Form 171 and a resume can either be sent or given to me, or you can send it to Guy Fox, Community Service Specialist, 1 Gateway Center, 4th and States Streets, Kansas City, Kansas 66101.

One other position -- public relations person. Must have some background in public relations or degree in communications. Person will be meeting with press, t.v., and radio, as well as give speeches on the Census Bureau.

*Twin Lake No  
apt.  
45 ~~apt~~ 10 apt 10 #  
58th ave No -*

MEMORANDUM:



TO: UCM Board  
FROM: Michael Cohen  
RE: Media Response to ETF Report  
DATE: July 19, 1979

Attached are recent editorials which appeared in the Minneapolis Tribune. We have also had coverage by several community newspapers:

Hill-Lake Press	June issue
Southside Newspaper	6/20/79
Insight	7/11/79
Mpls. Spokesman	upcoming
Twin Cities Courier	upcoming

Minnesota Public Radio (KSJN) broadcast a two part series on our report. A cassette of the program is available for listening at the UCM office.

MC/ee  
Attachments

## Right questions for the city school board

The Minneapolis School Board will make a mistake if it brushes off or quickly files away the strong reports it received last week from two citizen groups. So will the school administrators, principals, teachers and parents. That is not because such recommendations as abolishing junior high schools or evaluating teachers by their students' achievement are necessarily good. Some of them, in fact, we expect to disagree with strongly. The reason for attention is that behind their recommendations both reports ask the right questions. And that is a discipline the Minneapolis schools urgently need.

The groups that spoke to the school board last week were a committee established by the board itself, to help develop a five-year plan, and an Urban Coalition task force, concerned with how the schools serve minority students. Neither dealt directly with the short-range problems of closing schools, cutting staffs and distributing budgets that annually dominate board discussion. Both recognized that responsible solutions to the short-range problems can best be found by being clear-headed about long-range policy. That is why each group implicitly poses the important questions for any community's school

board to answer.

Those questions are difficult and fundamental. They ask what goals should be accepted by urban schools and what curriculum priorities such goals imply. They probe the qualities teachers need to make the curriculum work and the ways schools should be organized to help teachers be most effective. They explore criteria for evaluating the schools' performance and emphasize planning that is oriented to the future. By asking what makes sense in areas like these, the reports to the school board move from general principles to specific recommendations.

That is how the school board should move, too, as it responds to these reports. Before reacting to recommendations at the end, friends of the schools should wrestle first with the questions at the beginning. That way, whatever the conclusions, the work of these two citizen groups will be taken as seriously as it deserves. That's good education, too. For, as teachers know, helping a student ask the right questions is far more powerful for learning and growth than any amount of prescribing right answers.

June 3, 1979 - MPLS. TRIBUNE



## Tenure and seniority: unfair to students?

The stickiest problem two citizen groups recently posed to the Minneapolis school board is a challenge to review the rules on teacher tenure and seniority. Both groups suggest that tenure too often protects teachers' jobs without regard to teachers' performance, and that seniority rules ignore students' needs as the system retrenches. A board-sponsored committee reported in May that tenure laws and teacher-transfer policies make constructive efforts "impossible" to maintain stability, provide integrated faculties or emphasize excellence in assigning teachers. And in practice, said a task force of the Urban Coalition, tenure and seniority help produce "an educational system devoid of incentives to improve the quality of teaching."

Such blunt complaints from thoughtful observers merit wide attention. They reflect many people's strong objection to the laughable assumption that all teachers are interchangeable. Once tenure is granted and seniority numbers assigned, the present rules treat teachers like parts of a machine that differ from each other only in their dates of manufacture. Thus superior teachers must sometimes be dropped while others are retained whose chief accomplishment is to have been around a long time. Another consequence is diminishing diversity of both age and race on Minneapolis faculties. And requirements of law or contract often lead to teachers being "bumped" from schools where their particular talents are especially needed. Such rigidities spark wide resentment among parents and students, not to mention many teachers and principals. Nor do they add to community confidence and respect for the city's public schools.

But what is to be done? The problem is so sticky

that almost no one — except occasional citizen-group volunteers — is willing to take hold of it. To the teachers' union, tenure and seniority are sacrosanct; suggestions to change them are dismissed out of hand, as threats to independence and attacks on integrity. To school-system managers, present practices may seem the price of labor peace, and have the bureaucratic virtue of being easily administered by following an impersonal rulebook; they finesse the risks of personally assessing teachers' skills. To legislators and elected school boards, inviting a debate on tenure and seniority is the political equivalent of jogging through a minefield.

Besides, few people are confident that revisions could really improve the present rules. If tenure and seniority are easily administered, politically acceptable and important to the union, mightn't it be best to leave well enough alone?

Probably not. The reason is that avoiding the problem leaves students and parents out of the equation. That is to treat an educational problem as though it affected only educators. But how tenure is established and seniority acknowledged has immediate impact on how children are taught. Teachers and administrators are professionally obliged to examine that impact and make sure, at a minimum, that it is not negative. When responsible voices claim that students are suffering for the convenience of the staff, then the school board, the administrators and the teachers' union together should move promptly to begin a thorough review.

A community worried for the quality of its schools wants educators not afraid of even sticky problems.

TO: Representatives of Protected Class Groups

FROM: Wes Hayden, Planning Department

Draft copies of the implementation strategy should be mailed to you in two or three weeks. When you receive these please read them over carefully so a meeting may be called soon thereafter to discuss these.

Another meeting will be held once the hearing draft copies have been printed and sent out, before the June hearing.

In the meantime, the need for a representative group to oversee the plans, its implementation and budget allocation and budget allocation remains and should be considered during this interphase period.

April 26, 1979

Comments on Plan for the '80s, Representatives of Protected Class Groups  
April 25, 1979

Conference Room, 210A City Hall

Chair: West Hayden, City Planning Department

Those Attending:

James Sherard - MEDA

Al Martinez - Chicano/Latino Adv. Comm.

Bill Hopkins - Courage Center

Wanda H. Lawrence - Am. Indian Adv. Comm.

Kay F. Williams - Sabathani Center

Judy Fairbanks Lindstrom - Am. Indian Adv. Comm.

Fermina Hernandez - Centro Cultural Chicano

Jim Daire - City Planning Department

Bob Chong - City Planning Department

John Burg - City Planning Department

Daryl Stokesbury - City Planning Department

Cyndi della Santina - City Planning Department

Transportation

Curb Ramps: Although Minneapolis was the first city to implement curb ramping, its system has not been the most efficient. These ramps should not be made with lips as they are just another barrier. Other cities do not have lips on their curb ramps and others use colored ramps which are especially beneficial to the elderly and sight impaired citizens.

Transbusing: This service is not desirable for the majority of the handicapped population. What is needed is service from the door of the pick-up point to the door of their destination. The federal policy should not be supported as it would be an unnecessary expense. In a city such as Minneapolis, with the type of winters that we get, Project Mobility is the best response to the needs of the handicapped population.

Parking: Many of the older parking ramps do not have reserved spots for the handicapped that are as wide as is necessary. Perhaps the corner spots might be reserved for the wheel chair bound.

Social Services

Data Base: Although the document implies a data base, it is not there. This would be an asset, however, so the City's needs areas can be determined and a priority system can be used to impact social service agencies. Agencies such as United Way can be solicited with this City's own needs assessment rather than following some outside priority system.

Definitions: A distinction should be made between the meaning of 'program' and 'service'.

Volunteers: A definite problem exists with volunteer organizations. The socioeconomic status of the volunteers has a significant impact on which direction the program goes. It should also be made clear that the "on loan executives" are not personal volunteers. The City should make a provision that there is a core of full-time staff for volunteer programs. Let volunteerism be supplemental.



Monitors: A citizen's group must be established to monitor this and other sections of the plan. It is the only way we can be assured that the City uses its power of influence in the needed areas.

#### Parks and Recreation

Community orientation: Although the mechanism for park programs to address the needs of the community it serves is present, not all parks respond to those needs.

Additional Parks: The policy states that when land is available in the Central area, a park should be located there. The general response to this was objection for two primary reasons: one, it would tend to create an all-black park, and two, as is, Nicolle Island is underutilized. Surrounding parks must cater to this area and encourage participation.

Contracted work: When building and maintenance work is needed by the Park Board, the minority business firms should be conscientiously notified in time to submit their bids.

Community residents: Training programs for life guard duties, park keepers, etc., should be effected so the community residents can work for their own neighborhood parks.

Extended hours: The Park Board recognizes the need for extended hours for those who work during the day and could utilize the park after hours. This topic is also discussed in the Plan.

Coordination of facilities and programs: Schools and parks should share facilities so there is less duplication. Perhaps park personnel could staff school facilities that are opened to the public and for extended day care programs. The possibility of closed schools utilized by the park was suggested.

Advisory group: The necessity for an evaluation group arose again and the need for monitoring.

#### Education:

Special education: Bilingual/bicultural programs should be encouraged and expanded in the Plan.

Last hired-first Fired: This policy must be modified in some way. One solution is to establish a policy that says the proportion of minority teachers should reflect the proportion of minority students.

Policy 3: This policy is ambiguous. What is it saying? What will those courses include.

Parenting: The problem of different cultures arose again. No answer has been offered to this question and problem.

#### Next Meeting

Another meeting will be held after hearing draft copies have been printed and sent out, and before the hearing in June. In the meantime, the need for a representative group to oversee the plans, its implementation and budget allocation remains and should be considered during this interphase period.





MEMORANDUM

TO: Urban Coalition of Minneapolis  
Board of Directors

FROM: Arturo Pérez *ap*

RE: Hispanic Needs Assessment

DATE: March 13, 1979

Attached is a copy of a draft resolution dealing with a needs assessment of the Minneapolis Hispanic community. This resolution will be presented at Thursday evening's Board meeting.

/cda

Attachment



DRAFT RESOLUTION

Whereas, Centro Cultural Chicano, being the only social service agency in the Minneapolis area to deal specifically with the needs of the Hispanic community, is in dire need of a comprehensive needs assessment of said community; and

Whereas, the United Way of the Minneapolis Area, having the financial capability to fund needs assessments of various communities and peoples, but never having taken the time or effort to focus on the needs of the Hispanic community; and

Whereas, the Chicano/Latino Caucus of the Urban Coalition of Minneapolis, with the financial assistance of the United Way of the Minneapolis Area, wishes to coordinate a needs assessment of the Minneapolis Hispanic community within the framework of the UCM organization.

Therefore, be it resolved that the Urban Coalition of Minneapolis hereby goes on record as being in support of a needs assessment for the Minneapolis Hispanic community, and strongly encourages the United Way of the Minneapolis Area fund the needs assessment out of its current 1979 budget.



MEMORANDUM

TO: UCM Board of Directors  
FROM: Arturo Perez  
DATE: February 13, 1979

Attached is a copy of a draft resolution which will be voted on at Thursday night's Board meeting.



