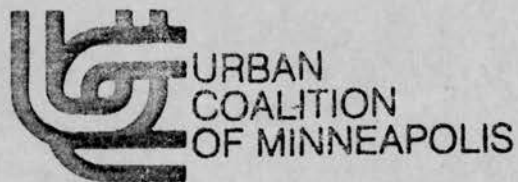




Irene Gomez-Bethke Papers.

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ELECTION RESULTS

AT-LARGE MEMBERS

W. Harry Davis (received 31 votes)

Stan Kano (received 29 votes)

August Rivera (received 28 votes)

Luther Granquist (received 27 votes)

Bill Mullin (received 27 votes)

Mary Jane Anderson (received 24 votes)

Pam Berkwitz (received 24 votes)

Anne Heegaard (received 23 votes)

THE ABOVE EIGHT WERE ELECTED TO THE BOARD OF DIRECTORS

Clyde Bellecourt (received 13 votes)

Alfredo M. Gonzales (received 12 votes)

Francisco Trejo (received 11 votes)

Ellis Bullock (received 7 votes)

Jose Gaitan (received 7 votes)

Pedro Roybal (received 6 votes)

Eulalia Reyes de Smith (received 5 votes)

Alma Marie Ceballos de Samels (received 4 votes)

Linda Ceballos Samels (received 2 votes)



AT-LARGE NOMINEES

NOMINATED AT ANNUAL MEETING

Mary Jane Anderson  
Outreach Worker  
Minneapolis Regional Native American Center

Pam Berkwitz  
Former President  
League of Women Voters of Minneapolis

W. Harry Davis  
Assistant to the Vice President of Public Affairs  
Minneapolis Star & Tribune

Luther Granquist  
Executive Director  
Legal Aid Society of Minneapolis

Anne Heegaard  
Treasurer  
Urban Coalition of Minneapolis

Stan Kano  
Executive Director  
Helping Industry Resolve Employment Disabilities

Bill Mullin  
Attorney at Law  
Mullin, Weinberg & Daly

August Rivera  
Director  
Information Services Center  
Board of Education

URBAN COALITION OF MINNEAPOLIS  
ANNUAL MEETING  
THURSDAY, JUNE 21, 1979

MINUTES

An annual meeting of the Urban Coalition of Minneapolis was held on Thursday, June 21, 1979, in the auditorium of Northern States Power Company. Chairperson of the UCM Board Jack Pearson called the meeting to order at 7:50 p.m.

PRESENT: Pam Berkwitz, Larry Harris (representing Raymond Arveson), Anne Heegaard, Seymour Mansfield, Kristen McGrath, Alvin Moline, Dave Nasby, Jack Pearson, Felino de la Pena, Paul Sand, Austin, Sullivan

ABSENT: Mary Jane Anderson, Clyde Bellecourt, Irene Bethke, Jeanette Cotton, Louis DeMars, Ron Edwards, Frances Fairbanks, Douglas Fontaine, Dave Haskin, Maynard Hinman, Albert Hofstede, Nel Hollie, Thomas Holloran, Stan Kano, Nancy Olkon, Lawrence Perlman, August Rivera, Frances Zamora, Vusumuzi Zulu

STAFF

PRESENT: Earl Craig, Peter McLaughlin, Earl Rogers, Arturo Perez, Eugene Buckanaga, Al Lopez, Don Nikkola, Cathy Allen, Eunice Eckerly

A MOTION WAS MADE, SECONDED AND UNANIMOUSLY APPROVED ACCEPTING THE ACTIONS OF THE BOARD AND OFFICERS DURING FISCAL YEAR 1978-79.

ELECTION OF  
BOARD FOR  
FY 1979-80:

The Nominating Committee recommended the following persons to be members of the Board of Directors of the UCM for the one year term July, 1979 to July, 1980:

Raymond Arveson, Jeb Beaulieu, Irene Bethke, Theodora Bird Bear, Betty Byers, Wallys Conhaim\*, Earl D. Craig, Jr., Bruce Dayton, Felino de la Pena, Thomas Doar, Ronald Edwards, Carol Flynn, Douglas Fontaine\*, Daniel Gustafson\*, Anne Heegaard, Nel Hollie, Thomas Johnson, Stan Kano, Thomas Madison, Seymour Mansfield, Ronald McKinley, Alvin Moline, Ruth Murphy, John Pearson, August Rivera, Paul Sand, Austin Sullivan, Matthew Sutton, Melissa Tapio, Frances Zamora, Vusumuzi Zulu

\*Not yet confirmed

A MOTION WAS MADE, SECONDED AND UNANIMOUSLY APPROVED ACCEPTING THE SLATE AS RECOMMENDED.

ADJOURNMENT:

The meeting adjourned at 8:00 p.m.

5. Seymour Mansfield Legal - Treas.

6. Kathy Allen - Chain of Finance  
7. assist officer  
Treas.

proposed  
Chair  
Jack Pearson  
V. Ch.

1. Ron McKinley Blk.

2. Nel. Am. Ind.

3. James Lamore Chie.

4. Carol Flynn Sec.

Pam Berkwitz L.W.O.  
Charles Arneson - Npls. Stays Sub



"MINNESOTA CONFERENCE ON TAXES,  
SOCIAL SERVICES AND THE POOR"

Thursday, November 9, 1978

Northern States Power Company  
414 Nicollet Mall  
Minneapolis

SCHEDULE

9:15 - 9:30 a.m.	Welcome and Introduction
9:30 - 10:30	"Proposition 13: Its Implications for the Poor" --The Honorable Willie Brown California State Assemblyman
10:30 - 10:45	Break
10:45 - 11:30	"Minnesota Taxes: Who Pays and Where Does It Go" --Gerald W. Christenson, Commissioner Minnesota Department of Finance
11:30 - 12:00	"Minnesota Tax Structure: Problems and Questions" --Earl D. Craig, Jr., President Urban Coalition of Minneapolis
12:00 - 1:00	Lunch
1:00 - 1:15	"The Need for a Reasoned, Humanitarian Approach to Tax Cuts" --State Representative William N. Kelly
1:15 - 3:30	Discussion Groups  "The Poor, Their Programs and the Potential for Massive Tax Cuts in Minnesota -- Strategies for Survival"
3:30 - 3:45	Break
3:45 - 4:45	General Session  Reports from Discussion Groups: --major problems identified --possible strategies
4:45 - 5:00	Wrapup
5:00	Adjourn

Registration Form

"Minnesota Conference on Taxes,  
Social Services and the Poor"

Name \_\_\_\_\_

Address \_\_\_\_\_

Phone \_\_\_\_\_

Organization \_\_\_\_\_

Please indicate if you would like a box lunch:

☐ Yes, I would like a box lunch.

☐ No, I would not like a box lunch.

Return this form to: Urban Coalition of Minneapolis  
1009 Nicollet Mall, Suite 303  
Minneapolis, MN 55403

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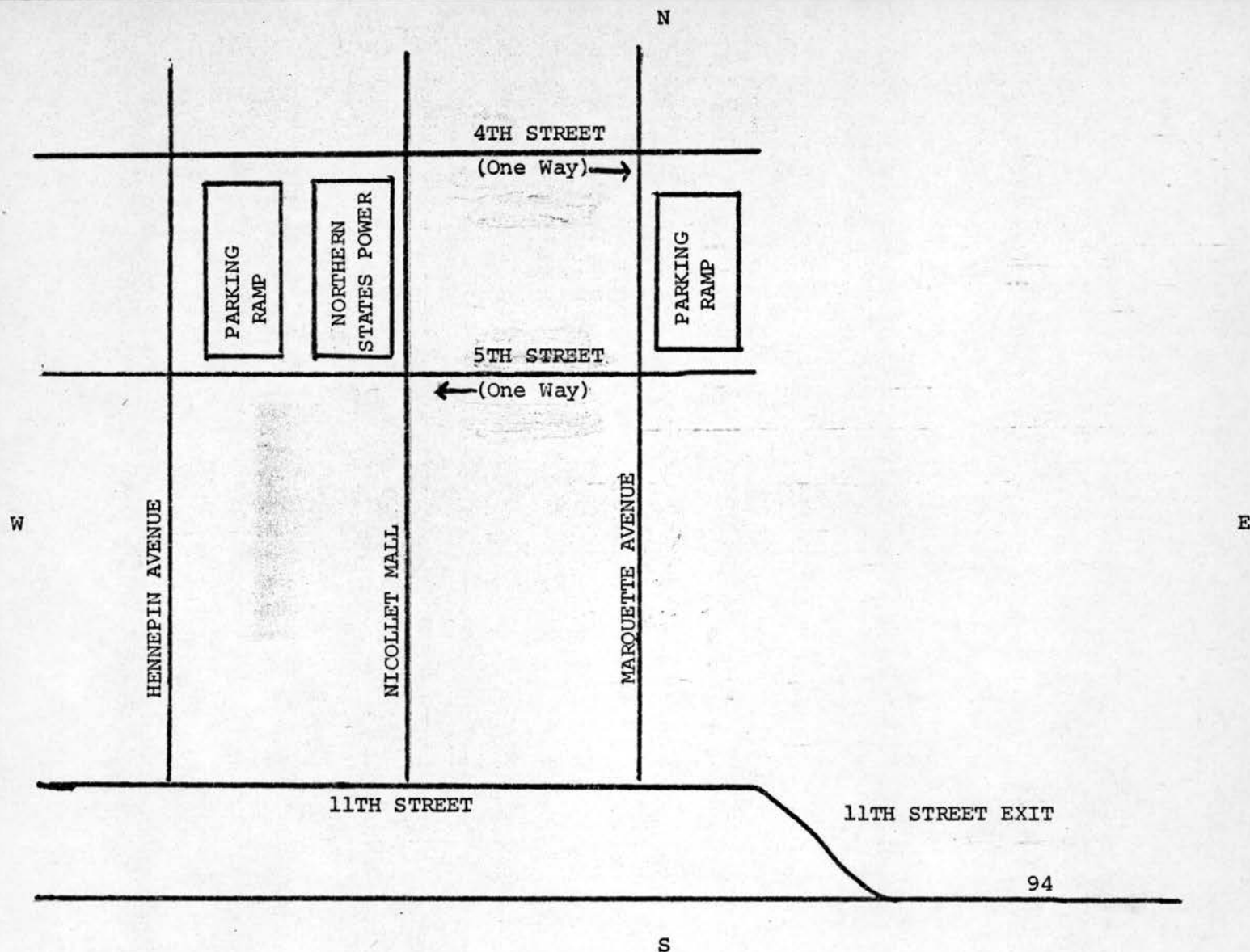
\*Conference fee of \$15.00 does not include lunch. Box lunches are \$2.00. Please indicate your sandwich preference.

\*If you do not desire a box lunch, there are many restaurants surrounding the conference site.

\*Checks may be made payable to the Urban Coalition of Minneapolis.