DRAFT RESOLUTION

Whereas, Centro Cultural Chicano, being the only social service agency in the Minneapolis area to deal specifically with the needs of the Hispanic community, is in dire need of a comprehensive needs assessment of said community; and

Whereas, the United Way of the Minneapolis Area, having the capabilities to formulate committees to do needs assessments of various communities and peoples, but never taking the time or effort to focus on the needs of the Hispanic community.

Therefore, be it resolved that the Urban Coalition of Minneapolis hereby goes on record as being in support of a needs assesement for the Hispanic community, and strongly encourages the United Way of the Minneapolis Area to look into the needs of the Hispanic community and compile a comprehensive needs assessment.





NOV. 14 1979

EARL D. CRAIG, JR.

President

November 12, 1979

Arturo Rivera  
Minnesota Spanish Speaking  
Affairs Council  
504 Rice Street  
St. Paul, Minnesota 55103

Dear Mr. Rivera:

Enclosed please find a copy of the Urban Coalition's Third Annual Survey of the Composition of Staffs of the State Constitutional Officers and Congressional Delegation.

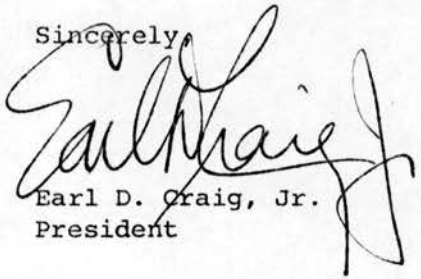
The results of the survey, particularly for the State's Constitutional Officers, are very distressing. As you will see, not one of the State's highest elected officials has increased the number of the non-white staff. Indeed, the number has decreased in most offices.

This retrenchment in affirmative action shows a lack of real commitment to non-white people in this State. The Coalition will continue to monitor the staff composition of the State's highest elected officials and to urge that the number of non-white staff be increased.

We sincerely hope that you will work to remedy this serious affirmative action problem. It is in the interest of all non-white people and the society in general to bring minorities into state and national government. Affirmative action laws must be made to apply to our elected officials, as well as the rest of society.

Thank you for your time and consideration.

Sincerely,



Earl D. Craig, Jr.  
President



THIRD ANNUAL  
SURVEY OF THE COMPOSITION OF STAFFS  
OF THE  
STATE CONSTITUTIONAL OFFICERS  
AND  
CONGRESSIONAL DELEGATION

OCTOBER 19, 1979

### Overview

In September of 1979, the Urban Coalition of Minneapolis conducted its third annual survey of minority staff members working for the state congressional delegation and constitutional officers. This survey is designed to monitor the level and type of non-white employment on the staffs of the state's 16 highest elected officials.

The study compiled the total number of paid, full-time employees in the offices of the two U. S. Senators, eight members of the U. S. House of Representatives and the six constitutional officers of the state (Governor, Lieutenant Governor, Secretary of State, Treasurer, Attorney General and State Auditor).

The results were compiled on the basis of:

- 1) The state's major racial groups, i.e., White, Black, American Indian, Chicano/Latino;
- 2) The types of positions held by the employees:  
management/nonmanagement and classified civil service/  
unclassified; and
- 3) Salary level: less than \$15,000/\$15,000 or more.

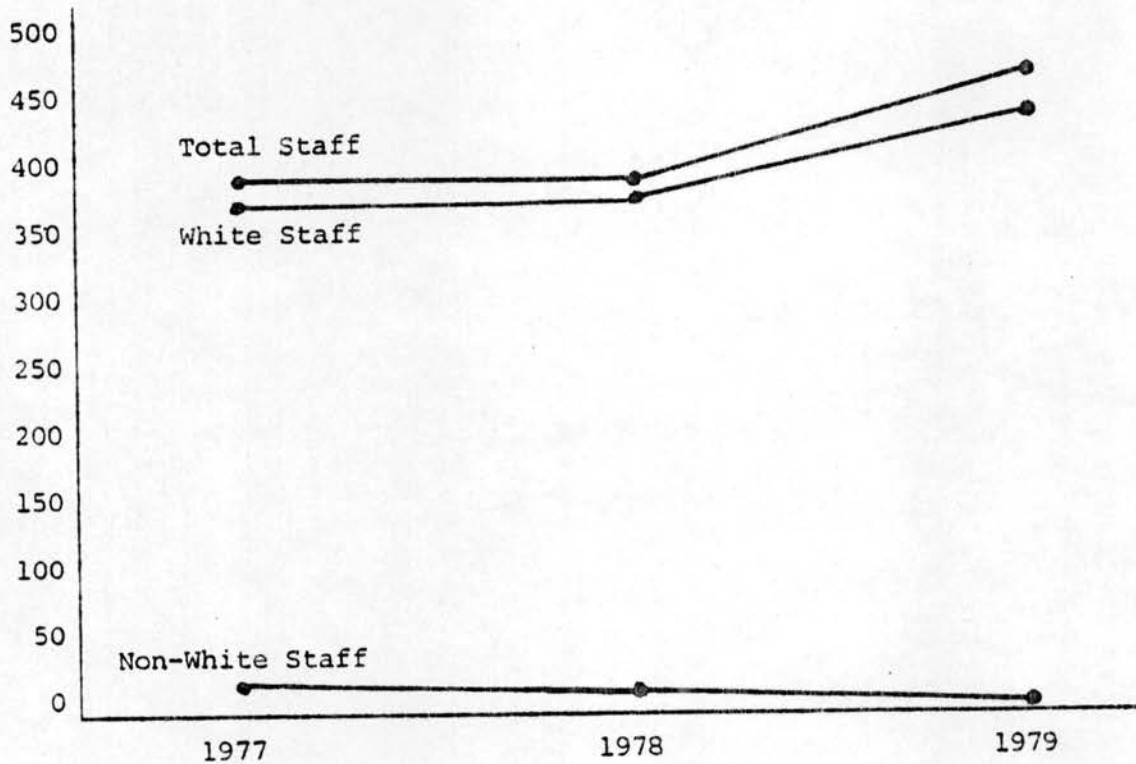
### Constitutional Officers

As of September, 1979, the total number of full-time, paid staff of the state's six constitutional officers was 460. Of those 460, only 16 were non-whites. These findings continue the pattern of steady decline in both the number and percentage of non-white employees of the constitutional officers since 1977 under both DFL & IR administrations. Since 1977 the number of

non-white staffers has decreased by 40.7%, from 27 to 16. During that same period the total number of employees in these offices has increased by 17.3%, from 393 to 460. Thus, non-whites have suffered a net loss of jobs in numerical as well as percentage terms during a time of significant increases in the number of positions.

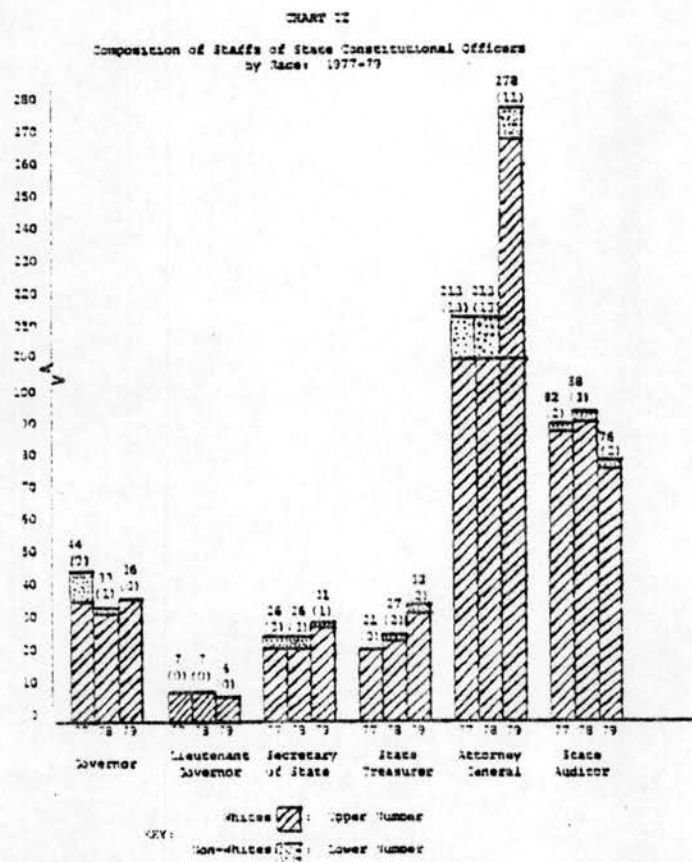
CHART I

Staff Composition by Race of  
Minnesota Constitutional Officers





The survey also revealed where changes occurred among the six constitutional officers. In on office was there an increase in non-whites, two held constant (one of which had none to begin with) and the remaining four experienced a reduction. The Governor's office employed no non-whites on a paid, full-time basis. This represented a decrease from nine in 1977 and one in 1978. There were likewise none in the Lieutenant Governor's office, as has been the case since 1977. The number of non-white staff members has decreased by three in the Secretary of State's office despite a seven-member increase in staff. The largest increase in staff in the last year, 67 positions, occurred in the Attorney General's office. During this period of growth, the number of non-white staffers in the Attorney General's office dropped by two. During the last year the Treasurer stayed even despite an increase of six in his staff. The State Auditor showed a decrease of one non-white staff member, while the size of his staff decreased by twelve.



The distribution of whites and non-whites by job classification and pay reveal a somewhat contradictory pattern. While non-whites were disproportionately represented in management position,\* they were underrepresented among those earning \$15,000 or more. 18.8% of the non-whites and 14.2% of the whites were in management positions. However, 66.7% of the whites make \$15,000 or more, while only 56.3% of the non-whites were in that category. With respect to Civil Service status, non-whites were slightly overrepresented in classified positions. All eight unclassified slots filled by non-whites were in the Attorney General's office. Thus, the remainder of the non-whites were in classified position in the Secretary of State, Treasurer and Auditor's offices.

TABLE I

Distribution of Workers by Race & Job Classification  
Constitutional Officers: 1979

RACE	Pay		Responsibility		Civil Service Status		Totals
	<\$15,000	≥\$15,000	Management	Non-Management	Classified	Unclassified	
Whites	148 33.3%	296 66.7%	63 14.2%	381 85.8%	211 47.5%	233 52.5%	444 100.0%
Non-Whites	7 43.8%	9 56.3%	3 18.8%	13 81.3%	8 50.0%	8 50.0%	16 100.0%

---

\*Management/non-management designations are determined by the congressional offices because of the wide disparities in how responsibilities are distributed among staff members in the various offices. The distinction is often made through such categories as clerical/non-clerical, non-professional/professional or non-management/management.