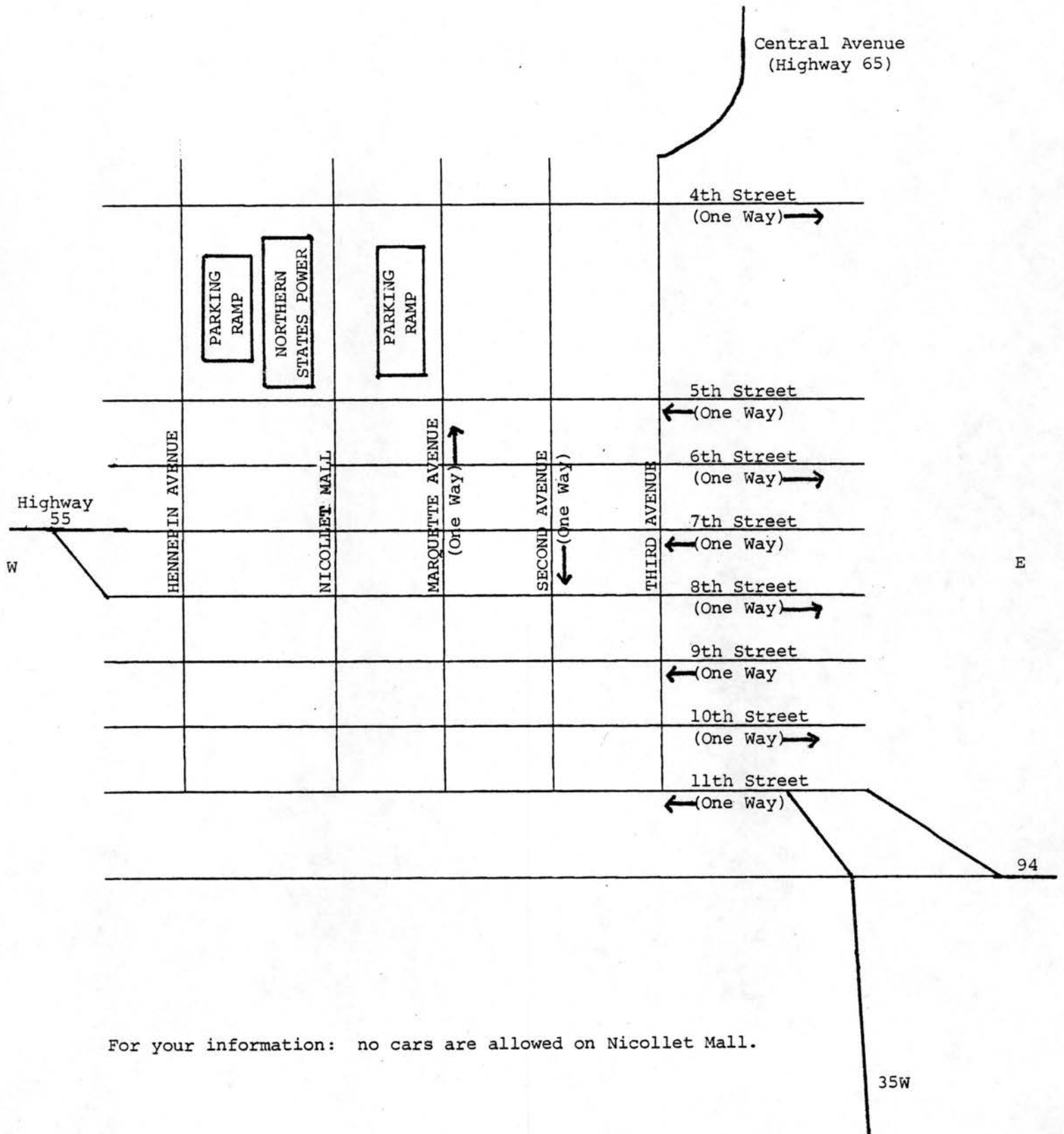
\*Registration may also be conducted by phone.

\*Please make your reservation by October 20, 1978.



Coming from St. Paul, take 94 West and exit on the 11th Street off ramp. Continue on 11th Street for three blocks, then turn right onto Marquette Ave. Continue on Marquette, then turn left onto 5th Street. A parking ramp will be one block away (between Nicollet and Hennepin Avenues). The Northern States Power building is on Nicollet between 4th and 5th Streets. (For your information: no cars are allowed on Nicollet Mall).

N



For your information: no cars are allowed on Nicollet Mall.

S

D R A F T

SOCIAL SERVICES

SUBELEMENT OF HUMAN DEVELOPMENT

March 8, 1979  
Daryl Stokesbary  
Office of the Mayor  
City Planning Department  
210 City Hall  
Minneapolis, Mn. 55415

## INTRODUCTION

### Overview

The City of Minneapolis has an opportunity to assume a leadership role in the area of social services. In developing the Comprehensive plan, Minneapolis is attempting to establish long range goals that relate to the general welfare of City residents. Such action is necessary in order to establish and maintain the quality of neighborhoods and a stable population.

The overall well-being of the community is largely the responsibility of the public sector. The City's role is to assure the provision of those essential services required to mitigate the impact of misfortune experienced by individuals, families, and neighborhoods.

The City's role of leadership in the area of social service must be broadly based if there is to be an impact on other jurisdictions and service providers. The role should not require, however, that the City dictate all services or that the City become the provider of all services. The United Way and Hennepin County for example, have established responsibilities that are essential to the well-being of the City residents. Therefore, the City's role will be that of assuring that the essential services are made available. In this way Minneapolis can best contribute to the vitality of the total city.

Broadly speaking, the social service element fits into the comprehensive plan as it generates and maintains the notions of human dignity, the attitude of belonging, and feeling of ownership in the growth and development processes of Minneapolis. Social services and the subsequent development of human potential are vital to the accomplishment of the City's objectives.

Human development activities consist of all the opportunities which contribute to growth, enrichment, self-realization and a high quality of life. Social service activities, on the other hand, are those essential services which must be provided to particular individuals and geographic areas in order that they can overcome dependency. Once dependency is overcome, they will then have the equality and freedom necessary to participate more fully in the opportunities for human development which the broader community provides.

The lack of equal opportunity to take advantage of existing human development opportunities is the primary cause for urban blight and citizen apathy. The overall goal of the Human Development Element is to maximize an individual's potential to participate in and contribute to the quality of community life.



The City's goal with regard to social services is to improve the equality of opportunity for all individuals and geographic areas to participate in and contribute to community life. The city should, on the one hand, continue its efforts to increase individuals capacity to provide for themselves, maximize their opportunities for independent choice and reduce their dependence on formal social service structures.

On the other hand, the City should maintain and increase the community resources necessary to support individuals and family growth.

The supportive relationship between individuals and communities is very significant to the social service plan. It attempts to address the underlying social conditions that result in demands for specific programmatic activities. It is recognized that no set of Social Services will address the needs of everyone or can anticipate the changing needs as they will arise in the future. The question is what must the City do to remedy lack of opportunity? The question may be broken into three parts:

1. What responsibility should Minneapolis assume in maintaining and improving the human potential of its citizens?
2. How can the City best provide and/or influence the social services delivery system to maximize the opportunities of its citizens?
3. What programs and priorities must be developed to enhance these opportunities?

This social services component suggests answers to these questions, and thus proposed a framework within which the City can take the leadership in improving the human development opportunities of its citizens.

#### Background

What social service guidelines have been used in Minneapolis? As most people in the City are aware, the perceived need for and actual funding of social services has grown tremendously over the past 10 years. This growth has stemmed, in part, from the recognition that physical development cannot be expected to automatically improve the human condition of a city. The growth and variety of program approaches to social services has been discussed and documented in the Social Framework material prepared by the Metropolitan Council. The basic point made by the Council's studies was that there is no common framework for understanding social services nor a set of goals and policies which can be used to direct actions in this area. These findings hold true for Minneapolis as well. Inclusion of social services in the comprehensive plan requires the development of a common

understanding of "social services." Through the development of a common social service framework, Minneapolis can set goals, objectives, policies, and strategies useful for directing activities toward achievement of the City-wide objectives.

A review of services currently available to Minneapolis residents further points up the need for a common understanding. Social services are diverse; the delivery system is complex; and funding is of a magnitude that requires the City to establish a defined role in its attempt to define and refine the impact social services have on its residents.

As described in volume two of the 1976 State of the City report, the major social service providers are Hennepin County, the United Way, and the City itself.

Hennepin County is the designated administrator for all state welfare programs. The total funds spent in 1976 by the county in Minneapolis alone is estimated to be \$161 million with 9.8 million allocated to Human Development Programming. A sample of county programs providing services to Minneapolis shows the overall pattern.

#### PARTIAL LIST OF HENNEPIN COUNTY SERVICES, 1978

<u>Service Category</u>	<u># of contracting agencies/projects</u>
Residential Care Programs	30
6 Corrections	
11 Chemical Dependency	
13 Mental Health/Mental Retardation	
Day Care Programs	26
1 Advocacy	
18 Child Care	
7 Adult Care	
Multi Service Agencies	7
Youth Assistance	3
Senior Assistance	4
Employment Assistance	2
Legal and Correction Services	5
Special Group Services	8
Medical Services and Education	17
General and Economic Assistance	23

The United Way is the major private-sector provider having an annual budget of about \$15 million. The 1976 State of the City report shows that approximately \$4.3 million were spent for Human Development programs. The United Way service plan is divided into five categories with 32 defined services offered through 70 designated agencies. Each agency offers four or five individual services. Funding is normally supplemented by

other sources such as Hennepin County, City, fees for service, direct federal grants of donations from foundations.

PARTIAL LIST OF UNITED WAY SERVICES, 1976

<u>Service Category</u>	<u># of United Way agencies/projects</u>
Transportation	22
Volunteerism	13
Neighborhood Development	8
Day Care	
Child	9
Adult	2
Legal Counseling	8
Basic Academic Education	7
Informal Education	7
Social Development	24
Health Education	15
Homemaker/Home Health Aide	6
Mental Health After-Care	1
Sheltered Employment	5

The third major provider of social services is the City itself. A review of the federal grants received by Minneapolis in 1978 and a count of the contracts-for-services awarded show that the City is actively involved in stimulating human development processes. The data relates only to activity partially supported by the federal government. There are at least ten federal contracts generating 90 city/agency contracts-for-service, with budgets that total approximately 32 million for 1978.

# PARTIAL LIST OF MINNEAPOLIS SOCIAL SERVICES, 1978

<u>Services Category</u>	<u># of Contracting Agencies/Projects</u>
Crime Prevention and Legal Assistance	5
Youth Recreation/Education	15
Senior Citizen Assistance	7
Employment Assistance including child care	28 (plus 25 child care subcontracts)
Communications	2
Advocacy Programs	20
Special Housing Assistance	5
Health Education and Center Assistance	7
Emergency Energy Assistance	1
Weatherization Assistance	1

## PARTIAL LIST OF FEDERAL FUNDING SOURCES

Law Enforcement Assistance Administration (LEAA)

Older American Act (OAA)

Department of Energy (DOE)

Community Development Block Grant (CDBG)

Comprehensive Employment and Training Act (CETA)  
Title IV and VI

Community Services Administration (CSA)

Department of Health, Education and Welfare (HEW)

These lists demonstrate clearly the complexity of the social service system and the lack of a common approach to social services. The three major providers now approach social services in different ways as required by their particular sources of funding. This diversity can be characterized as follows:

1. Responsibility is not assigned to any single agency or group for the administration or guidance of any category of activities, based on goals or types of recipients.
2. There is no single source of revenue. Funds are allocated on a programmatic basis. They are not grouped in budget categories.

3. There is no single set of social services programs for which the City is responsible.

The current patterns for services provided and funded through Hennepin County and the United Way have been established and are not expected to change in the near future. How can the City remain sensitive to this pattern of delivery and yet affect the delivery of services in a manner that will contribute to the city-wide goals? The key to accomplishing an effective social services framework is to maintain a broad perspective and develop a strategy that will affect the decision-making processes of the major providers.

The social service framework proposed here consists of a goal, objectives and policies, and an action plan. The intent is to develop a framework to guide the City in taking the kind of leadership necessary to insure that Minneapolis residents have as great a potential for self-sufficiency as is possible.

#### PLAN

As previously stated, the social service goal is to improve the equality of opportunity for all individuals and geographic areas to participate in and contribute to the quality of community life. The City should, on the one hand, continue its efforts to increase individuals' capacity to provide for themselves, maximize their opportunities for independent choice, and reduce their dependence on formal social service structures. On the other hand, the City should maintain and increase the community resources necessary to support individuals and families growth.