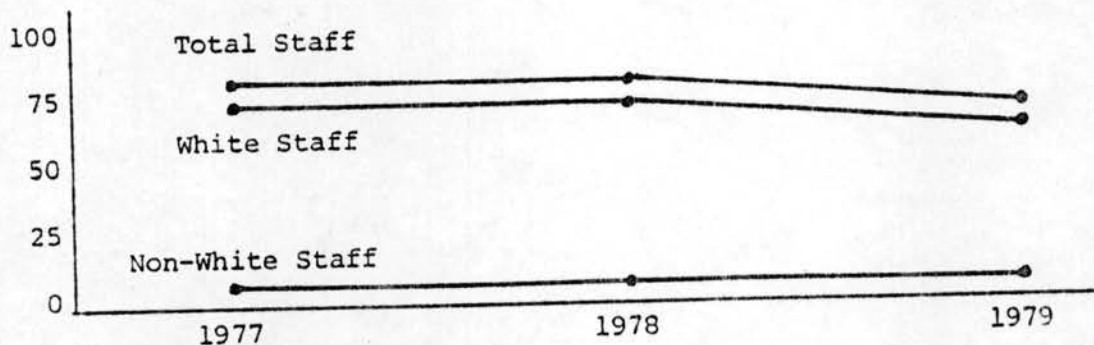
### U. S. Senators

As of September, 1979, the number of paid, full-time staff members of Minnesota's two U. S. Senators was 68. Of these, six (8.8%) were Black, four (10.8%) working for Senator Dave Durenberger and two (6.4%) for Senator Rudy Boschwitz. None were clerical staff members; four of the six earned less than \$15,000; they were split evenly between management and non-management positions.\*

The total between the two Senators was the same as reported in 1977 and 1978. The percentage represented by non-white staffers increased from 7.7% to 8.8%, however because of a decrease in total staff.

CHART III

Staff Composition by Race  
U. S. Senate: 1977-79



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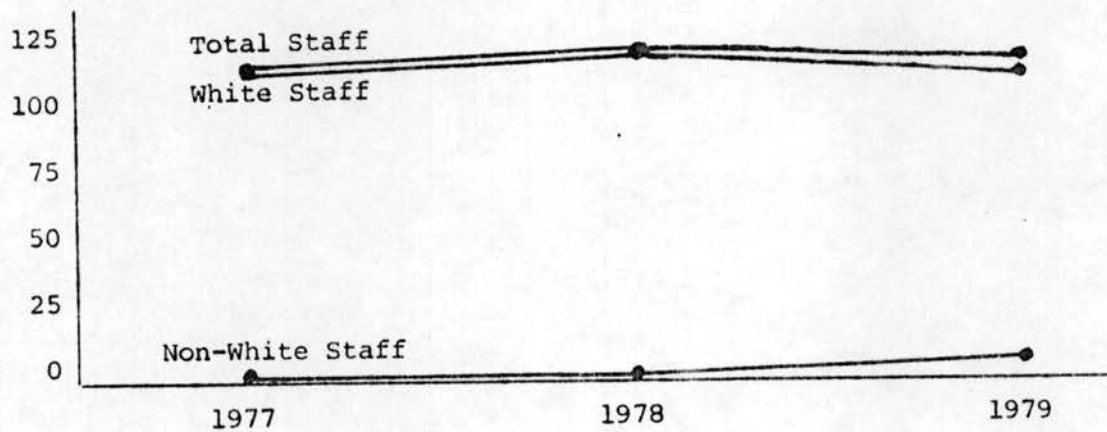
\*Management/non-management designations are determined by the congressional offices because of the wide disparities in how responsibilities are distributed among staff members in the various offices. The distinction is often made through such categories as clerical/non-clerical, non-professional/professional or non-management/management.

U. S. Representatives

For the first time since the initiation of the survey non-whites were serving on the staffs of a member of the Minnesota House delegation. Congressman Sabo has a Black legislative assistant and Nolan an Indian staff assistant/legislative correspondent.

CHART IV

Staff Composition by Race  
U. S. House of Representative: 1977-79



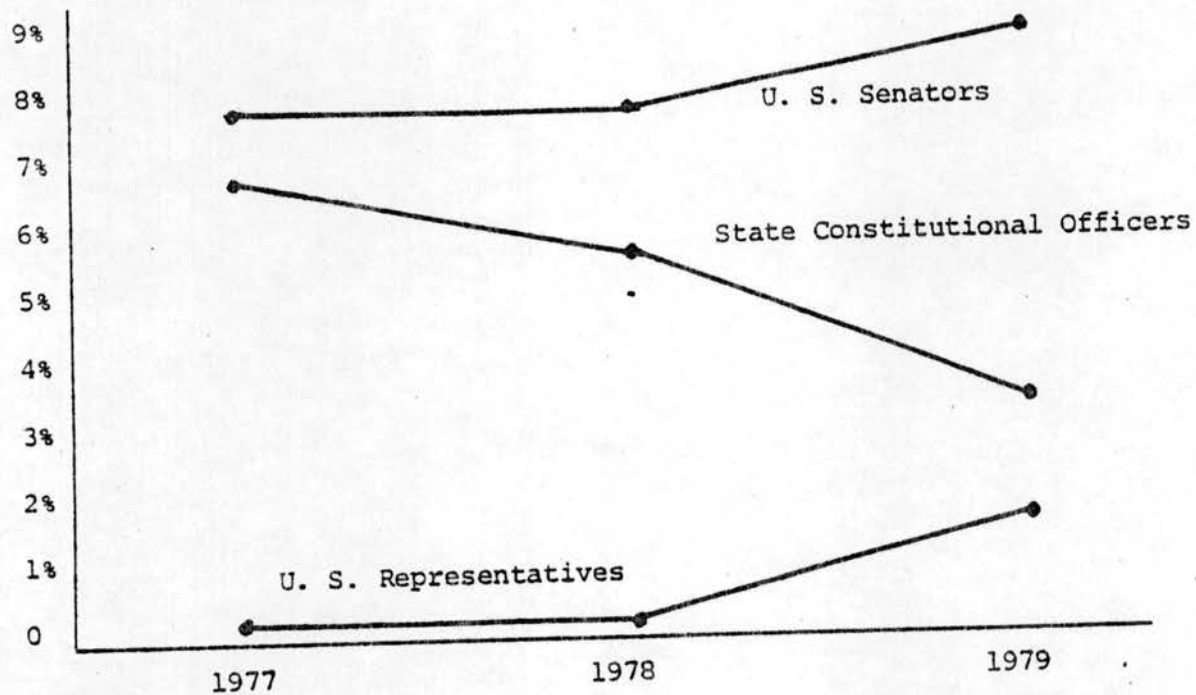


### Summary

The trends in non-white staff positions discovered in this year's survey are somewhat missed. Constitutional officers showed a marked decline; U. S. Senators stayed even; and U. S. Representatives showed a small increase. Overall, however, the number of non-whites remained extremely low.

CHART V

Percentage of Non-Whites on Staffs of the  
Minnesota Congressional Delegation  
and Constitutional Offices



The attached appendices consist of charts summarizing the raw data used in this report.

\* \* \*

Special thanks should be given to Susan McDonald for compilation of these data and preparation of the preliminary analysis and to Cathy Allen for preparation of the manuscript and the numerous charts and tables.

TABLE I  
NUMBER OF PAID, FULL-TIME STAFF MEMBERS  
OF CONSTITUTIONAL OFFICERS OF MINNESOTA  
September, 1979

OFFICER	Full-Time Paid Staff	White	Black	American Indian	Chicano/ Latino	Total Nonwhites	Position Level
Governor Albert Quie	17	17	-	-	-	-	Non-Management
	19	19	-	-	-	-	Management
	13	13	-	-	-	-	<\$15,000
	23	23	-	-	-	-	>\$15,000
	36	36	-	-	-	-	Total
Lieutenant Governor Lou Wangberg	5	5	-	-	-	-	Non-Management
	1	1	-	-	-	-	Management
	2	2	-	-	-	-	<\$15,000
	4	4	-	-	-	-	>\$15,000
	6	6	-	-	-	-	Total
Secretary of State Joan Grove	20	20	-	-	-	-	Non-Management
	11	10	-	-	1	1	Management
	24	24	-	-	-	-	<\$15,000
	7	6	-	-	1	1	>\$15,000
	31	30	-	-	1 <sup>A</sup>	1	Total
Treasurer James Lord	24	23	1	-	-	1	Non-Management
	9	8	1	-	-	1	Management
	20	19	1	-	-	1	<\$15,000
	13	12	1	-	-	1	>\$15,000
	33	31	2 <sup>B</sup>	-	-	2	Total
Attorney General Warren Spannaus	257	247	8	1	1	10	Non-Management
	21	20	1	-	-	1	Management
	78	73	4	-	1	5	<\$15,000
	200	194	5	1	-	6	>\$15,000
	278	267	9 <sup>C</sup>	1 <sup>D</sup>	1 <sup>E</sup>	11	Total
State Auditor Arne Carlson	71	69	1	-	1	2	Non-Management
	5	5	-	-	-	-	Management
	18	17	1	-	-	1	<\$15,000
	58	57	-	-	1	1	>\$15,000
	76	74	1 <sup>F</sup>	-	1 <sup>G</sup>	2	Total
TOTALS	394	381	10	1	2	13	Non-Management
	66	63	2	-	1	3	Management
	155	148	6	-	1	7	<\$15,000
	305	296	6	1	2	9	>\$15,000
GRAND TOTALS	460	444	12	1	3	16	
Percent Total	100%	96.5%	2.6%	0.2%	0.7%	3.4%	

< = less than; > = greater than or equal to.

<sup>A</sup>Supervisor of Fiscal Operations Division

<sup>B</sup>Financial Institution Examiner III, Clerk I

<sup>C</sup>Assistant Attorney General, Senior Clerk Typist, two Legal Secretaries, Clerk Typist, four Special Assistant Attorneys General