Four objectives specify the direction which the City should take in achieving its social services goal. Two of them tell how the City should address those problems which inhibit individuals and communities in their efforts to remain self-sufficient and succeed. These are the Social Concerns. The other two objectives address problems related to the efficiency and effectiveness of sound service delivery systems. These are the Administrative Concerns.

Both sets of concerns have been identified through analysis of statements made by community residents of Planning Department resources, and of Metropolitan Council studies related to the development of a Social Framework.

The problems and issues categorized as social concerns are significant because they act to inhibit the success and vitality of individuals and neighborhoods. It is necessary or appropriate for the public and private sectors to provide assistance in the resolution of these problems. Individuals and neighborhoods either cannot provide such assistance for themselves or it is more appropriate and feasible for the assistance to be


provided by the wider public and private sectors,

The first objective has to do with the internal self-fulfillment of individuals. The well-being and self-image of an individual comes from within and grows out of satisfaction at having a desired level of skills, physical abilities and a positive attitude toward the family and community. In this regard, there is a need for a basic level of educational fulfillment, recreational opportunities and special support services that enhance the ability to conduct an independent, meaningful life.

#### Individual Opportunity

Objective 1: Minneapolis should afford the highest possible level of self-fulfillment for its citizens.

The following general policies suggest direction for Minneapolis in fulfillment of objective one. These policies suggest areas for consideration in developing the Action Plans, which, in turn, will define the City's role in improving individuals dignity, autonomy, and self-determination.

1. Ensure that every resident has an adequate level of basic skills which afford the maximum opportunity for effective competition in the job market and allow for the highest level of achievement of personal goals.
  -  a. The City through its Special School District No. 1 should accept greater responsibility for establishing special programs for minority and disaffected students.
  - b. The City's school system should place greater emphasis on the identification of gifted children and programs to cultivate their talents.
  - c. The City's schools must take more effective steps to increase parenting skills for students who are in school and have children and for students in general through appropriate curriculum changes.
  - d. The school system must become more sensitive of the need to "bridge" dropouts during the transition to employment, must endorse with greater commitment the concept of alternative education to increase the employability of the drop-out, and must more effectively assist graduates in their transition to employment.



2. Ensure that special emphasis programming is made available to certain groups in their pursuit of leisure opportunities that are consistent with their capabilities and desires.

- a. The City's Park and Recreation Board should provide greater recreational opportunities contributing to child development in cooperation with Special School District No. 1 and private sector providers.
- b. The Park and Recreation Board should provide increased opportunity for leisure activities for senior citizens in cooperation with public and private senior housing and nursing care institutions.
- c. The Park and Recreation Board should address the problem of juvenile delinquency by providing more meaningful recreational opportunities for youth which will redirect their energies into positive and constructive activities in cooperation with Special School District No. 1 and the Minneapolis Police Department.

3. Address the needs of certain individuals and family units having difficulty in maintaining their independence which erodes their ability to cope with their personal problems.

- a. The City of Minneapolis should strongly support legislation which would encourage other limits of government to maintain their fair share of institutional facilities for those individuals with special needs.
- b. The City should encourage Hennepin County, while offering its cooperation, to engage in a special study to determine the magnitude of family violence leading to the breakdown of the family unit and the resulting reliance upon public support.
- c. The City should assure the economic well-being of its residents by encouraging Hennepin County and the State Welfare and Economic Security Departments to provide benefits that allow a minimum standard of living.

Implementation Direction:

- a. Encourage Minneapolis School Board District #1 and Minneapolis Park and Recreation Board that funding priority be given special programs for certain need groups.
- b. Continue support through federal resources for

new or exemplary programs that increase responsiveness to special need groups and/or demonstrate new service delivery approaches.

- c. Increase awareness of problem areas by studying and defining service needs and developing coordination efforts between complementary services and providers.
- d. Lobby at the State and Federal levels to:
  - 1) increase resource availability
  - 2) increase local discretions.

*Bilingual*

The second set of social concerns involve the realization that self-development does not occur in a vacuum. A basic level of community support is necessary if persons are to be afforded the opportunities they require. This leads to the question of what "basic services" should the community offer in order to obtain the highest incidence of individual achievement. Such services lead to employment opportunities, greater accessibility, increased security, more freedom of choice, and more effective communications. When these needs are fulfilled there develop greater self-awareness, and an increasing identity with and sense of belonging to the community. Interactions between people, and programs, communities, create change themselves and result in new and different results. The concept of a supportive relationship between individuals and communities is an attempt to understand these synergetic effects and capitalize on the changes where possible. Community resources in the form of basic services are key to a successful social service plan. The plan must provide that community resources are available and flexible enough to be responsive to family and individual needs. The second objective is, therefore, to establish policies which will lead to an increasing harmony on the part of our citizens, between their needs for self-fulfillment and the need for identity and participation with their communities.

#### Community Support

Objective 2: Minneapolis should assure a basic level of community resources which will enhance the interrelationship between individuals and their communities.

The following policies relate to basic community resources required for social service resource development. The following policies exemplify the City's role and make possible the development of actions that will enhance efficient expenditure of funds.

- What of  
CETA / Hispanics*
4. Offer manpower programs which increase employment training and job opportunities for certain high need individuals sufficient to provide the necessities of life.
    - a. The City of Minneapolis should encourage the Federal government to continue to provide, and to increase, those resources supporting employment and training programs and to make CETA funding more flexible so as to broaden the scope of local decision-making.
    - b. The City should encourage and support an increase in the Carter Administration's Private Sector Initiatives Program which emphasizes greater involvement of the private sector in the employment and training process.
  5. Increase private sector awareness of the employment and training needs of Minneapolis residents in order to improve access to the employment opportunities offered by the metropolitan area.
    - a. The City should take those steps which would more effectively use its public employment and training programs as an incentive in efforts to encourage new industries to locate in Minneapolis as well as in its efforts to retain existing industries. (See Economic Development Strategies.)
  6. Increase the private sector's contribution to employment and training of Minneapolis residents.
  7. Provide for the physically handicapped in the construction and renewal of all public use facilities.
    - a. The City of Minneapolis should actively seek the resources necessary to comply with Section 502 of \_\_\_\_\_.
  8. Ensure adequate transportation to work, recreation and social services for those who are handicapped or in need of special assistance.
    - a. The City should vigorously support the concept of shared use of the vehicles available in both the public and private sectors in order to meet the transportation needs of social service programs and to increase cost effectiveness. (See Transportation Element, Policy number \_\_\_\_\_.)


- b. The City should encourage the Metropolitan Transit Commission to study the concept of group insurance rates for social service agencies in order to reduce the insurance costs involved in the transportation of their clientele.
- 9. Reduce fear of personal and property crime in order to increase the security of residents and increase the level of community activity;
  - a. The City should continue to operate the Community Crime Prevention Program and the Neighborhood Emphasis Program and should actively seek continued funding through LEAA.
  - b. The City should extend the scope of the Community Crime Prevention Program to more effectively increase the security of small business operators.
  - c. The City should continue, and extend, its senior citizens crime education program ("Crime Cautions for Seniors.")
- 10. Expand efforts to inter-relate police services with community activities to reduce crime and enhance the stability of neighborhoods.
  - a. The City should encourage cooperative efforts by Special School District No. 1, the Park and Recreation Board, and the Minneapolis Police Department to analyze the problem of juvenile delinquency and to implement ways in which juvenile crime can be reduced through the utilization of volunteers to provide programs for young people.
- 11. Minneapolis should ensure that residents who desire and need assistance have access to appropriate information and referral data.
  - a. The City should encourage the United Way to develop a system in cooperation with the Community Information and Referral Service, which would integrate the many information and referral units oriented towards special target groups in order to increase the effectiveness of them all.
  - b. The City of Minneapolis endorses the Community information and Referral Service and should encourage its broader use by all City and County agencies.

*Hispanic Needs Assessment*

12. Minneapolis should encourage the dissemination of information related to community affairs in order to encourage community involvement.

a. The City should encourage the viability of community newspapers by assisting them to make the transition from public to private support.

b. Given the vital role of schools <sup>and libraries</sup> as a community focal point, the City should encourage an expansion of their efforts to provide information to their respective communities regarding their programs and activities.



c. In an effort to increase community involvement and awareness, each city agency should be encouraged to utilize citizen advisory groups, and the use of such groups should be considered when decisions are made regarding the funding of neighborhood agencies.

Implementation Direction:

- a. Continue to seek funds from other than City sources for special emphasis programs aimed at improving responsiveness to need and providing increased in the level of activities contributing to the resolution of particular community-wide problems.
- b. Increase awareness of resources available by distributing printed materials and organizing seminars in the target area of the City and for special need groups.
- c. Participate in and support a system of cross reference for services within the City and between City, County, and United Way agencies.
- d. Study potential methods for increasing service availability and program responsiveness through the utilization of volunteers and citizen advisory groups.
- e. Lobby for funding to increase resources to match needs.


Administrative concerns deal with the way in which services are provided. Administrative problems and issues are created by the complexity of funding sources, overlapping jurisdictional responsibilities, and the wide variety of services providers; all of which make it difficult to obtain the information necessary to make appropriate decisions about funding and program design.



As was previously shown, social services currently are provided through a number of independent isolated programs. Therefore, the basic administrative policies should be directed toward the establishment of a more systematized program of service delivery. This systematic approach should be one which places the needs of individuals and communities in the center of the policies. This can be accomplished by taking into account the varying inter-relationships which exist among the service providers, participants/clientele, and planning bodies or who either serve, receive or make decisions about the provision of services.

As with the social concerns, administrative policy development follows the problems and issues that have been raised by the planning districts and which have received considerable attention by the Metropolitan Council in their work on the Social Framework.

The problems are many and complex. Understandably the City cannot "solve" all of the administratively related problems. The City has limited power over most of the providers of social services. The intent, however, should be to take this as an opportunity to establish the City's leadership role in social services. This role can be developed just by evaluating and monitoring the existing services as they impact upon the city-wide objectives and population stability. The City can, for example, demonstrate its leadership through initiating policies, procedures, and programs based upon the knowledge of past performance and experiences. The intent is that of encouraging change in the other service providers which will lead toward more effective services and better use of scarce resources. The City's greatest potential for influence over service delivery lies with the development of policies in two broad areas of administration: ongoing operational procedures and the long-range planning and decision-making procedures.



The first set of policies involves the efficiency and effectiveness of service delivery and should have an impact on the providers' ongoing operational procedures. The challenge, in this regard, is to determine what policies can be established which will place the participant at the center of attention in the administration of services. Too often report requirements, eligibility requirements, and overlapping jurisdictional responsibility shape the service delivery and decision-making. Providers should look at how to serve the entire family unit or the total individual. Minneapolis should advocate procedural change at the appropriate government levels to expose and eliminate piece-meal programming.

Minneapolis must establish policies which will encourage providers to recognize the diversity of neighborhoods and which will provide opportunities for direct participant involvement in the planning and delivery of programs. It is recognized that the acceptability of services often depends on the degree to which the community participated



in making it happen. This principle should become key to establishing effective community programs.

The third objective for the social service plan is to initiate policies that will direct but not dictate the operational procedures of Minneapolis service providers.

#### Service Delivery

Objective 3: Increase the effectiveness and responsiveness of social service providers in order to foster an adequate level of services that is acceptable and meets the needs of residents.

The following policies establish the pattern for service providers in their approach to service delivery. The City cannot dictate the administrative procedures used but can set the tone and establish guidelines and models that will shape delivery of services.

13. Ensure an adequate level of service relevant to the unique character of each community.
  - a. Initiate a process that will lead to identification of a basic level of services appropriate to each community which can be used to judge and rank social service projects affecting their areas.
  - b. Encourage social service providers to develop more extensive mechanisms that allow comparison of needs as measured by community preceptions against needs as measured by community profile data.
  - c. Encourage providers to involve advisory groups to reflect community character in the evaluation of programs offered in their areas.
  - d. Recommend that CLIC rating process give weight to providers that establish and use community advisory groups in planning and evaluation programs.
14. Encourage an increase in cooperation and coordination among social service providers, both in the public and private sectors.
  - a. The City should be more open in recognizing the competition among program operators and their character as political constituents in order to become less susceptible to the program operated client pressures in the resource allocation process.