<sup>D</sup>Investigator for Security Division

<sup>E</sup>Clerk Typist

<sup>F</sup>Governmental Auditor

<sup>G</sup>Senior Auditor

TABLE II  
NUMBER OF PAID, FULL-TIME STAFF MEMBERS  
OF THE CONSTITUTIONAL OFFICERS OF MINNESOTA  
HISTORICAL DATA

OFFICER	FULL-TIME PAID STAFF			WHITE			BLACK			AMERICAN INDIAN			CHICANO/LATINO			OTHER			POSITION LEVEL
	1977	1978	1979	1977	1978	1979	1977	1978	1979	1977	1978	1979	1977	1978	1979	1977	1978	1979	
Governor  Rudy Perpich (77 & 78) Albert Quie (79)	10	15	17	14	14	17	2	1	-	1	-	-	1	-	-	-	-	-	Non-Management Management
	26	18	19	21	18	19	2	-	-	1	-	-	1	-	-	1	-	-	<\$15,000 *
	13	5	13	9	4	13	2	1	-	1	-	-	1	-	-	-	-	-	>\$15,000
	31	28	23	26	28	23	2	-	-	1	-	-	1	-	-	1	-	-	TOTAL
Lieutenant Governor  Glec Olson (77 & 78) Dou Wangberg (79)	-	-	5	-	-	5	-	-	-	-	-	-	-	-	-	-	-	-	Non-Management Management
	7	7	1	7	7	1	-	-	-	-	-	-	-	-	-	-	-	-	<\$15,000 *
	-	-	2	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	>\$15,000
	7	-	4	7	-	4	-	-	-	-	-	-	-	-	-	-	-	-	TOTAL
Secretary of State  Joan Grove	19	19	20	17	17	20	2	2	-	-	-	-	-	-	-	-	-	-	Non-Management Management
	7	7	11	6	6	10	-	-	-	-	-	-	-	1	1	1	-	-	<\$15,000 *
	17	13	24	16	16	23	1	1	-	-	-	-	-	1	1	1	-	-	>\$15,000
	9	13	7	7	7	7	1	1	-	-	-	-	-	1	1 <sup>A</sup>	1	-	-	TOTAL
Treasurer  James Lord	13	22	24	13	20	23	-	1	1	-	-	-	-	-	-	-	1	-	Non-Management Management
	8	5	9	8	5	6	-	-	1	-	-	-	-	-	-	-	-	-	<\$15,000 *
	5	11	20	5	13	19	-	-	1	-	-	-	-	-	-	-	1	-	>\$15,000
	16	16	13	16	12	12	-	1	1	-	-	-	-	-	-	-	-	-	TOTAL
Attorney General  Warren Spannaus	21	27	33	21	25	31	-	1	2 <sup>B</sup>	-	-	-	-	-	-	-	1	-	Non-Management Management
	61	61	257	57	57	247	4	4	8	-	-	1	-	-	1	-	-	-	<\$15,000 *
	152	152	21	143	143	20	7	7	1	1	1	-	1	1	-	-	-	-	>\$15,000
	3	8	78	7	7	73	1	1	4	-	-	-	-	-	1	-	-	-	TOTAL
State Auditor  Robert Mattson (77 & 78) Arne Carlson (79)	205	205	200	193	193	194	10	10	5	1	1	1	1	1	-	-	-	-	Non-Management Management
	15	82	71	15	79	69	-	1	1	-	-	-	-	-	-	-	-	-	<\$15,000 *
	67	6	5	65	6	5	-	-	-	-	-	-	-	-	1	2	1	-	>\$15,000
	13	4	18	13	3	17	-	1	1	-	-	-	-	-	1	2	1	-	TOTAL
TOTALS	69	84	58	67	82	57	-	-	-	-	-	-	-	-	-	-	-	-	Non-Management Management
	82	88	76	80	85	74	-	1	1 <sup>F</sup>	-	-	-	-	-	1 <sup>G</sup>	2	1	-	<\$15,000 *
	126	199	394	116	187	381	8	9	10	1	-	1	1	-	2	-	1	-	>\$15,000
	267	195	66	250	185	63	9	7	2	2	1	-	2	3	1	4	1	-	TOTAL
TOTALS	56	41	155	50	43	147	4	4	6	1	-	-	1	-	1	-	-	-	Non-Management Management
	337	353	305	316	329	297	13	12	6	2	1	1	2	3	2	4	2	-	<\$15,000 *
	393	394	460	366	372	444	17	16	12	3	1	1	3	3	3	4	2	-	>\$15,000
																			TOTAL

\*In 1977 and 1978, the salary range used was <\$10,000 and >\$10,000.

< = less than; > = greater than or equal to.

<sup>A</sup>Supervisor of Fiscal Operations Division

<sup>B</sup>Financial Institution Examiner III, Clerk I

<sup>C</sup>Assistant Attorney General, Senior Clerk Typist, two Legal Secretaries, Clerk Typist, four Special Assistant Attorneys General

<sup>D</sup>Investigator for Security Division

<sup>E</sup>Clerk Typist

<sup>F</sup>Governmental Auditor

<sup>G</sup>Senior Auditor

TABLE III

Minority Staff SurveyMinnesota State Constitutional Offices Civil Service Status

	FULL TIME PAID STAFF	WHITE	BLACK	AMERICAN INDIAN	CHICANO/ LATINO	TOTAL NON-WHITE	TYPE OF POSITION
Governor Albert Quie	36	36	-	-	-	-	Unclassified
	-	-	-	-	-	-	Classified
	36	36	-	-	-	-	Total
Lieutenant Governor Lou Wangerg	6	6	-	-	-	-	Unclassified
	-	-	-	-	-	-	Classified
	6	6	-	-	-	-	Total
Secretary of State Joan Growe	3	3	-	-	-	-	Unclassified
	28	27	-	-	1	1	Classified
	31	30	-	-	1	1	Total
Treasurer Jim Lord	3	3	-	-	-	-	Unclassified
	30	28	2	-	-	2	Classified
	33	31	2	-	-	2	Total
Attorney General Warren Spannaus	190	182	7	1	-	8	Unclassified
	80	85	2	-	1	3	Classified
	278	267	9	1	1	11	Total
Auditor Arne Carlson	3	3	-	-	-	-	Unclassified
	73	71	1	-	1	2	Classified
	76	74	1	-	1	2	Total
TOTAL	241	233	7	1	-	8	Unclassified
	219	211	5	-	3	8	Classified
	460	444	12	1	3	16	Total



TABLE IV  
NUMBER OF PAID, FULL-TIME STAFF MEMBERS  
OF THE CONGRESSIONAL DELEGATION  
September, 1979

OFFICER	Full-Time Paid Staff	White	Black	American Indian	Chicano/ Latino	Total Nonwhites	Position Level
Senator Rudy Boschwitz	19	18	1	-	-	1	Non-Management
	12	11	1	-	-	1	Management
	16	15	1	-	-	1	<\$15,000
	15	14	1	-	-	1	≥\$15,000
	31	29	2	-	-	2	Total
Senator David Durenberger	8	6	2	-	-	2	Non-Management
	29	27	2	-	-	2	Management
	14	11	3	-	-	3	<\$15,000
	23	22	1	-	-	1	≥\$15,000
	37	33	4	-	-	4	Total
Arlen Erdahl District 1	1	1	-	-	-	-	Non-Management
	12	12	-	-	-	-	Management
	5	5	-	-	-	-	<\$15,000
	8	8	-	-	-	-	≥\$15,000
	13	13	-	-	-	-	Total
Thomas Hagedorn District 2	13	13	-	-	-	-	Non-Management
	4	4	-	-	-	-	Management
	7	7	-	-	-	-	<\$15,000
	10	10	-	-	-	-	≥\$15,000
	17	17	-	-	-	-	Total
William Frenzel District 3	1	1	-	-	-	-	Non-Management
	13	13	-	-	-	-	Management
	5	5	-	-	-	-	<\$15,000
	9	9	-	-	-	-	≥\$15,000
	14	14	-	-	-	-	Total
Bruce Vento District 4	8	8	-	-	-	-	Non-Management
	5	5	-	-	-	-	Management
	6	6	-	-	-	-	<\$15,000
	7	7	-	-	-	-	≥\$15,000
	13	13	-	-	-	-	Total
Martin Sabo District 5	11	11	-	-	-	-	Non-Management
	5	4	1	-	-	1	Management
	4	4	-	-	-	-	<\$15,000
	12	11	1	-	-	1	≥\$15,000
	16	16	1	-	-	1	Total
Richard Nolan District 6	1	1	-	-	-	-	Non-Management
	15	14	-	1	-	1	Management
	9	8	-	1	-	1	<\$15,000
	7	7	-	-	-	-	≥\$15,000
	16	15	-	1	-	1	Total
Arlan Stangeland District 7	9	9	-	-	-	-	Non-Management
	4	4	-	-	-	-	Management
	4	4	-	-	-	-	<\$15,000
	9	9	-	-	-	-	≥\$15,000
	13	13	-	-	-	-	Total
James Oberstar District 8	11	11	-	-	-	-	Non-Management
	1	1	-	-	-	-	Management
	5	5	-	-	-	-	<\$15,000
	7	7	-	-	-	-	≥\$15,000
	12	12	-	-	-	-	Total
TOTALS	182	174	7	1	-	8	
Percent Total	100%	95.6%	3.8%	0.5%	-	4.3%	

< = less than; ≥ = greater than or equal to.

TABLE V

NUMBER OF PAID, FULL-TIME STAFF MEMBERS  
OF THE MINNESOTA CONGRESSIONAL DELEGATION  
HISTORICAL DATA

	FULL-TIME PAID STAFF			WHITE			BLACK			AMERICAN INDIAN			CHICANO/LATINO		
	1977	1978	1979	1977	1978	1979	1977	1978	1979	1977	1978	1979	1977	1978	1979
Senator Hubert Humphrey	37			34			3 <sup>A</sup>			-			-		
Senator Muriel Humphrey		37			34			3 <sup>B</sup>		-			-		
Senator David Durenberger			37			33			4 <sup>C</sup>						
Senator Wendell Anderson	41			38			3 <sup>D</sup>			-			-		
Senator Wendell Anderson		41			38			3 <sup>E</sup>		-			-		
Senator Rudy Boschwitz			31			29			2 <sup>F</sup>						
Albert Quie	14			14			-			-			-		
Albert Quie		14			14			-		-			-		
Arlen Erdahl			13			13				-			-		
Thomas Hagedorn	15			15			-			-			-		
Thomas Hagedorn		16			16			-		-			-		
Thomas Hagedorn			17			17				-			-		
William Frenzel	13			13			-			-			-		
William Frenzel		14			14			-		-			-		
William Frenzel			14			14				-			-		
Bruce Vento	13			13			-			-			-		
Bruce Vento		11			11			-		-			-		
Bruce Vento			13			13				-			-		
Donald Fraser	11			11			-			-			-		
Donald Fraser		16			16			-		-			-		
Martin Sabo			16			15			1 <sup>G</sup>	-			-		
Richard Nolan	17			17			-			-			-		
Richard Nolan		16			16			-		-			-		
Richard Nolan			16			15				-			-		
Arlan Stangeland	14			14			-			-			-		
Arlan Stangeland		17			17			-		-			-		
Arlan Stangeland			13			13				-			-		
James Oberstar	14			14			-			-			-		
James Oberstar		15			15			-		-			-		
James Oberstar			12			12				-			-		
SENATE TOTAL	78	78	68	72	72	62	6	6	6	-	-	-	-	-	-
Percent Total	100%	100%	100%	92.3%	92.3%	91.1%	7.7%	7.7%	8.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
HOUSE TOTAL	111	119	114	111	119	112	-	-	1	-	-	1	-	-	-
Percent Total	100%	100%	100%	100%	100%	98.2%	0.0%	0.0%	0.8%	0.0%	0.0%	0.8%	0.0%	0.0%	0.0%
DELEGATION TOTAL	189	197	182	183	191	174	6	6	7	-	-	1	-	-	-
Percent Total	100%	100%	100%	96.8%	96.9%	95.6%	3.2%	3.0%	3.8%	0.0%	0.0%	0.5%	0.0%	0.0%	0.0%

<sup>A</sup>Caseworker, Press Clerical and Driver

<sup>B</sup> Professional, Semi Professional (research) Clerical

<sup>C</sup>Computer Operator, Chief Case Worker, Legislative Correspondent

<sup>D</sup>Professional Staffer and two Clerical

<sup>E</sup>Professional Staffer and two Clerical

<sup>F</sup>Chief Case Worker, Computer Operator

<sup>G</sup>Legislative Assistant

<sup>H</sup>Staff Assistant/Legislative Correspondent

TABLE VI

NUMBER OF PAID, FULL-TIME STAFF MEMBERS  
OF THE MINNESOTA CONGRESSIONAL DELEGATION

September, 1979

	WHITES	NONWHITES	TOTAL
Senator Rudy Boschwitz	29	2 <sup>A</sup>	31
Senator David Durenberger	33	4 <sup>B</sup>	37
District 1 Arlen Erdahl	13	-	13
District 2 Thomas Hagedorn	17	-	17
District 3 William Frenzel	14	-	14
District 4 Bruce Vento	13	-	13
District 5 Martin Sabo	15	1 <sup>C</sup>	16
District 6 Richard Nolan	15	1 <sup>D</sup>	16
District 7 Arlan Stangeland	13	-	13
District 8 James Oberstar	12	-	12
TOTAL	174	8	182
Percent Total	95.6%	4.4%	100%

<sup>A</sup>Chief Caseworker, Computer Operator

<sup>B</sup>Legislative Correspondent, two Computer Operators, Caseworker

<sup>C</sup>Legislative Assistant

<sup>D</sup>Staff Assistant/Legislative Correspondent

MEMORANDUM:



TO: Earl D. Craig, Jr.  
FROM: Steve West, Day Labor Project Director *SW*  
RE: Interviews with Industrial Firms

One of our objectives in the continued study of day labor will be to contact industrial firms employing temporary workers to ascertain company policies and preferences regarding the utilization of day labor. To facilitate our survey of industrial firms we need a relatively comprehensive list of industrial employers of temporary workers in the Minneapolis area.

I thought that one potentially fruitful avenue of inquiry into the compilation of a list of industrial users of temporary workers would be to contact the corporate affiliates of the Urban Coalition to determine their use of temporary workers. These companies might also prove to be helpful leads to other companies that use day laborers, thus initiating a very useful "snowball" informational process.

I would suggest that you initiate these contacts by mail.

SW/ee

(As an employment committee member I thought you would be interested in this information)





MEMORANDUM:

August 23, 1979

TO: Board of Directors  
FROM: Earl D. Craig, Jr. *EDC*  
RE: Enclosures

Enclosed is the listing of committees which have been organized, according to your preferences, for the Urban Coalition of Minneapolis for 1979-80. If you have any questions or problems concerning these appointments, please give me a call.

You will be or have been contacted as to the convening meeting for your particular committee. The next meeting of the Urban Coalition will be September 20th in the NSP auditorium, 414 Nicollet, at 7:30 p.m.



January 9, 1979

Dear Assembly Member:

Enclosed you will find a one-page handout on the shelter for juvenile prostitutes "PROJECT NINA," which is a program of "The Bridge for Runaway Youth."

I have met and talked with the Bridge Executive Director Tom Berg, and the Project Coordinator Diane Selinski, both of whom have expressed to me a sincere concern for consultation and participation from the non-white communities in the evaluation of this program.

An advisory committee has been established; and if you or someone from your agency/organization is interested, you should contact Diane Selinski to find out more.

In my opinion, participation at the advisory council level, whether it be formal (membership) or informal (monitoring of meetings and consultation), will be beneficial to the program and beneficial to our communities.

Sincerely,

*Earl F. Rogers*

Earl F. Rogers  
Director  
Community Outreach

/cda

Enclosure

# PROJECT NINA

A PROTECTED SHELTER FOR JUVENILE FEMALES

A NEW SHELTER FACILITY IS PLANNED FOR THE METROPOLITAN AREA. IT IS A PROGRAM THAT WILL OFFER SHORT TERM RESIDENCE AND SUPPORT FOR TEENAGE WOMEN WHO WISH TO LEAVE THEIR INVOLVEMENT IN PROSTITUTION.

THE SHELTER IS DESIGNED TO HOUSE UP TO TEN PEOPLE IN A FAMILY STYLE RESIDENCE, WITH COUNSELING AND HOUSE STAFF AVAILABLE AROUND THE CLOCK. PEOPLE WILL BE OFFERED INDIVIDUAL AND FAMILY COUNSELING, DEVELOPMENT OF CAREER AND EDUCATIONAL OPPORTUNITIES, AND PLANNING FOR FUTURE LIVING ARRANGEMENTS. YOUNG WOMEN CAN ENTER THE PROGRAM VOLUNTARILY AND WILL PROBABLY STAY FROM ONE TO THREE MONTHS.

THE HOUSE WILL MAINTAIN A PROTECTION SYSTEM THAT INSURES SECURITY FOR THE RESIDENTS, BUT ALSO ALLOWS EASY ACCESS AND EXIT FOR THEM. THIS IS DESIGNED TO PROVIDE A COMFORTABLE, CONSTRUCTIVE SETTING THAT FEELS SAFE WHILE THE YOUNG WOMEN ARE THERE.

PROJECT NINA IS A NEW PROGRAM OF THE BRIDGE FOR RUNAWAY YOUTH. THE BRIDGE HAS SUPPLIED TEMPORARY SHELTER AND RELATED COUNSELING FOR RUNAWAY YOUTH SINCE 1970. FURTHER INFORMATION ABOUT EITHER PROGRAM CAN BE OBTAINED BY CALLING 377-8800.

bridge



MEMORANDUM

TO: UCM Board

FROM: Michael Cohen

RE: Recommended UCM Position Regarding Utility Shutoffs for  
Presentation to Public Service Commission

DATE: September 20, 1979

The Public Service Commission (PSC) is considering a proposed rule to govern the disconnection of service by regulated private utility companies between October 15 and April 15. The proposed rule would replace last year's absolute ban on shutoffs and the previous, so called "Cold Weather Rule."

At its last meeting the Energy Committee of the UCM decided to recommend that the absolute ban be reinstated. The belief was that programs and resources (e.g., weatherization, fuel assistance) protective of lower income persons are currently insufficient and unpredictable, thus necessitating the total ban.

The Committee also recommended that comments be made regarding specific provisions of the proposed rule, such as:

- The use of a temperature as a shutoff factor should be eliminated since a severe fluctuation during a 48-hour period is possible.
- Disconnection of a secondary fuel source to a home may result in the primary heating source not working (i.e., electric thermostat which catalyzes gas furnace). The rule must cover such circumstances.
- Extension of payment agreements does not make it any easier for the poor to pay initial downpayment or monthly payments.
- Utilities controlling provisions of payment agreements places all of the pressure on customer.
- The utilities have too many options permitting them to terminate service.
- The PSC does not have the resources or capability of adjudicating disputes, monitoring compliance, or granting exemptions.

The Energy Committee also recommends that a representative of the Committee present this position to the PSC at a public hearing on Friday, October 19, at 1:30 p.m. at the Hennepin County Government Center Auditorium, 300 South 6th Street, Minneapolis.

*Larry Harris - UCM go to Corporate com. To present  
UCM's position - 2 wk -*





MEMORANDUM

TO: Board

FROM: Education Committee

RE: Task Force Update

DATE: September 20, 1979

The Education Task Force reported to the school board on May 29, 1979. At that meeting a public promise was made to respond formally to the report at a future date. Harry Davis suggested that the report be considered at an all day session at Spring Hill, along with the Educational Planning Steering Committee. Due to time constraints, we were told the school board would only consider the other study.

Thus far no formal response from the school board has been heard. School board members have apparently asked their staff to look over the task force report and bring back recommendations. According to Superintendent Arveson, his staff has been looking over the report but has been too involved in other matters to develop a critique for the school board. He also indicated that several school board members feel no special obligation to respond.

The Education Committee is concerned that too much time has already passed without a response from the school board. They demand that the school board respond as soon as possible on what they are considering not only as a short-term response, but what long-term plans they have in relation to the concerns of the Education Task Force.

/cda

**PETER BELL**

*ex Dir. Black Chem -*

4854 Oakland Avenue South / Minneapolis, Minnesota 55417  
Bus. (612) 871-7878 Res. (612) 824-9982

November 18, 1980

Earl Craig, Executive Director  
Urban Coalition  
1009 Nicollet Avenue  
Minneapolis, MN. 55403

Dear Earl:

I am writing regarding our phone conversation of November 18th, in which we discussed the impact of rent controls in Minneapolis.

As a Black person who is concerned by the lack of an entrepreneurial class in the Black community, I see ownership of rental property as one of the few vehicles we have to participate in the private sector. It is clear that in a regulated environment, this opportunity would be decreased. In addition, rent controls would have the following impact:

1. Possible reduction in available housing units;
2. Polarization of communities due to deterioration of property;
3. Excessive condominium conversions;
4. Under the table payments to secure rental units;
5. Erosion of the property tax base to be picked up by homeowners;
6. Increased participation of Government in public housing as low price rental property becomes less profitable and allowed to run down, all levels of Government will come under increasing pressure to compensate with public housing and all of the problems and costs associated with it.
7. The destructive message rent control sends to potential industries considering locating in the Twin Cities.
8. Those landlords that do not abandon property or convert to condominiums would be less able to sell their property. This will result in fewer taxes paid in capital gains.

# PETER BELL

4854 Oakland Avenue South / Minneapolis, Minnesota 55417  
Bus. (612) 871-7878 Res. (612) 824-9982

Mr. Earl Craig  
November 14, 1980  
Page Two

9. The impact rent controls have on apartment upkeep results in less employment in the home repair industry which provides employment for marginal income people.
10. Depending upon how rent controls are structured, it is conceivable that landlords who would otherwise not raise their rates to the market level will take such action.
11. The history of regulations in the country has three clear and undeniable aspects:
  - A. The group subject to the regulations often gain control of the regulatory mechanism and create prices higher than a free market would dedicate, i.e., Airline and Trucking industry.
  - B. Large property owners would be better able to survive in a regulated environment thus driving out the large number of small property owners.
  - C. No governmental rental control board can possibly take into account all of the individual considerations necessary in determining a fair rental rate.

Finally, there is a questionable need for rent controls in Minnesota. Since 1967, the consumer price index has risen 144.3% in Minneapolis and St. Paul. Recipients of fixed income have had minimum payments increase by 177% in the case of social security and 74% for welfare recipients since 1967. This increase is compared to an 86% increase in rents for the same time period.

It is my hope that facts will be considered by the staff and Board when considering a position on this critically important issue.

Sincerely,



Peter Bell

ch

MEMORANDUM:



TO: Board of Directors

FROM: Jack Pearson, Chair  
Nominating Committee

DATE: November 12, 1980

1. Recommend that By-Laws be amended to increase the membership of the board of directors from thirty-three (33) members to thirty-four (34) members.
2. Recommend the election of the following additional persons for the 1980-81 year:
  - G. A. Bier  
Vice-President  
Business Marketing  
Northwestern Bell Telephone Co.
  - Richard Coonrod  
Executive Vice President  
Pillsbury Company, Inc.
  - Kenneth Macke  
Chairman and Chief Executive Officer  
Target Stores, Inc.
  - Preston Townley  
Group Vice President  
General Mills, Inc.
3. Recommend that G. A. Bier be elected Chair of the Board of Directors.