- b. The City should initiate and encourage the involvement of the United Way and Hennepin County in an effort to establish service delivery measures and primary coordination responsibilities.
  - c. The City should lobby Federal and State agencies to increase funding, simplify requirements and allow the mixing of funds from different sources.
  - d. The City should recommend that the CLIC rating process give weight to existing providers with proven service delivery capabilities in the allocation of funds in order to avoid "new agency" start-up which contributes to funding competition and fragmentation.
  - e. The City should develop and encourage the use of a single chart of accounts for providers in an effort to initiate unit casting and simplify budgeting process for providers with a variety of funding sources.
15. Encourage the development of opportunities for volunteer and recipient involvement in all phases of program planning and implementation.
- a. Incorporate procedures for volunteer and recipient involvement in the Unified Citizen Participation Plan as well as implementing Policies 13, 14 and 20.

Implementation Direction:

- Hispanics  
Needs Assessment*
- a. Develop a community social profile with the assistance of social service providers and citizen advisory groups.
  - b. Establish priorities for social services based on needs profile and funding criteria which look at proven service delivery capabilities.
  - c. Develop a single chart of accounts and common service definitions for all social service providers.
  - d. Involve volunteers and recipients in decisions about social service delivery and planning.

The second area of administrative concerns is that of long-range planning and decision-making. The policies in this section involve planning for future needs and decision-making that will address the availability of resources.

Minneapolis can have a significant effect in this regard and has the potential for establishing procedures and guidelines which will be meaningful to all of the providers and recipients in Minneapolis. The challenge here is to develop policies which are sufficiently specific. Minneapolis currently has a sound data base; data availability is no problem. Rather, the difficulty lies in adapting and using that data to monitor and evaluate neighborhoods and programs and the attendant shifting needs. Minneapolis also has a variety of publicly owned facilities spread throughout the City's various communities. Ways must be found to maximize their use. A third subject requiring careful attention is funding: what potential funding resources are available and which should be developed first? Each of these difficult issues is not a "new" problem, but each requires special attention and can be addressed by the City taking a positive role that sets the stage for developing approaches. The final objective in the social service plan therefore sets the stage for future decision-making and resource development.

#### Long-Range Planning

Objective 4: Initiate the development of long-range planning and decision-making processes in order to provide the services and resources required for the future needs of Minneapolis residents and communities.

The following broad-based policies suggest the direction required if the future is to be adequately accommodated and the citywide goals are to be achieved. More specific actions will be proposed for each of these important planning areas.

16. Establish a data base adequate for social service planning and for identifying the needs and gaps in services caused by social change.
  - a. Develop indices that each community can use in developing profiles of their social characteristics and which can be applied to the measurements of change.
  - b. Encourage the Metropolitan Council in continuing their effort to establish a Metropolitan-wide Social Framework which provides for comparative analysis.

*Chicano  
Hispanic*

- c. Encourage providers to use compatible methodologies and baselines in conducting needs assessments.

17. Provide the space required by established City agencies.

- a. Establish minimum space standards for existing city agencies which projects the need for repair, replacement, or expansion related to special emphasis programming.

18. Initiate a long-range planning model that will encourage multi-use of facilities by public and private providers.

- a. Establish a long-range early planning team consisting of key officials from all City agencies that meet to discuss future ideas related to changes in, potentials for joint use of capital facilities.
- b. Endorse and participate in the United Way Shared-use Facilities plan and process.

19. Seek and enlist all possible public and private resources which contribute to meeting the identified needs of Minneapolis residents.

- a. Strengthen the City's grantsmanship capability by developing a more systematic flow of information regarding availability of funds and their limitations.
- b. Strengthen the City's role as a provider of Technical assistance to agencies seeking funding to replace City resources.
- c. City should develop a review process which includes criteria for assessing the applicant's future funding possibilities in order to avoid excessive demands on future City resources.

20. Encourage participation from volunteers and private business in order to increase the total level of services and foster the recognition that we all share in the responsibility for making Minneapolis a more desirable place to live, work, and play.

- a. The City should attempt to further enlist the resources of the business community in support of social service activities.

*Danteo Chic Cult.*  
*Centro de la Raza*

- b. The City should study the cost-effectiveness of using volunteers and encourage their use by others when and where appropriate.
- c. The City should engage in a campaign to encourage citizen involvement in public sector volunteer programs.

Implementation Direction:

- a. A common data base is required for efficient social service planning.
- b. An improved information system is needed to obtain grants, provide technical assistance, and review project proposals.
- c. Coordinate use of facilities with all social service providers in order to increase efficiency and community identity.
- d. Maximize individual and group involvement in the delivery of social services.

Action Program

a. Implementation Strategy

A basic tenet of this section is the belief that the City of Minneapolis has a responsibility, within the limits of its resources and influence, to see that services are provided to its citizens from whatever source. It must be emphasized, however, that the City has limited resources and little power over other jurisdictions and service providers. In order to accomplish this end the City must either 1) play the role of advocate by lobbying and the direct application of influence where plausible and, less directly, attempting



to increase the awareness of City problems in the minds of other decision-makers, 2) establish a planning and decision-making process for determining social service priorities, and/or 3) providing examples or models worthy of emulation, either funded by City resources or found elsewhere.

#### Action Program

##### Implementation Strategy

##### Continuation

The first part of the social services strategy to be initiated by the City is to continue the use of other than City resources for projects that set examples and demonstrate ways to meet identified community needs. The action to seek funding and continue ongoing projects is in recognition of and encouragement to the positive approaches that have been undertaken in response to such problems as: the crime reduction and prevention efforts of the criminal apprehension and community crime prevention projects; the preventive and emergency efforts of the Minneapolis Community Action Agency; the supplemental services offered in the community development block grant target areas; the programs for senior citizens; and the Minneapolis Comprehensive Training and Employment efforts providing skills training and job readiness for youth and the under or unemployed.

##### Feedback systems

The continuation strategy, however, must recognize that such activities have to be directed toward the achievement of the City-Wide goals and objectives. As a second stage to this strategy the City must address the important questions of: which services and programs are needed; which should have priority; who should implement the programs; and what resources are most appropriate. The City needs to develop an evaluation and monitoring system which includes criteria and indices that are relevant to the City's overall objectives. This evaluation and monitoring function must be developed in a manner that provides clear choices among projects and activities showing which are consistent and relevant to the social services policy areas outlined under the four objectives.

##### Early warning

Beyond the ongoing operational evaluation and monitoring, this strategy entails developing two further mechanisms useful to decision-making.

The first is a referral process that is similar to the Metropolitan Council A-95 process, and provides early notification and development of essential information for communities and decision-making bodies that may be affected by proposed projects, or new systems of service delivery.




The other mechanism is the establishment of a process for Long-Range Early Sharing of Plans by the City's charter agencies and departments. This involves key staff meeting on a regular schedule for the purpose of comparing their agency response to future problems, which will lead to the sharing of data and ideas on future changes and plans. Early analysis of data and resource requirements related to agency and department developmental needs is then to be provided as basic information for community and city-wide decision-making bodies for use in their needs analysis and planning processes.

#### Capacity building

The next strategy area involves actions that lead to building onto the City's social service planning capacities and provides decision-makers opportunities to incorporate the provision of social services into their planning and priority processes. Key to changing the ways of the major social services providers is having social information and an effective process for putting that information to use. The City's strategy is divided into two efforts: the first set of actions are to establish a sound data base for analyzing social changes, community needs and program services; the second set of actions are those which encourage and initiate cooperation and coordination of providers at all levels in order to share information and integrate resources.

#### Data Base



The data development should include the following: establishment of social indices in the form of neighborhood profiles using city-wide norms as a basis for comparison; develop indicators that can be used to compare City and community data with that of the Metro area or suburban cities; develop community plans which incorporate needs assessments that balance community perceptions with measurements of populations in need; encourage and increase the use of common service definitions which provide comparable output measures and outcome expectations; encourage the development and use of a common chart of accounts and related fiscal reporting system that allows reporting on the basis of resource flows.

#### Decision-Making

The development of decision-making processes should include those activities described earlier related to establishing and sharing information mechanisms through a Referral process and Long Range early sharing of Plans Concept. In addition, Volunteer and recipient advisory groups should be incorporated into the Unified Citizen Participant plan.

## Advocacy

The final set of actions needed to implement the social service strategy takes into consideration the fact that Minneapolis does not and cannot be expected to provide the total social service package for all its residents. Therefore, the implementation stages, which involve use of the neighborhood profile data and new evaluation systems, require the cooperation of all the social service providers, particularly that of Hennepin County and the United Way. Therefore, the City must be the advocate in an effort to increase: awareness of the problems, use of the newly developed data systems and involvement in new processes that place the City-wide objectives as the basis for achievement.

The City should bring providers together to share information, to encourage joint use of facilities, staffing, and procedures, and to coordinate service delivery. The City should lobby to increase funding resources and assist other providers in obtaining and increasing future resources. The City can, in these strategy efforts, "set the tone" for the others to follow in maximizing services and wise use of the scarce resources.

PRIORITY MATRIX

<u>Actions</u>	<u>Responsibility</u>
Seek Federal Resources to Continue Demonstration Projects	City Council Coordinator City Department and Agencies of City Police School Park and Recreation Library
Develop and Implement Referral Process	Coordinator
Develop Evaluation and Monitoring System	Coordinator and Planning Department using Budget Priority Framework
Initiate Long-Range Early Sharing of Plans process	Planning Department
Data Base Development to analyze Social Change and Community Needs and To analyze program services	Planning Department  Coordinator and Budget Department
Incorporate Volunteer and Recipient Advisory Group into Unified Citizen Participation Process	Planning Department
Lobby to bring providers together to share information and Encourage joint use of facilities, staffing, and procedures and coordinate services delivery	Mayor/Council & Planning Dept  Coordinator
Lobby to increase funding and support other providers in obtaining resources	Mayor/Council

## Priority Framework

### Basic Services Objectives

1. Actions to minimize or avoid critical reductions to basic economic assistance programs:

The City should actively support the County's efforts to avoid "State Shortfalls" in reimbursements for State mandated programs;

The City should actively support the County's efforts to minimize the loss of HEW Title XX social service funding caused by changes in the State distribution formula which will reduce basic health and subsistence programs for Minneapolis residents.

2. Actions to discourage irreparable damage to the social services available to City residents:

The City should continue participation in demonstration projects and support the other major providers in maintaining special and emergency projects that add to the City's basic services. Some examples are:

Crime reduction and prevention programs;

Emergency assistance and special employment services.

### Opportunity Objectives

3. Actions to assure; emergency housing availability; opportunities for public education and access to information to increase knowledge and skills important to homeownership; and basic rights are maintained between landlords and rentals.

The MHRA should make emergency housing an integral part of their subsidized housing program. Special efforts should be made by MHRA to establish unit availability to meet emergency situation and "easy-quick" methods for public housing transfers where family violence and/or mental health conditions are determined to exist.

The City should continue support of the special homeownership education programs and expand those efforts to increase public awareness and understanding of conversion

techniques and management models to increase the potential for condominium and cooperative housing conversions.

The City should increase efforts to ensure a high quality of health and safety standards are provided, and maintained throughout the rental housing stock.

The City should actively support legislation and program efforts to mitigate renter-landlord conflicts that grow out of confusion over legal rights and responsibilities.

STATEMENT OF  
EARL D. CRAIG, JR.  
PRESIDENT  
URBAN COALITION OF MINNEAPOLIS  
  
BEFORE THE  
MINNESOTA DELEGATION  
  
TO THE  
WHITE HOUSE CONFERENCE ON BALANCED  
NATIONAL GROWTH AND ECONOMIC DEVELOPMENT

January 11, 1978



Thank you Lieutenant Governor Olson and other members of the Minnesota delegation. My name is Earl D. Craig, Jr. I am President of the Urban Coalition of Minneapolis. The convening of this hearing is in my estimation an important effort to inform the State's delegation and ultimately the other participants in the White House Conference of the concerns of the people of Minnesota. With all due respect, I think it is important to note that while the members of the delegation, most of whom I know and for whom I have great respect, have by their institutional affiliation not represented the interests of the poor, particularly the minority poor, I would hope that you would not overlook their interests as you participate here and in Washington.

As the six suggested topics for the conference indicate, the issue of "balanced growth" is extremely broad. I would like to speak today about balanced growth in a relatively limited sense. Despite the limited scope of my remarks, I believe they are of critical importance to the future economic and social health of the Nation and the State of Minnesota.

In the interest of time I shall not dwell on the alleged relationship between inflation and unemployment commonly described by the Phillips Curve. It is my understanding that others will address this matter. I shall only indicate that I join with the widening group of individuals who challenge the notion that a necessary tradeoff exists between unemployment and inflation and offer you some testimony on the subject presented by the Urban Coalition to a hearing sponsored by the Minnesota Full Employment Action Council held on Full Employment Day, September 6, 1977.

My remarks today will focus on the groups of people in our society who have consistently borne a disproportionate share of the unemployment burden. These remarks are particularly important in a state such as Minnesota where the unemployment rate has been since the end of World War II consistently below the national level. Despite the appearance of economic health presented by these state data, youth, minorities and women in Minnesota remain as pockets of unacceptably high unemployment. Nationwide these groups stand out as victims of the economic and social structure. Any meaningful balanced growth policy must include the correction of existing imbalances in employment that afflict the identifiable groups within our Nation and State.

Much of the debate surrounding the Hawkins-Humphrey bill, and in particular the unemployment targets proposed for incorporation in it, has direct bearing upon the concerns I raise here today. Many economists with liberal credentials have joined with conservatives in arguing that the unemployment target for this country should be raised from the 4% benchmark of the 1960's to 5% or 6%. They cite the changing composition of the labor force to justify it. One cannot deny that significant changes have occurred. In 1955 60% of the labor force was male workers 25 years old or older. In 1975 this group constituted only 46% of the labor force. Women and youth, the source of this change, have historically had higher rates of unemployment than older males. By comprising a larger portion of the labor force, it is argued, they inflate the prevailing and so called "natural" rate of unemployment. Thus, the argument goes, an unemployment rate of upwards of 6% today is actually equivalent to a 4% rate in the 1960's. These economists argue, therefore, that the Nation's

unemployment goals should be adjusted upward to reflect these new conditions.

In response I would assert that these claims ignore essential changes in societal attitudes toward participation in the labor force by women and youth. Unprecedented numbers of newcomers have entered the labor force in recent months. Many are there to stay. To argue that previous patterns of participation in the labor force by women and youth should dictate the current standard for a "healthy" economy is absurd because it denies this new reality.

More importantly, however, it relegates an increasingly large number of persons to a jobless status. More and more this group consists of the so called "hard core" or structurally unemployed. By virtue of their location in areas without sufficient economic functions or their lack of skills appropriate for the modern economy, these individuals face greater and greater barriers to employment. The competition from newcomers in the job market makes it all the more difficult to obtain a job.

I would like to digress for just a moment to add an essential footnote to this portion of my remarks. Minorities are often told that the reason there is no employment for them is that women are taking the jobs. Such comments are part of a systematic effort to pit lower income minority persons against women in a struggle for jobs. Such activity must stop! Those who choose to work should be able to find it. Those who wish to foment conflict between women and minorities often try to denigrate the motivation of women in taking a job. According to U. S. Department of Labor statistics for 1973, 71% of all women in the labor force were either single, widowed, divorced, separated or married to a husband earning less than \$10,000. A recent Newsweek



article concerning the spiraling cost of housing identified the widening practice of women in young families taking and keeping jobs and the couple's deciding not to have children in order to purchase a home. Economic need is thus a common motivation for women and minorities in seeking employment. They share a common need and desire. Efforts to drive them apart must be firmly resisted.

Complicating the problems of the chronically unemployed or underemployed is the difficulty of achieving positive change through conventional economic policies. There are two examples I would like to discuss today.

Neo-Keynesian economic theory suggests that macroeconomic methods of monetary and fiscal stimulation can be used effectively to reduce unemployment. An economic model developed by Data Resources, Incorporated, indicates, however, that addressing the unemployment needs of hard-hit groups with traditional macroeconomic stimulation will be difficult, at best. Data Resources estimated that 3.7% growth in real GNP was necessary just to keep the overall unemployment rate at the prevailing level. 4% real growth was necessary to hold constant the rate for Blacks and youth age 16 to 19. For Black youth, the perennial occupants of the bottom of the unemployment barrel, a 6.2% annual rate of growth was necessary to hold their rate of unemployment steady. When viewed in light of the economy's performance since 194 this figure is particularly enlightening. In only four of those 32 years has the real increase in GNP equalled or surpassed the 6.2% level necessary to keep Black youth unemployment constant.

The scenario for change in the Black youth unemployment picture is even more stark. DRI estimated that a real growth rate of 8.4% was necessary to

reduce Black youth unemployment by 1%. Starting from the current rate of 37% for Black male youths and 41.3% for Black female youths, it would be literally decades before normal economic growth would reduce these rates to even marginally acceptable levels.

Data Resources found that the same general patterns holds for all Blacks and youth generally, although the problems are of somewhat lesser magnitude. It seems to me based on my personal knowledge that the same holds true for Latinos and American Indians, although data to support this claim are not available. The point that seems clear is that general stimulation of the economy through traditional methods of macroeconomic policy will not mount a credible attack on the employment problems of these particularly hard-hit portions of the labor force.

One method of macroeconomic stimulation that is now under active consideration, tax cuts, emphasizes the relative effectiveness of various measures in reducing unemployment. The Congressional Budget Office estimated that \$1 billion invested in a personal income tax cut would create from 8,000 to 15,000 jobs immediately and 26,000 to 35,000 jobs within 12 months of enactment. In contrast \$1 billion spent for public service employment would immediately create 80,000 to 125,000 jobs and 90,000 to 145,000 jobs within a year of enactment. The Congressional Budget Office's analysis indicated further that the net cost of the tax cut would be virtually 100% of the cut, \$960 to \$980 million dollars. The net cost of the public service jobs program, on the other hand, would be only \$615 to \$754 million. Without even speaking to the relative ability to direct jobs to those most in need under either approach, this analysis clearly indicates that significantly more

employment could be created through expenditures for public service jobs than through a tax cut.

In terms of recommendations, the Urban Coalition obviously supports strong full employment legislation as a cornerstone of balanced growth. The compromise Hawkins-Humphrey bill now being discussed in Congress represents a "foot-in-the door" in this effort which we strongly support.

At this point, the Urban Coalition would like to make one additional strong recommendation to the delegation. The brief analysis that I have presented suggests the need to go beyond the traditional "trickle down" method of providing employment for those most in need. Policies must be pursued that will correct the existing imbalances in employment to fully deserve the label "balanced growth policies". Such policies would encompass the following:

First, a broadly based effort to target the creation of jobs for minorities, youth and women must be undertaken.

Second, extensive efforts should be made to prepare members of target groups within the labor force and the army of "discouraged workers" for existing jobs through training programs.

In attempting to target under both approaches, the creation of jobs and the provision of skills for existing jobs, adequate administrative monitoring is essential to successful targeting. Likewise essential is the development of adequate data on geographical and sub-group unemployment. To rely on patterns of sub-group unemployment measured in the 1970 Census is like trying to find your way around in the dark after the one bright light in the room has gone out. You have a memory of the light, but it provides no help in keeping you from tripping on the furniture.



Finally, the statement opposing the President's national energy legislation released recently by the national office of the NAACP prompts me to expand my comments beyond their original length. After extensive research and discussion, the Urban Coalition and I personally are not convinced that it is in the long term interest of poor people to rely upon a rapidly growing economy based on unlimited growth in energy consumption. While I don't pretend to speak for all minority organizations, I want to indicate clearly that the Minnesota delegation should not indicate support for economic growth fueled by wholesale expansion of fossil fuel consumption and nuclear energy generation supposedly in order to provide employment opportunities for the constituency of the Urban Coalition of Minneapolis.

Our analysis has indicated several things. First, the economic impact of rising energy costs, an unavoidable consequence of wholesale expansion of energy consumption, has been and would be borne disproportionately by poor people. Second, the increase in employment that would allegedly accompany the rapid, energy-fueled expansion of the economy would be unlikely to compensate poor people for the increase in energy costs. Economic history since World War II has indicated that general growth in the economy has not significantly narrowed the gap between the poor and the non-poor. There is no reason to believe the anticipated growth would be distributed any differently. Third, there is great employment opportunity inherent in the alternative energy path proposed by the President and other advocates of conservation and alternative sources of energy. A good example of this is the manufacture and installation of insulation. Significant amounts of energy can be saved

through this approach at considerably less cost than that associated with equivalent amounts of increased energy production. Fourth, the economic catastrophe that the United States invites through continuing dependence on foreign oil represents an unconscionable risk for the poor. The combination of inflation and unemployment induced by the Arabs' quadrupling of oil prices caused reverberations within poor and minority communities that are still being felt. The poor, the marginally qualified, the urban workers would in all likelihood be forced to bear the burden of joblessness in the event of a new oil crisis, one that is likely to be more debilitating than the last.

In light of these factors I would urge the Minnesota delegation to advocate a far-sighted approach to energy policy as a component of balanced growth. The poor have an interest in a stable energy and economic future. Energy-related jobs through conservation and alternative energy production systems offer an additional reward to a prudent approach to national energy policy.