MEMORANDUM

TO: UCM Board of Directors

FROM: Staff

RE: Current and Proposed Research

Pre-Trial Release

This study is an attempt to examine the pre-trial release classifications of misdemeanants in Hennepin County to see if there are differential patterns of treatment. It appears to be the case that treatment is differential and along the lines of ascribed characteristics such as race, age and sex rather than objective criteria such as the number or seriousness of offenses. The study is now before the Alternatives to Incarceration Committee for their review and discussion of possible options for change.

Minority Staff Survey

This survey is designed to monitor the level and type of minority employment on the staffs of the two U. S. Senators, eight members of the U. S. House of Representatives and the six Constitutional officers of the State (Governor, Lt. Governor, Secretary of State, Treasurer, Attorney General and State Auditor). This is the fourth annual survey conducted by the Urban Coalition and should begin in November.

Day Labor

This study investigated the "day labor" market in Minneapolis due to the concern of the UCM that the least powerful and most marginal workers in our society are overrepresented by minorities. The study examined the conditions and experiences of temporary industrial employment, looking at both the characteristics of the day laborers and the demand characteristics of firms utilizing them. It was jointly sponsored by the UCM and the Center for Urban and Regional Affairs (CURA) of the University of Minnesota. The study is now complete and will be presented to CURA this week.

Rental Study

This DOE funded study is examining the unique difficulties of renter participation in weatherization and energy conservation programs. Through surveys of tenants and landlords this study will assess the various aspects of the UCM weatherization program and how it deals with the "rental dilemma." This study should be completed by the end of October.

NSP Study

Under contract from NSP the UCM just completed a study of the low-income energy assistance programs in the seven county metropolitan area. Through surveys of program operators, county welfare departments, energy suppliers, subsidized housing personnel, community-based organizations and eligible persons this study provided an analysis of accessibility to the programs and possible reasons for non-participation. The study should assist the state, energy suppliers, local program operators and others involved in the delivery of energy assistance to increase participation in the programs.

/ca



MEMORANDUM

TO: UCM Board  
FROM: Staff  
RE: Grants  
DATE: September 17, 1980

Solar Action Week (\$13,000)

The American Section of the International Solar Energy Society and the Center for Renewable Resources funded a UCM proposal to make solar energy more accessible to non-profit agencies and low-income persons. A major component of this project will be installation of a solar domestic hot water system in a minority-oriented residential care facility in Minneapolis. Employees of UCM's Weatherization Program will be specifically trained for this demonstration project. Additionally, this grant will enable UCM to develop a task force of governmental officials, bankers, foundation officials, as well as representatives of the minority community, non-profit sector and the solar industry, to provide advice and support for promoting the use of solar energy on non-profit agencies and low-income communities.

Northwestern National Bank Employees Association (\$5,000)

This grant allows the UCM to install a solar domestic hot water system on an additional residential care facility.

The two facilities to receive these systems are Turning Point, Inc. and The City Group Home.

DOE Rental Study (\$10,000)

DOE has funded a UCM proposal to examine policy options for weatherization in rental properties. The study will describe and analyze UCM's weatherization activities in relation to for-profit rental units; and, additionally, it will attempt to explore the tenant and landlord disincentives that impede or prevent weatherization. This analysis will improve our ability to make effective policy recommendations to further the optimal weatherization of rental properties and thus provide relief to tenants facing rising housing costs due to the rising cost of energy.

MHFA Emergency Weatherization (\$171,650)

Funds will be made available to the UCM Weatherization Program or other contractors to do major structural work including roof and furnace repairs.

MEMORANDUM

Page Two

September 17, 1980

WCCO Grant (\$5,000)

This grant will allow the UCM to hire a consultant to organize the fundraising drive and systematize the fundraising files.

GRANTS IN PROCESS

National Urban Coalition (\$30,000)

A proposal is being submitted to the National Urban Coalition to incorporate energy and employment/training of minority persons by creating a new business enterprise.

Minneapolis Community Action Agency (MCAA) (\$32,269)

This proposal links the UCM education organizing in the Glendale Housing Project with employment and ties into the proposal to the National Urban Coalition.

/ca



# URBAN COALITION OF MINNEAPOLIS

## MEMO

TO: Earl Craig  
FROM: Peter McLaughlin  
RE: 8th & Irving Development  
DATE: October 23, 1980

The following summary should bring you up to date on the 8th & Irving project.

The initial cost estimate prepared by Marvin H. Anderson Construction Company was approximately \$67,000 per unit for the two-bedroom unit (+/- 5%), \$2,000 above the current McKnight Family Housing Fund limit. In reviewing the features, David Hall, Michael Cohen and I trimmed approximately \$4,000 per unit. Thus, we are within the McKnight Fund guidelines for these units, but still face some problems with the three- and four-bedroom units.

These costs estimates include Anderson's "super insulation" package but no major passive solar features. Hall is drawing up a list of specific features which Anderson will then cost out and project the energy savings.

Rough calculations based on a selling price of \$65,000, a 30-year McKnight mortgage at 12%, the current estimated rate, and various other McKnight subsidies, indicate serious marketing problems. The cost is too high for the \$15,000 to \$20,000 per year household we wish to serve; it is likewise too high for what Anderson thinks is the market in Near North.

The following is the rough calculation upon which this analysis is based, using a household with an income of \$18,000:

Total Cost	\$65,000*
Downpayment (5% of TC)	3,250
<hr/>	
	\$61,750
McKnight Shared Equity	
Mortgage (20% of TC)	13,000
<hr/>	
Primary Mortgage <i>Banks -</i>	\$48,750
Monthly Mortgage Payment @ 12.0%	\$503/month
Taxes	85/month
Insurance	15/month
<hr/>	
Total PITI	\$603/month

\*Includes 6% marketing fee for Anderson.

MEMORANDUM TO: Earl Craig  
Page Two  
October 23, 1980

Monthly Household Income (\$18,000 annual)	\$1,500/month
Percentage of Income (McKnight guideline)	<u>x .28</u>
Income to Housing	\$ 420/month
<hr/>	
Total PITI	\$603/month
Additional McKnight Subsidy <i>int. rate</i>	33/month
<hr/>	
Adjusted Final PITI	\$580/month
- Income to Housing	- 420/month
<hr/>	
Gap	\$160/month <i>cut cost of house -</i>

The gap of \$160 per month could be reduced through changes in the units, lower mortgage interest rates (a 10.5% rate would, for example, reduce the PITI by \$55 per month), lower interim financing charges during construction or a larger shared equity mortgage. Dave Hall is examining ways to reduce the cost of the units. It doesn't bode well, however, for the passive solar features unless we get a separate grant. Mortgage interest rates are largely a function of national monetary trends. Lower interim financing charges are possible, if UCM can serve as the conduit for \$600,000 in zero interest MHFA money for innovative energy projects. Cohen is investigating this option. Marvin Grant of Anderson is computing the potential cost savings. It has significant implications for the nature of our legal and financial relationship with Anderson, because it can only be provided to a non-profit developer.

My preliminary talks with Grant indicated Anderson would be willing to provide that: 1) UCM be shielded from financial liability; 2) UCM be contracted to provide certain as yet unspecified marketing and "lobbying" services to the project; 3) some special language to permit UCM's being a conduit for the MHFA money be developed; and 4) UCM estimate how much it needs to realize from the development to compensate for services provided, as long as it doesn't significantly increase the selling price.

The McKnight Fund has scheduled a briefing for Tuesday, October 25 and Cohen will be attending.

The situation appears somewhat grim but not hopeless. We shall continue to work with the developer and architect to cut costs. Cohen is investigating possible grants to cover the cost of the passive solar and super insulation features.

/cda

cc: Michael Cohen



URBAN  
COALITION  
OF MINNEAPOLIS

TO: UCM Board Members

FROM: Margaret Simmons, Outreach and Issue Advocacy Staff

RE: Update on 8th and Irving North Energy/Housing Project

DATE: September 17, 1980

As an outgrowth of its work in energy, the Urban Coalition began contemplating the idea of creating a new housing development to achieve two major goals: (1) creation of a model for low income, family housing using alternative energy systems, and (2) development of needed low income, large family housing units in an inner city neighborhood. Of these, our primary goal is creation of the energy model.

Our secondary goals include:

- (1) To dispel the image in low-income/non-white communities that there is no energy crisis or that the crisis is the result of a conspiracy, and therefore conservation is futile.
- (2) To enhance the understanding and acceptance of alternative energy systems in low-income/non-white communities.
- (3) To gather harder information on the actual lifelong savings in development and operating cost that can accrue from use of alternative systems in low-income developments.

The site selected is a vacant 3.5 acres of land located at 8th and Irving in North Minneapolis. (See attached map)

UCM worked with the Community Design Center to develop some initial architectural drawings for the site and they in turn contacted Ellerbe Associates for specific engineering and architectural expertise. We have held ongoing discussions over the past few months concerning the architectural, energy and political/community aspects of the project. Preliminary drawings were presented to MHRA (the owners of the land) and Northside Residents Redevelopment Council (NRRC) about a month and a half ago.

Our original plan was to develop approximately 37 multi-family low to lower middle income units either passive and/or active solar elements and a district heating/co-generation system. (A cogeneration system has the capacity to generate both heat and electricity). It is our belief that a combined alternative energy system such as this would demonstrate more precisely the merits of alternative energy than solar technology alone would.

*Lawyer -  
Pat. developers  
no liability*

*1090 moy. money  
\$12-  
\$22 dollar*

We are currently looking at the district heating/cogeneration options available, what type of financing would best support this concept and its affect on the total cost of the project. District heating and co-generation would create a mutual energy usage link between the proposed project with the surrounding homes, businesses, churches and community organizations. To provide heating and perhaps electricity on this scale would allow the community greater autonomy in meeting its energy needs, as well as reduce community energy costs.

#### Current Issues

Presently the MHRA is in the process of formulating the contents of an advertisement for the site to be made public some time in October.

Their recommendations for the ad will be presented to the Housing Commissioners September 29. The four options they are presenting will be: (1) that the entire site be developed with 20 single family homes, (2) that 15 single family homes be developed on all but the 5 lots with bad soil. These lots should be used for multi-family development, (3) that 10 single family homes be developed on a portion of the land and a minimum of 10 multi-family units be developed on the 5 lots with bad soil and the 5 lots next to and directly south of this, and (4) that multi-family units only be considered for the 6 acres directly east of Irving, across the street from the selected site.

MHRA favors option number 3. They presented these options to NRRC this past Monday, September 15. NRRC also voted to support this option.

Apparently, MHRA is opposed to additional large multi-family complexes and additional Section 8 housing in North Minneapolis. This opposition is based on their belief that there is already an abundance of this type of housing North and additional such housing would add too much to the density in the area.

If the MHRA approves the advertising recommendations to be made to the Board, of the 3.5 acres under consideration only 2 will be considered for multi-family units, with the possibility still existing that single family units could be built on these acres also because of the open-ended wording of the ad. The other acre and a half would definitely be committed to single family construction. Twenty-five (25) will be the maximum number of multi-family units permitted on the one site and 10 single family on the other. MHRA is also recommending that no rental units be permitted on the site, only units for sale. Two developers may have the option to bid on the sites under these conditions instead of just one.



Strategic Options

Our options, in light of these probable changes, are to:

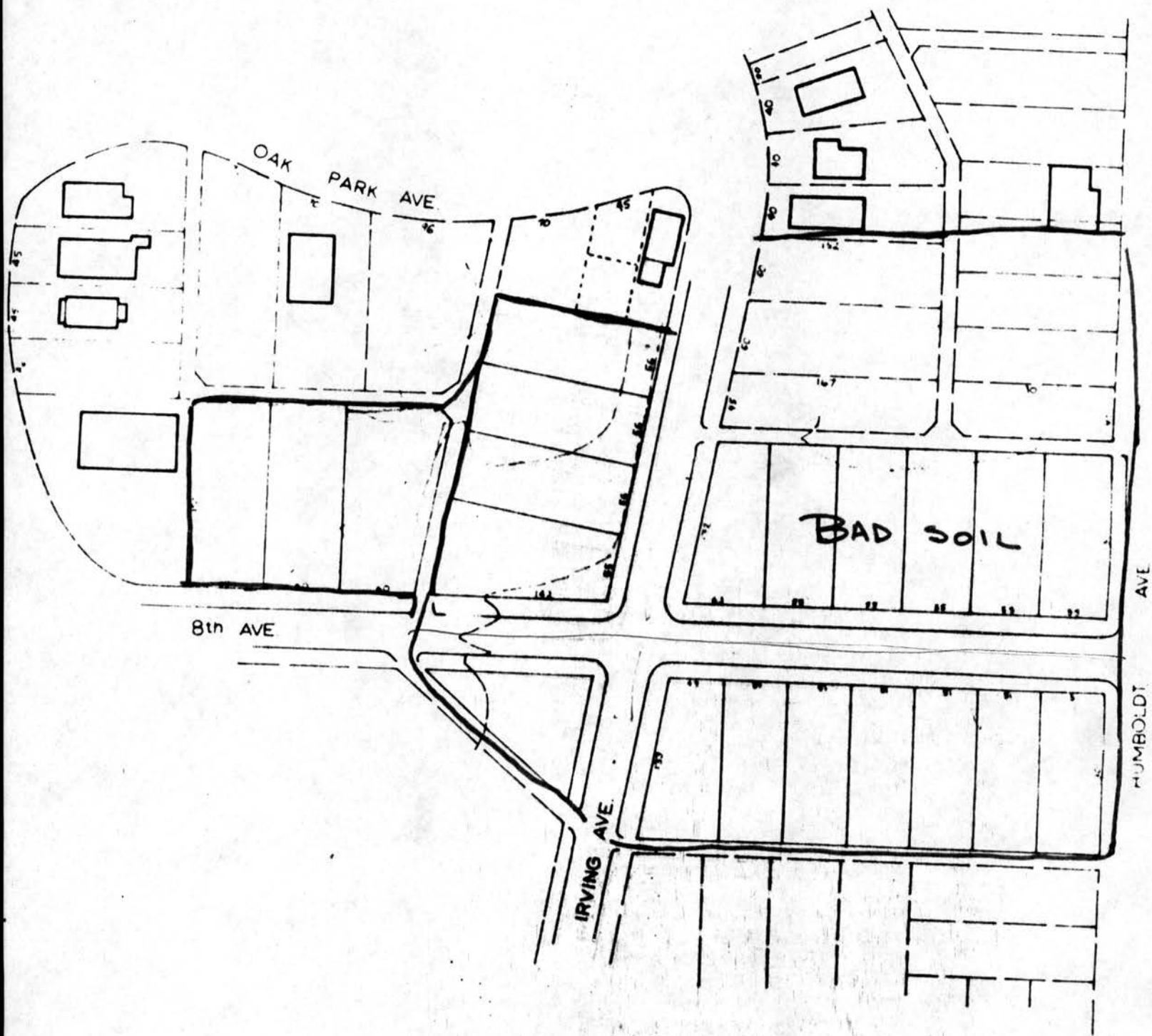
- (1) Attempt to convince MHRA Board and NRRC of the importance of the entire site being developed as multi-family housing because of the need for such housing and the energy savings possible.
- (2) Prepare proposals for both multi-family and single family housing to encompass the entire site.
- (3) Attempt to convince the MHRA Board that option 3 should be advertised and proceed to develop a proposal for 25 units on the portion of the land slated for multi-family development.
- (4) Scrap the project because of the reduction of units permissible and the affect this would have on the impact of our project.

Other Issues

- (1) Financing - Since rental units will not be permissible, the ownership options we are investigating are cooperatives and condominiums. Our decisions will be based on financial options available to us. And since Section 8 financing is not preferred by MHRA, we are investigating the possibility of financing from the McKnight Family Housing Fund and other foundations and grants.
- (2) Selection of a Developer and Relationship with Potential Developer - We are in the process of discussing the project with potential developers since our desire is to be the catalyst for this endeavor, not housing developers. The two options open to us are to be either design and energy consultants with no financial risk involved or co-developers with some degree of financial risk. The greater our involvements as developers the more input we would have into the final cost but also the greater our financial responsibility.

Staff Recommendations

- (1) That UCM proceed with a development proposal for the 8th and Irving Site with preliminary plans subject to approval by the Executive Committee;
- (2) That UCM pursue strategic option 3;
- (3) That UCM continue to investigate the most cost effective energy options available;
- (4) That UCM continue in its effort to locate a developer for the site and
- (5) That UCM's relationship with a developer in regard to the degree of financial risk, decision-making roles and financial benefit to UCM continue to be looked at with final recommendations presented to the Executive Committee for its approval.





URBAN COALITION  
WEATHERIZATION PROGRAM

--827-5465--

MEMORANDUM

To: Earl D. Craig, Jr., President  
From: Jerry Cathcart, Consultant  
Date: September 17, 1980  
Subject: Computer System Recommendations

*base purchase  
80% of cost  
will be from  
weatherization*

Analysis of the data processing needs of the Urban Coalition and the Urban Coalition Weatherization Program shows that four (4) major areas could greatly benefit by moving to a computerized format. These are:

Accounting; General Ledger, Journals, Inventory at the Weatherization Program, Accounts Payable, Personnel (Payroll).

Data Base; Weatherization Client Tracking, Scheduling, Management Information, Report Generation (City, State), Personnel (Records).

Research; Data Collection, Data Storage, Data Analysis, Report Generation.

Word Processing; Mailing Lists, Editing, Correction, Form Letters.

The most pressing need for the Weatherization Program are Inventory, Client Tracking, Accounts Payable, Scheduling, Management Information and Report Generation. The most important data processing needs for the Urban Coalition include, Personnel (Records), Research, Accounting and Word Processing.

According to the above requirements a basic computer system configuration was developed and several options and manufacturers were researched. The following represents the most cost effective solution to the basic configuration requirements necessary to service the above data processing needs.

HARDWARE:

OHIO SCIENTIFIC CPU, Model C3-3		\$ 9,995.00
Features: Dual 8" Floppy Disk Drives		
48K Static RAM		
RS-232 Interface		
23M Winchester "Hard" Disk		
CRT Terminal Model AC-7B	2 needed	\$995.00 ea.
Features: 24x80 Character Display		1,990.00
Upper/Lower Case		
Numeric Key		

*year to  
year basis*

3737 3rd AVENUE  
MINNEAPOLIS, MINNESOTA 55408

<u>Printer, Model AC-9TP</u>			\$ 1,250.00
<u>Printer, Model AC-14</u>			2,795.00
Features: Word Processing Typewriter quality			
<u>Modem, Model AC-11)</u>	<u>2 needed</u>	\$199.00 ea.	<u>398.00</u>
<u>Total Hardware Costs</u>			\$16,428.00
<u>Projected Software Costs</u>			<u>3,000.00</u>
<u>Total System Costs</u>			\$18,428.00

The above system offers the advantages of well supported hardware and software. The system is expandable, both in peripheral devices, user memory and the data storage capacity. Furthermore, this is all possible through field upgrades to the present configuration.

Financing for this system is available only on a lease/purchase basis over five years. This plan is financed, currently, at 18% and would cost approximately \$500.00 to \$600.00 per month, including maintenance contract. This does include software costs.

An option to the above hardware peripherals is present that could reduce the hardware costs by as much as \$1,200.00. This option would be the purchasing of "plug compatible" original equipment manufacturer (OEM) peripherals to replace the Modems, CRTs and Printers in the above system. This would mean purchasing equipment from various vendors, obtaining the best price available. As long as the basic system hardware requirements (being "plug compatible") are met, any vendor or manufacturer can be included. Possible vendors do include Control Data and Honeywell.





URBAN  
COALITION  
OF MINNEAPOLIS

TO: UCM Board Members

FROM: Margaret Simmons, Outreach & Issue Advocacy Staff

RE: UCM Education/Community Organizing Project

DATE: September 16, 1980

The Coalition is planning an education/community organizing project with the goal of becoming the facilitators for increased parental involvement in a selected school in Minneapolis. This current activity of the Coalition is an outgrowth of our previous efforts to make the Minneapolis school system more accountable to the community and to expand the involvement of parents in this process.

In an effort to make the best use of our Outreach and Issue Advocacy staff's energy and time we have selected one elementary school in which to organize. An elementary school was selected in hopes of being able to observe the long range affects of parental involvement, from elementary school through high school.

The school that has been selected is Pratt. Located at 66 Malcom Avenue, Southeast, Pratt was selected because of its non-white student population (37%) and the perceived problems that currently exist between the parents of the various neighborhoods, the parents and the school and the children of the school and neighborhood. The stated problems appear to range from acting out behavior on the part of the children to inconsistent or minimal discipline from the previous principal to a reduction in the quality of the curriculum.

*good support groups* — Pratt School is located in a very heterogenous neighborhood, with residents ranging from upper middle income families to low-income families, from doctors, lawyers and school board members to welfare mothers. The higher income families live in Prospect Park and the lower income families reside in the Glendale Housing Projects. The parents in the projects are mostly single (75%), Black or Indian (75%) and poor. There are a little over 300 children in Glendale, the largest number (approximately 166) are between the ages of 5 and 13.

Our primary focus will be in organizing the parents at Glendale because of their present non-involvement in the schools.

The outreach staff is currently attempting to develop an accurate picture of the SE area neighborhood and of Pratt. We are talking with neighborhood residents in both Propsect Park and Glendale, Pratt's principal and teachers, a former principal, parents, PTSA representatives, the manager of the Glendale Housing Projects, its recreational director and various other persons in the community who play a role in the total makeup of the area.

All persons we have contacted thus far have been extremely cooperative and willing to assist us in any way they can. The Superintendent of Schools, and the new Pratt principal, Dr. Don Borgeson, are in full support of this project.

We have consulted with one community organizing expert thus far and plan to talk with others and attend community organizing workshops as needed. Our present plans are to use a leadership/membership model for organizing which entails (1) assisting Glendale residents in the selection of one or two persons from Glendale to assist with the actual door-knocking and organizing of the core group, (2) helping them choose their own leaders and spokespersons, (3) helping them discover their positive strengths for affecting change, (4) helping them understand specific aspects of the educational system, such as the difference between a continuous progress, ungraded school, an open school and a traditional school, and the interpretation and importance of standardized test results and (5) training them in the specific way to voice their concerns to teachers and principals, to negotiate with the schools to realize specific demands to understand and participate effectively in PTSA and school board meetings.