CHART 2

Composition of Staffs of State Constitutional Officers  
by Race: 1977-80

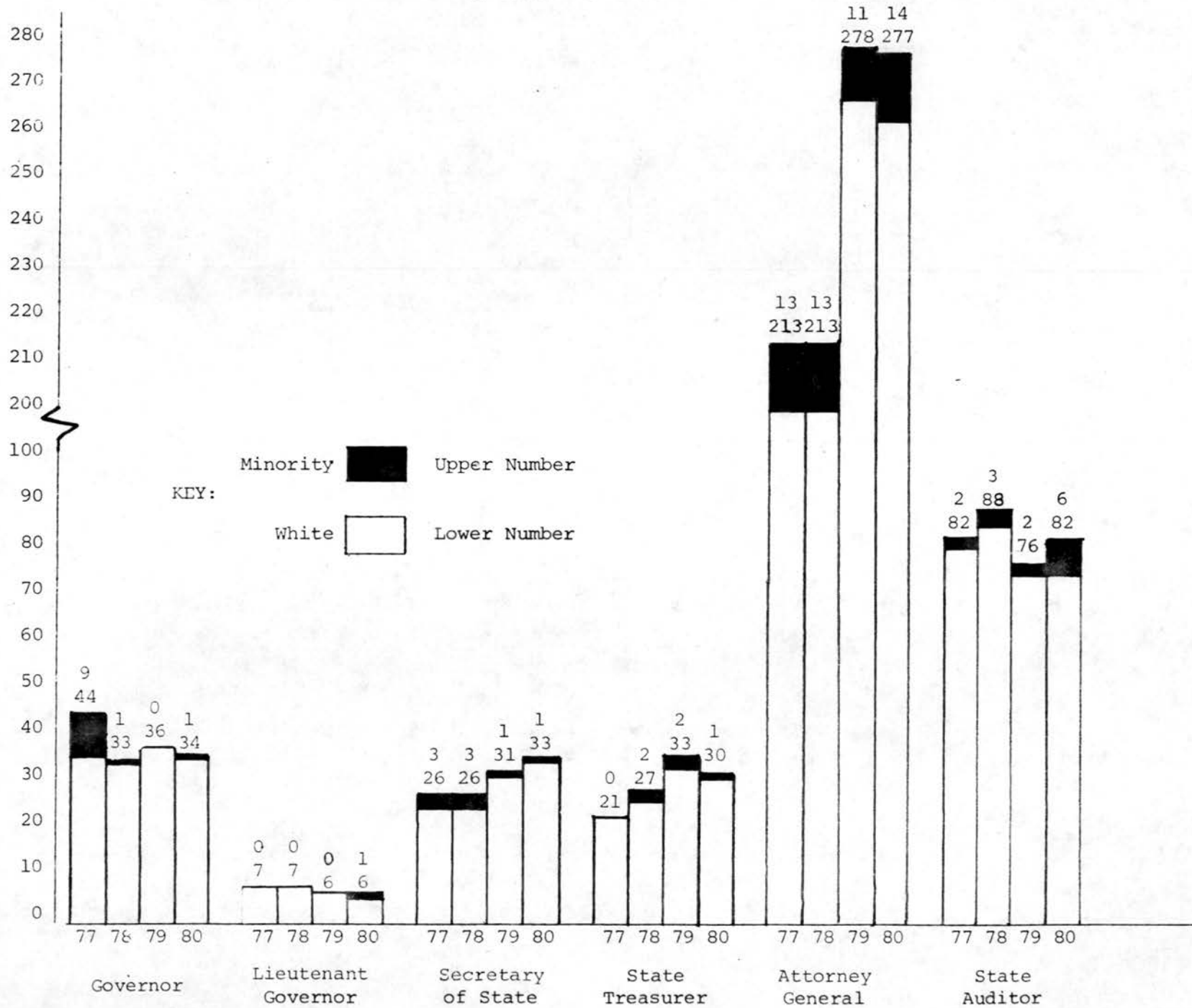
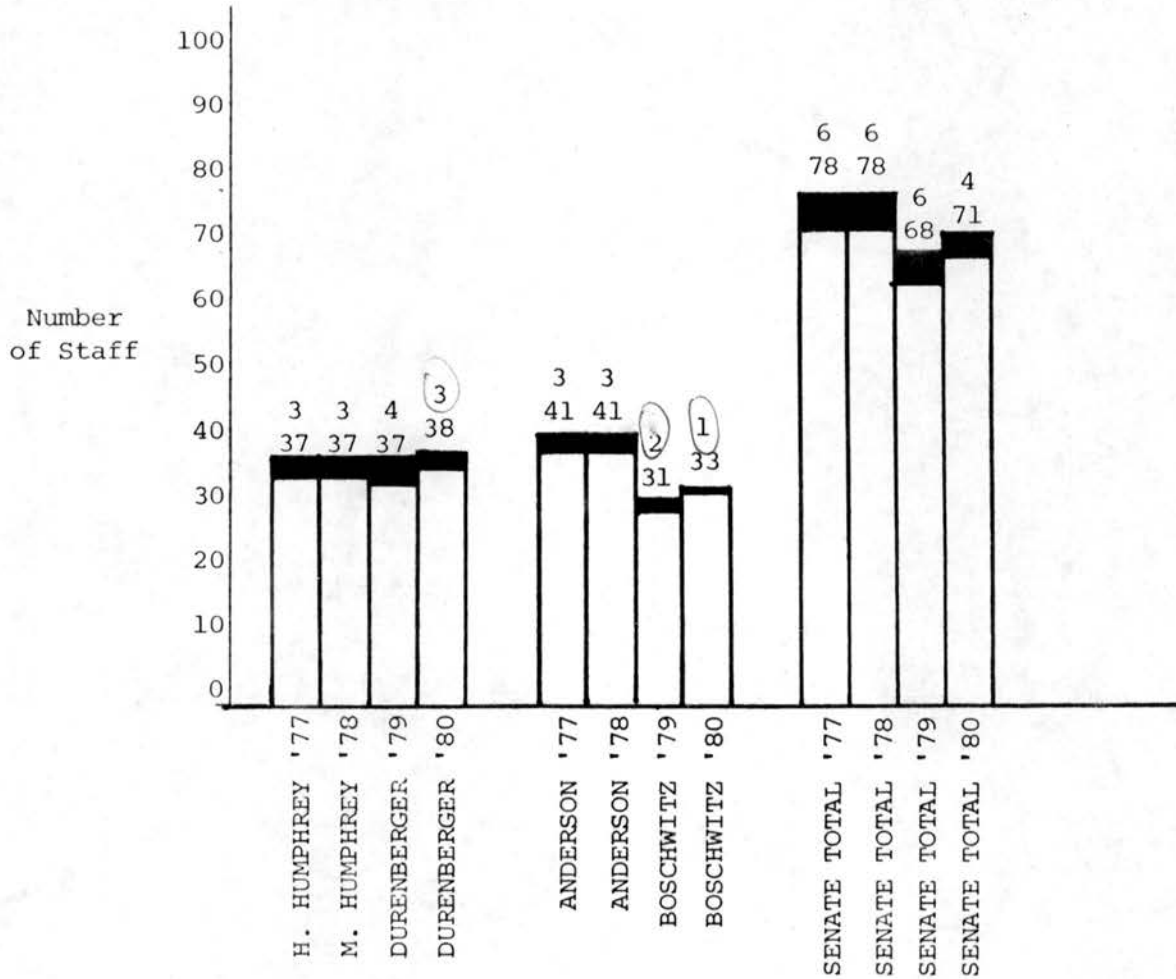


CHART 8

Composition of Staff of  
Minnesota U. S. Senators by Race, 1977-80



Minority  Upper Number

White  Lower Number

CHART 10

Composition of Staff of Minnesota House Delegation  
by Race: 1977-80

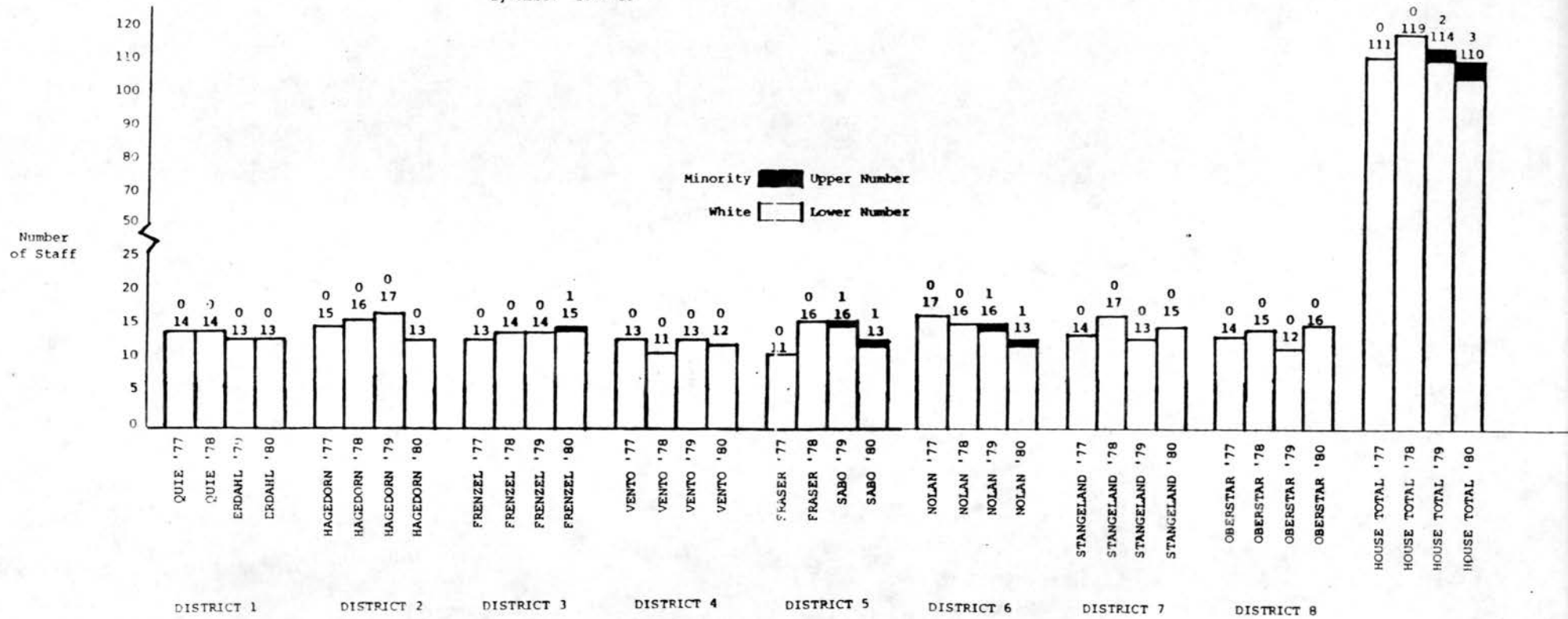
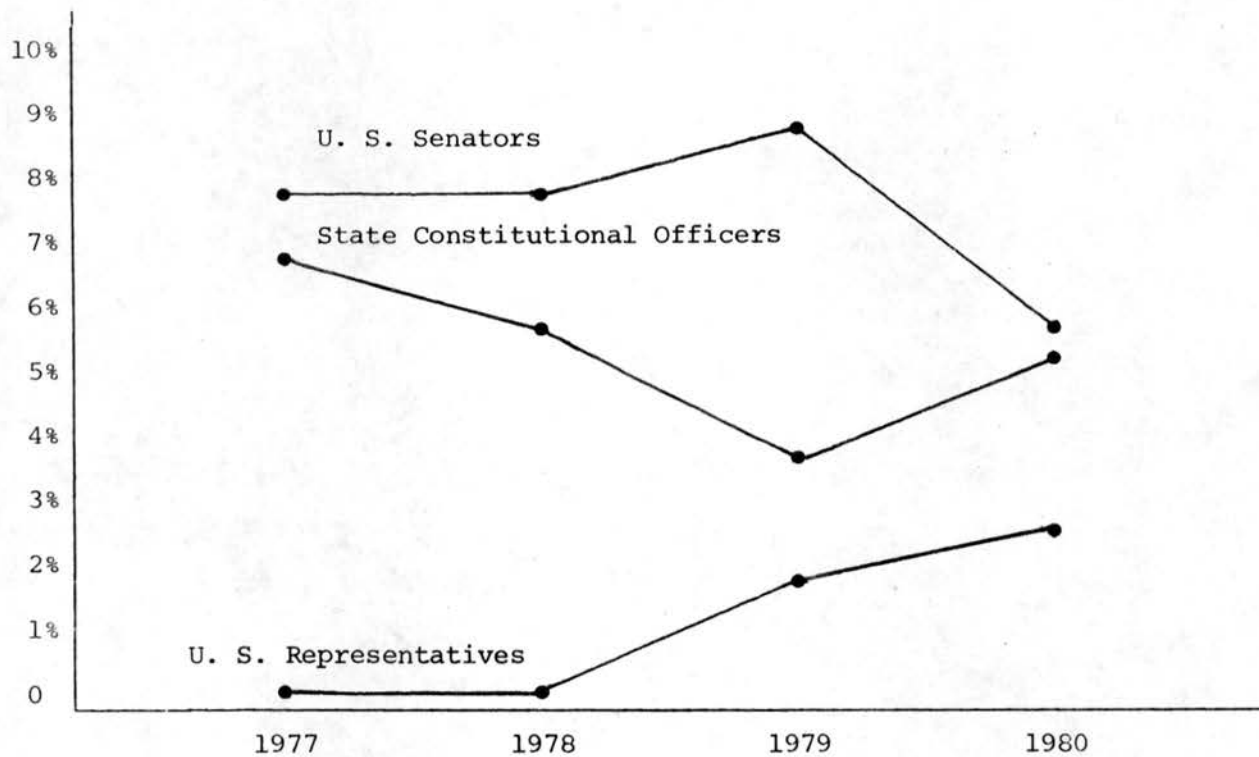


CHART 12

Percentage Minorities on Staffs of the  
Minnesota Congressional Delegation  
and Constitutional Officers



Additional charts which summarize the data collected during these surveys can be found in the Appendix which follows.