Our role will be as consultants and facilitators. We perceive that we will be involved in Pratt and Glendale for at least 6 months to one year.




EARL D CRAIG JR

*President*

May 4, 1981

MEMORANDUM

TO: Board of Directors  
FROM: Earl Craig   
RE: May Board of Directors Meeting

As you know, the next Coalition Board meeting is scheduled for the third week of May, either on Wednesday or Thursday or that week.

Gene Bier, UCM Chairperson, has informed me that he is not available to meet on either of those days. We have decided, therefore, to change the week of the meeting to the fourth week of May, to be held on either Wednesday, May 27, or Thursday, May 28 (starting at 7:00 p.m.). Please indicate on the enclosed card on which day you prefer to meet; and also indicate if either day is impossible.

As this will be a very important meeting of the Board, please return the card back to the Coalition office as soon as possible so that we may finalize the date of the meeting and begin making plans.

Thank you.

/cda

Enclosure



EARL D. CRAIG, JR.

President

June 3, 1981

TO: Board of Directors

FROM: Earl Craig

RE: Board Meeting

The Board meeting which was cancelled on May 27 has been rescheduled for Thursday, June 18, 7:00 p.m., in the UCM Conference Room, 89 South 10th Street.

This is a very important meeting. The primary agenda items will be approval of the 1981-82 budget and the spinning off of the UCM's direct service programs.

Please confirm your attendance by returning the enclosed postcard by Monday, June 15.

Since the regularly scheduled May meeting was cancelled and rescheduled in June, I am proposing that the date of the July meeting (scheduled for the third week in July) be moved back to the last week in July or the first week in August. This will be discussed at the June 18 meeting.

/cda

Enclosure





EARL D. CRAIG, JR.

President

July 29, 1981

*Mary Lou*

TO: UCM Board of Directors  
FROM: Earl Craig  
RE: Board Meeting

The next meeting of the UCM Board of Directors is scheduled for Wednesday, August 5, at 3:30 p.m., at the UCM office, 89 South 10th Street.

Enclosed please find:

- 1) The minutes of the June 18 Board meeting.
- 2) An agenda for the August 5 meeting.
- 3) A Call and Notice of First Meeting of Board of Directors

As is indicated by the agenda, this will be a very important meeting, and I strongly urge each of you to attend.

Please confirm your attendance with Cathy Allen at 348-8550 by Tuesday, August 4.

/cda

Enclosures



EARL D. CRAIG, JR.

President

January 6, 1982

Dear Friend:

In 1964, the U. S. Congress passed the Voting Rights Act in response to the voting rights atrocities that had occurred in this country, and the unrelenting outcry for justice by civil rights advocates. The Act prohibits threats, intimidation and procedures, such as unfair redistricting patterns, literacy tests and poll taxes, that deny a person the right to vote because of race, color or language. This law is considered the most successful piece of civil rights legislation from the '60's.

Key provisions of the Act are due to expire on August 6, 1982. The House of Representatives passed overwhelmingly (389-24) on October 5 a revised version of the Act which extended these key provisions and provided more stringent requirements governing the release of states from the law's provisions.

All 8 Minnesota representatives voted for passage of the bill in its final form, but a number of them had previously supported amendments which would have weakened the impact of the Act. (See attached sheet on their voting record.)

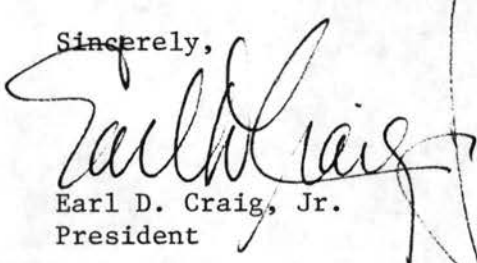
It is now necessary for the Senate to either propose a different version of the Act or support the existing or House version. The Senate Judiciary Committee has scheduled hearings on the extension of legislation from January 13 to February 25.

President Reagan has supported extension of the bill either in its original form or a "modified version" of the House bill which would weaken the Act. One major provision Reagan supports would put the burden of proof back on the victim by requiring that the government show not only that minorities were discriminated against by election violations but also that the officials in question meant to violate their rights. This kind of "intent test" would clearly cripple enforcement of the Act. Reagan, however, is in full support of the bilingual provisions.

It is the position of the Urban Coalition and other national civil rights organizations that the House version of the bill best represents the concerns of minority people. The success in the House was a direct result of the powerful lobbying efforts of civil rights forces in both the nation's capital and in the 435 congressional districts. For months, congressional offices were bombarded with letters, postcards, phone calls and personal visits. A similar effort is needed in the Senate.

Senate hearings on extension of the Voting Rights Act are scheduled to begin January 13th. Let President Reagan, your Minnesota Senators and members of the Senate Judiciary Committee know as soon as possible through phone calls and letters how you feel about extension of this crucial piece of legislation. They should be encouraged to vote not only for extension of the bill but also against any amendments which might seriously weaken its enforcement. Additional factual information and a sample letter are attached. Thank you for helping.

Sincerely,



Earl D. Craig, Jr.  
President

EDC/eee  
Enclosures

Minnesota Representatives Voting Record

on Voting Rights Act

Both the Butler and the McGlory amendments would have weakened the provisions and enactment of the Voting Rights Act. The Butler Amendment proposed that the jurisdiction for attempts to escape from the law be moved from the U. S. District Court for the District of Columbia to various circuit courts around the country. The McGlory amendment proposed to drop the requirement that bilingual election material be provided in counties with significant non-English speaking minorities.

Butler Amendment

Supported -- Hagedorn, Frenzel, Strangeland

Opposed -- Erdahl, Vento, Sabo, Weber, Oberstar

McGlory Amendment

Supported -- Erdahl, Hagedorn, Frenzel, Strangeland

Opposed -- Vento, Sabo, Weber, Oberstar





EARL D. CRAIG, JR.

President

March 23, 1982

TO: UCM Board of Directors

FROM: Earl Craig

RE: Board Meeting Schedule

Below are the scheduled dates for the UCM Board meetings, through June 30, 1983. (All meetings will be held at 3:30 in the UCM conference room).

May 19, 1982

July 21, 1982

September 15, 1982

November 17, 1982

January 19, 1983

March 16, 1983

May 18, 1983

Please put these dates on your calendars.

At the May 19, 1982, meeting, the Board will approve the Fiscal Year 1983 budget and hold a preliminary discussion of the proposed work program.

At the July 21, 1982, meeting, the Board will approve the work program and elect the Board of Directors for Fiscal Year 1983.

/cda

Prelim Arts/Parks  
5-5-82 Quality Life

Tours -  
local events

Workshop

Mpls. Arts Commission  
Calendar - Events  
alt. events

Twin Cities -  
Small groups -

T MACKIE

graphic artist

ARTS paper -

Theater Work

ARTS Resource

Happenings line

target

Axford

T. Lyons  
org -

Irene's  
1. Calendar  
info

2. cont  
graphic -  
artist -

3. schedule  
for Conf <sup>evening</sup> events -

4. What size  
folder -

5. David  
Hanson -

Burden  
Slide show

Fred Krohn  
377-4353  
←→

Jay - Target -

Reception at.  
Mn. Public  
Radio.



## Northwestern Bell

200 South 5th Street  
Minneapolis, Minnesota 55402  
Phone (612) 344-8141

Gene A. Bier  
Vice President-Marketing

May 6, 1982

Ms. Berg  
→ Ms. Bethke  
Mr. Hayden  
Mr. Scott  
Ms. Wallace

Mr. Pete Townley has agreed to serve as chairperson of the Nominating Committee for the Urban Coalition of Minneapolis. He will be contacting you shortly to arrange a meeting date and time.

The three primary issues to be addressed by the committee are:

- Selection of candidates for additional and replacement directors.
- Selection of candidates for officers.
- Determine if the by-law provision which limits directors to four consecutive one year terms should be enforced. And, if so, how.

Your input in these decisions will be greatly appreciated.

Sincerely,

Chairperson-Board of Directors  
Urban Coalition of Minneapolis

CC: Mr. Townley  
Mr. Craig

GENERAL MILLS, INC. • EXECUTIVE OFFICES • 9200 Wayzata Boulevard • Minneapolis, Minnesota

May 24, 1982

PRESTON TOWNLEY  
Executive Vice President

Ms. Margit Berg  
Ms. Irene Bethke  
Ms. Bonnie Wallace  
Mr. Peter Hayden  
Mr. Ulric Scott

Dear Nominating Committee:

This is to confirm that we will meet at the Urban Coalition office at 3:30 p.m. on Wednesday, June 9, to carry out the task set forth by Gene Bier in his letter of May 6. Each of you has indicated that he/she will be in attendance except for Peter who I understand is on vacation.

Per Gene's letter, we will need to generate names of candidates as new directors from the communities served, as well as corporate directors. Therefore, I would appreciate your giving thought before our meeting to people who would be good directors. If any of you would like to discuss this before the meeting please call me (540-3172). Lastly, as you know, each of the officer slots will be up for reelection and we will deal with that at our meeting as well.

Best regards,



PT:vh

cc: Earl Craig





EARL D. CRAIG, JR.  
*President*

June 28, 1982

TO: Members of the Board  
FROM: Earl Craig  
RE: July Board Meeting

The next meeting of the Board of Directors is scheduled for Wednesday, July 21, 3:30 p.m., in the UCM Conference Room.

The primary agenda items for this meeting are:

- 1) Approval of the 1982-83 work program (enclosed).
- 2) Report from the nominating committee on 1982-83 Board.
- 3) Approval of 1982-83 budget.

This is a very important meeting of the Board, and I strongly urge each of you to attend. If you have any questions, please do not hesitate to call.

/cda

Enclosures



URBAN  
COALITION  
OF MINNEAPOLIS

EARL D. CRAIG, JR.

President

August 17, 1982

Ms. Irene Bethke  
Administrative Aide to  
the Mayor of Minneapolis  
127 City Hall  
Minneapolis, MN 55415

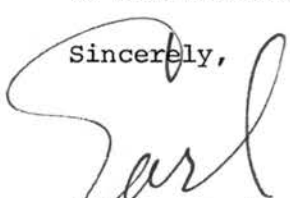
Dear Irene,

At the July 21 meeting of the Board, the Nominating Committee presented its report in regard to Board elections for FY 1983. One of the committee's recommendations was that the long-time provision of the bylaws which limits the election of Board members to four (4) consecutive one-year terms be enforced. The Board of Directors concurred.

Since you have been a member of the Board for more than a four-year period, it is necessary that you leave the Board for at least one year.

I wish to personally thank you for all the support you have provided to the Urban Coalition and its constituents. I hope that we can continue to work together in the future.

Sincerely,



Earl D. Craig, Jr.  
President

/cda