Among students are not  
going to school in their home  
neighborhood - students are not mingling  
in this <sup>home</sup> area. -

A. Leisure Time programs

B. Mediation

C.



URBAN  
COALITION  
OF MINNEAPOLIS

BOARD OF DIRECTORS MEETING

November 19, 1980

PROPOSED AGENDA

- I. Call to Order
- II. Approval of Minutes of September 17, 1980 Meeting - 2 minutes - Board approval
- III. Financial Report - 10 Minutes
  - 1980-81 General Operating Budget - Information
  - July 1, 1980 - December 31, 1980 Weatherization Contract - Information
  - 1979-80 Audit - Information
- ✓ IV. Amendment of By-Laws - 5 Minutes - Approval
- V. Election of new Board members - 5 Minutes - Election
- VI. Executive Committee Report - 20 Minutes - Information and Approval
- VII. President's Report - 15 Minutes - Information and/or Approval
- VIII. Weatherization - 20 Minutes - Information
- IX. Non-profit Energy Service - 5 Minutes - Information
- X. The future of the UCM, post November 4th - 30 Minutes - Discussion
- XI. UCM's 1981 state legislative concerns - 10 Minutes - Preliminary Discussion
- XII. Other Old Business
- XIII. New Business
- XIV. Adjourn

Urban Coalition of Minneapolis  
Employment Committee

The employment committee will be a working committee.

The Objective of this committee will be to help develop a new employment strategy for U. C. M. that goes beyond limits of affirmative action strategy. Specific activities contributing to the overall effort include:

1. Oversee the evaluation of National Alliance of Business (NAB) and Private Industry Council of Minneapolis.
2. Ongoing monitoring of affirmative action.
3. Review day labor study and Tom Dewar's papers.
4. Participate in review of options for creation of energy related business employing significant number of trainees.

Substitute (For Present e, page 7)

- "e. Using alcohol or ~~other~~ drugs (not medically prescribed) while on duty." *working hours*

*or being under the influence during*

Add (to #3b, page 7)

- "f. All appeals must be submitted within ~~three~~ <sup>5</sup> working days of the decision with which he/she is unsatisfied to the appropriate level."

## 2. Causes for Disciplinary Action (con'd)

- c. Insubordination or willful disobedience of a lawful order of a supervisor.
- d. Dishonesty, including false statements given during the time of job application.
- e. Intoxication or drunkenness while on duty.
- f. Discourteous or offensive treatment to the general public.
- g. Incapacity due to mental or physical disability.
- h. Fraud.
- i. Theft, abuse, damage or willful negligence of agency property, equipment or supplies.
- j. Absence without proper leave.
- k. Violation of provisions of these personnel policies and procedures concerned with regulation of employees.
- l. Soliciting or taking money as gifts in connection with duty.
- m. Tardiness or poor attendance.

## 3. Grievance Procedure

Grievance procedure is a method established by the Urban Coalition to settle grievances on the part of any employee or group of employees.

- a. The most effective way of preventing and adjusting grievances is through discussion between the employee and his immediate supervisor. Therefore, the supervisor shall give prompt and fair attention to any such grievances presented.
- b. If the aggrieved person is not fully satisfied with a decision reached at this level, the matter shall be presented in writing to the supervisor at the next highest level and succeeding levels up to and including the President.
- c. If suitable adjustment cannot be reached through consultation with the President, the aggrieved may request in writing and will be granted a review and hearing by the Chairman or a committee he/she may appoint. This five-person committee of the Board of Directors, appointed by the Chairman within five (5) working days of notice of the appeal shall hear such appeal within five (5) working days. Said findings shall be final and binding upon all parties concerned.
- d. A written record shall be kept of action taken at each level of the grievance procedure to be filed with the President. In no event will any legal fees be incurred by the Urban Coalition for such hearings.
- e. Any grievance filed by the President shall be reduced to writing and submitted to the Chairman or a committee he/she may appoint.

Housing Task Force

*Sept-  
Report Jim Bl.  
directors*

The Charge of the Housing Task Force from a lay perspective will be to:

- 1) Examine existing housing programs and their use by and effect on poor and non-white residents of Minneapolis.
- 2) Review existing housing legislation and its impact on home ownership and rental by poor-and non-white people.
- 3) Identify neighborhood housing problems and how they do or do not relate to other neighborhoods.
- 4) Examine the impact or lack thereof on poor and non-white people of displacement and economic development in the respective communities.
- 5) Recommend, at the completion of the study, what unique role the UCM and others can play in addressing housing issues.

Richard Contee (Chair)  
Executive Director  
Dayton Hudson Foundation

Eustolio Benavidez  
Hispanic Worker Archdiocese

Earby Chatham  
Community Activist

Ted Clark  
Coop Member

Carmen del Costello  
Minnesota Recipients Alliance

Augustine Dominguez  
Program Officer  
Centro Cultural Chicano

Judy Fairbanks  
Archdiocese Indian Advocate

Elizabeth Hallmark  
Executive Director  
Minneapolis American  
Indian Center

Sam Mosley  
Employment Counselor  
Minneapolis C.E.T.A.

Barb Raygor  
Office Manager  
Minnesota Chippewa Tribe  
Twin Cities Office

Anita Robinson  
Coop Member

Bruce Ruiz  
Minneapolis Resident

Richard Schneider  
Senior Vice President  
Northwestern Bank

Noreen Smith, Director  
Indian Health Board

Karen Varion  
Employment Services Interviewer  
W.I.N. Program, Minneapolis

Daniel Vega  
Employment Counselor  
Centro Cultural Chicano

Clarissa Walker  
Acting Executive Director  
Sabathani Community Center

## Directory for SER-Jobs for Progress

*(Editor's note: Following are the addresses and phone numbers of the national field offices and the local programs of SER-Jobs for Progress, a non-profit, community based organization which runs employment and training and other programs for Hispanic Americans. SER operates approximately 134 local projects in 104 cities. A national office in Los Angeles provides technical*

*assistance to the local programs, coordinates SER activities, and serves the overall administrative and planning needs. SER's technical assistance and youth employment and training programs are funded through national Labor Department contracts, and its local projects, primarily through subcontracts with CETA prime sponsors.)*

### National Field Offices

#### NATIONAL OFFICE

Ser-Jobs for Progress, Inc.  
8585 N. Stemmons Fwy, #401  
Dallas, Texas 77247  
Phone: (214) 631-3999

#### CALIFORNIA

National Field Office  
SER-Jobs for Progress, Inc.  
9841 Airport Boulevard—Suite 1020  
Los Angeles, California 90045  
Phone: (213) 649-1511

#### COLORADO

National Field Office  
SER-Jobs for Progress, Inc.  
770 Grant Street—Suite 206  
Denver, Colorado 80203  
Phone: (303) 837-1422  
1423

#### ILLINOIS

National Field Office **VICTOR MONTEZ, Reg. Adm.**  
SER-Jobs for Progress, Inc.  
53 West Jackson—Suite 1531  
Chicago, Illinois 60604  
Phone: (312) 939-0942

#### WASHINGTON, D.C.

National Field Office  
National Press Bldg.  
529 14th Street, N.W.  
Washington, D.C. 20045  
Phone: (202) 638-7211

### Local SER Programs

#### ARIZONA

SER-Jobs for Progress, Inc.  
5256 Grand Avenue  
Glendale, Arizona 85301  
Phone: (602) 934-3231

SER-Jobs for Progress, Inc.  
40 West 28th Street  
Tucson, Arizona 85705  
Phone: (602) 624-8629

SER-Jobs for Progress, Inc.  
285 Main Street  
Yuma, Arizona 85364  
Phone: (602) 783-4414

SER-Outreach  
P.O. Box 831  
Parker, Arizona 85344  
Phone: (602) 669-8662

SER-Migrant Headstart  
P.O. Box 352  
Summerton, Arizona  
Phone: (602) 627-2002

Yuma Headstart  
1100 13th Avenue  
P.O. Box 352  
Yuma, Arizona 85364  
Phone: (602) 783-4706

#### CALIFORNIA

SER-Jobs for Progress, Inc.  
155 West Main  
El Centro, California 92243  
Phone: (714) 352-8514

SER-Jobs for Progress, Inc.  
459 Van Ness Avenue  
Fresno, California 93721  
Phone: (209) 237-5555

SER-Jobs for Progress, Inc.  
1100 Parlier Avenue  
Parlier, California 93648  
Phone: (209) 888-2722

SER-Jobs for Progress, Inc.  
1125 West 6th Street  
Los Angeles, California 90017  
Phone: (213) 482-1645

SER-Jobs for Progress, Inc.  
11906 South Crenshaw Boulevard  
Inglewood, California 90303  
Phone: (213) 755-1184

SER-Jobs for Progress, Inc.  
3628 East Olympic Boulevard  
Los Angeles, California 90022  
Phone: (213) 264-7640

SER-Van Nuys  
7439 Van Nuys Boulevard  
Van Nuys, California 91402  
Phone: (213) 988-9680

SER-Maywood Training Center  
3801 Slauson  
Maywood, California 90270  
Phone: (213) 721-5961

SER-Jobs for Progress, Inc.  
815 Third Avenue, Suite 214  
Chula Vista, California 92011  
Phone: (714) 425-5900



SER-Jobs for Progress, Inc.  
1450 Mission Road—Suite J  
San Marcos, California 92069  
Phone: (714) 727-4700

SER-Juvenile Justice Program  
420 Highland Avenue  
El Cajon, California 92020  
Phone: (714) 442-3484

SER-Jobs for Progress, Inc.  
2340 Tampa Avenue  
El Cajon, California 92020  
Phone: (714) 461-2110

SER-Jobs for Progress, Inc.  
9024 Slauson Avenue—Suite G  
Pico Rivera, California 90660  
Phone: (213) 949-8387

SER-Jobs for Progress, Inc.  
2709 MacDonald Avenue  
Richmond, California 94804  
Phone: (415) 235-7735

SER-Jobs for Progress, Inc.  
1928 West 17th Street  
Santa Ana, California 92706  
Phone: (714) 835-9204

SER-Jobs for Progress, Inc.  
489 South Almaden Avenue  
San Jose, California 95110  
Phone: (408) 287-7750

SER-Training Center  
397 East Court  
San Jose, California 95116  
Phone: (408) 275-2161  
1262

SER-Inter Phase Ex-Offender Program  
489 South Almaden Avenue  
San Jose, California 95110  
Phone: (408) 287-7750

SER-San Jose  
489 South Almaden Avenue  
San Jose, California 95110  
Phone: (408) 287-7750

SER-North County  
655 Castro Street  
Mount View, California 94041  
Phone: (415) 969-2940

SER-Central County  
395 East Campbell  
Campbell, California  
Phone: (408) 866-1819

SER-South County  
17660 Monterey Street—Suite 7  
Morgan Hill, California 95037  
Phone: (408) 226-1340

SER-Jobs for Progress, Inc.  
240 North East Third Street  
Visalia, California 93277  
Phone: (209) 625-2377

SER-Jobs for Progress, Inc.  
720-B North Broadway  
P.O. Box 1113  
Santa Maria, California 93456  
Phone: (805) 928-3613

SER-Tune-Up Project  
700 South Broadway Street  
Santa Maria, California 93454  
Phone: (805) 925-2229

SER-Tune-Up Project  
401 East Ocean Street  
Lompoc, California 93436  
Phone: (805) 736-3352

SER-Water/Energy Conservation Project  
720 North Broadway Street—B  
Santa Maria, California 93454  
Phone: (805) 922-1884

#### COLORADO

SER-Jobs for Progress, Inc.  
2750 Spruce Street—Room 23  
Boulder, Colorado 80302  
Phone: (303) 441-3940

SER-Jobs for Progress, Inc.  
2243 West 32nd, Suite 203  
Denver, Colorado 80211  
Phone: (303) 433-7389

SER-Jobs for Progress, Inc.  
416 Kimbark  
Longmont, Colorado 80501  
Phone: (303) 776-7552

SER-Jobs for Progress, Inc.  
108 North Pine, Suite 301  
Colorado Springs, Colorado 80903  
Phone: (303) 471-6900

SER-Jobs for Progress, Inc.  
2949 Federal Boulevard  
Denver, Colorado 80211  
Phone: (303) 458-6802

SER-Educational Talent Search  
2847 West 13th Avenue  
Denver, Colorado 80211  
Phone: (303) 458-7657

SER-Jobs for Progress, Inc.  
Balance of State Office  
1001 East 62nd Avenue  
Building Two, Room 231  
Denver, Colorado 80216  
Phone: (303) 289-5501

SER-Colorado Jobs for Progress, Inc.  
311 Ensign  
Fort Morgan, Colorado 80701  
Phone: (303) 867-9401

SER-Colorado Jobs for Progress, Inc.  
Northeastern Junior College Student Center  
Sterling, Colorado 80751  
Phone: (303) 522-5770

SER-Colorado Jobs for Progress, Inc.  
189 14th Street  
Burlington, Colorado 80807  
Phone: (303) 346-7924

#### Colorado Balance of State-South Area\*

SER-Colorado Jobs for Progress, Inc.  
701 Court Street  
Pueblo, Colorado 81003  
Phone: (303) 544-1972

SER-Colorado Jobs for Progress, Inc.  
410 Macon Avenue  
Canyon City, Colorado 81212  
Phone: (303) 275-7408

SER-Colorado Jobs for Progress, Inc.  
103 East Elm Street  
Lamar, Colorado 81052  
Phone: (303) 336-2256

SER-Colorado Jobs for Progress, Inc.  
23 West 14th Street  
La Junta, Colorado 81050  
Phone: (303) 384-7713

SER-Colorado Jobs for Progress, Inc.  
151 West 1st Street  
Salida, Colorado 81201  
Phone: (303) 539-2841

SER-Colorado Jobs for Progress, Inc.  
531 Main Street  
Alamosa, Colorado 81101  
Phone: (303) 589-3611

SER-Colorado Jobs for Progress, Inc.  
103 Plum Street  
Trinidad, Colorado 81082  
Phone: (303) 846-4451

#### Colorado Balance of State Western Area\*

SER-Colorado Jobs for Progress, Inc.  
Valley Federal Plaza—Suite 301  
Grand Junction, Colorado 81501  
Phone: (303) 243-4752

SER-Colorado Jobs for Progress, Inc.  
634 Main Street  
Grand Junction, Colorado 81501  
Phone: (303) 243-9990

SER-Colorado Jobs for Progress, Inc.  
614 Main Street  
Montrose, Colorado 81401  
Phone: (303) 249-7783

SER-Colorado Jobs for Progress, Inc.  
109 West 19th Street  
Durango, Colorado 81301  
Phone: (303) 247-0308

SER-Colorado Jobs for Progress, Inc.  
Village Inn Plaza—Suite 107  
Glenwood Springs, Colorado 81601  
Phone: (303) 945-8630

SER-Colorado Jobs for Progress, Inc.  
490 West Main Street  
Cortez, Colorado 81321  
Phone: (303) 565-3759

SER-Colorado Jobs for Progress, Inc.  
464 Main Street  
Delta, Colorado 81416  
Phone: (303) 874-7588

#### ILLINOIS

SER-Jobs for Progress, Inc.  
3522 West 26th Street  
Chicago, Illinois 60623  
Phone: (312) 762-2020

Operation SER  
9036 Commercial Avenue  
South Chicago, Illinois 60617  
Phone: (312) 221-3252

Operation SER  
1641 West 16th Street  
West Chicago, Illinois 60608  
Phone: (312) 421-7432

Operation SER  
1808 South Blue Island Avenue  
Chicago, Illinois 60617  
Phone: (312) 421-0607

SER-Jobs for Progress, Inc.  
155 East Jefferson  
Joliet, Illinois 60432  
Phone: (815) 727-4545

SER-Jobs for Progress, Inc.  
104 South 5th Street  
Maywood, Illinois 60153  
Phone: (312) 345-3770

SER-Jobs for Progress, Inc.  
228 North Genesee  
Waukegan, Illinois 60085  
Phone: (312) 336-1004

SER-Jobs for Progress, Inc.  
240 Cedak Lake Road  
Round Lake, Illinois 60073  
Phone: (312) 546-0117

#### INDIANA

SER-Jobs for Progress, Inc.  
1820 East Columbus Drive  
East Chicago, Indiana 46312  
Phone: (219) 397-1550

SER-Jobs for Progress, Inc.  
320 West 5th Avenue  
Gary, Indiana 46402  
Phone: (219) 883-0381

#### KANSAS

SER-Jobs for Progress, Inc.  
Kansas Balance of State  
676 South 9th Street  
P.O. Box 1191  
Salina, Kansas 67401  
Phone: (913) 823-3854

SER-Jobs for Progress, Inc.  
2157 North Market  
Wichita, Kansas 67214  
Phone: (316) 265-0791

#### LOUISIANA

SER-Jobs for Progress, Inc.  
2940 Canal Street  
New Orleans, Louisiana 70119  
Phone: (504) 822-1710

#### MICHIGAN

SER-Jobs for Progress, Inc.  
610 South French Street  
Adrian, Michigan 49221  
Phone: (517) 263-0242

SER-Jobs for Progress, Inc.  
7605 West Lafayette  
Detroit, Michigan 48209  
Phone: (313) 849-2560

SER-Jobs for Progress, Inc.  
Tri-City  
1513 South Washington Avenue  
P.O. Box 1432  
Saginaw, Michigan 48605  
Phone: (517) 754-7487

SER-Jobs for Progress, Inc.  
1614 Broadway  
Bay City, Michigan 48706  
Phone: (517) 892-1573

SER-Jobs for Progress, Inc.  
2301 East Michigan  
Jackson, Michigan 49201  
Phone: (517) 782-0403

SER-Jobs for Progress, Inc.  
154 North Saginaw  
Pontiac, Michigan 48058  
Phone: (313) 338-2840

#### NEBRASKA

SER-Jobs for Progress, Inc.  
2002 N Street  
Omaha, Nebraska 68107  
Phone: (402) 734-1147

SER-Jobs for Progress, Inc.  
Balance of State Office  
102 East 15th Street  
Scottsbluff, Nebraska 69331  
Phone: (308) 632-6444

#### NEVADA

SER-Jobs for Progress, Inc.  
1111 Las Vegas Boulevard—Suite 217  
Las Vegas, Nevada 89104  
Phone: (702) 385-3876

#### NEW MEXICO

SER-Jobs for Progress, Inc.  
1019 Tijeras, N.W.  
Albuquerque, New Mexico 87102  
Phone: (505) 247-0401

SER-Jobs for Progress, Inc.  
301 South Church Street—Suite G  
Las Cruces, New Mexico 88001  
Phone: (505) 524-1946

SER-Jobs for Progress, Inc.  
P.O. Box 1226  
Deming, New Mexico 88030  
Phone: (505) 546-6489

SER-Jobs for Progress, Inc.  
P.O. Box 1609  
Silver City, New Mexico 88061  
Phone: (505) 538-3921

SER-Jobs for Progress, Inc.  
322 Garfield Street  
P.O. Box 2471  
Santa Fe, New Mexico 87501  
Phone: (505) 988-4461

P.O. Box 3051  
Las Vegas, New Mexico 87701  
Phone: (505) 425-8654

#### PENNSYLVANIA

SER-Jobs for Progress, Inc.  
708 West Girard Avenue  
Philadelphia, Pennsylvania 19123  
Phone: (215) 922-7160

SER-Jobs for Progress, Inc.  
112 North 5th Street—Suite Two  
Allentown, Pennsylvania 18102  
Phone: (215) 434-8551

SER-Jobs for Progress, Inc.  
339 South 6th Street  
Redding, Pennsylvania 19602  
Phone: (215) 376-7147

SER-Jobs for Progress, Inc.  
700 West Girard Avenue  
Philadelphia, Pennsylvania 19123  
Phone: (215) 925-5297

SER-Jobs for Progress, Inc.  
19 Wilmont Mews—Suite Two  
Westchester, Pennsylvania 19380  
Phone: (215) 692-8686

#### TEXAS

SER-Jobs for Progress, Inc.  
55 North Interstate Highway 35  
Suite 207  
Austin, Texas 78702  
Phone: (512) 476-9252

SER-Texas Job Bank  
1501 Guadalupe Street  
Austin, Texas 78701  
Phone: (512) 474-5786

Houston SER Job Bank  
Satellite Office  
250 West 19th Street  
Houston, Texas 77002  
Phone: (713) 868-1144

SER-Jobs for Progress, Inc.  
445 New Orleans  
Beaumont, Texas 77701  
Phone: (713) 838-2279

SER-Jobs for Progress, Inc.  
1201 South Port Avenue  
Corpus Christi, Texas 78415  
Phone: (512) 883-4333

San Diego Skills Training Center  
Dwall County  
San Diego Community Center  
San Diego, Texas 78384  
Phone: (512) 279-2252

Falfurrias Clerical Center  
Falfurrias High School  
Falfurrias, Texas 78355  
Phone: (512) 325-2584

SER-Jobs for Progress, Inc.  
2514 Harry Hines Boulevard  
Dallas, Texas 75201  
Phone: (214) 741-3814

Grand Prairie SER  
325 N.W. 16th Street  
Grand Prairie, Texas 75050  
Phone: (214) 263-3264

SER Centro Aztlan  
4301 San Jacinto Street  
Dallas, Texas 75204  
Phone: (214) 826-6010

SER-Jobs for Progress, Inc.  
8929 Viscount  
El Paso, Texas 79925  
Phone: (915) 591-2700

SER Talent Search Program  
1716 Yandell Street  
El Paso, Texas 79901  
Phone: (915) 533-2458

SER Veteran's Educational and Training  
Service  
1716 Yandell Street  
El Paso, Texas 79901  
Phone: (915) 533-2458

SER-Jobs for Progress, Inc.  
1902 Avenue N 1/2  
Galveston, Texas 77550  
Phone: (713) 765-9313

SER-Jobs for Progress, Inc.  
250 West 19th Street  
Houston, Texas 77002  
Phone: (713) 868-1144

SER Central Intake Center  
1906 Fourth Street  
Lubbock, Texas 79415  
Phone: (806) 747-3681

SER-Jobs for Progress, Inc.  
1927 Ceralvo Street  
San Antonio, Texas 78237  
Phone: (512) 434-9491

SER-Jobs for Progress, Inc.  
P.O. Box 72  
San Juan, Texas 78589  
Phone: (512) 787-5541

SER-Jobs for Progress, Inc.  
233 West 200 North  
Salt Lake City, Utah 84103  
Phone: (801) 534-1070

Salt Lake City Training Center  
431 South 6th East  
Salt Lake City, Utah 84102  
Phone: (801) 328-8521 Ext. 26

#### WASHINGTON

SER-Jobs for Progress, Inc.  
9826 14th Avenue, S.W.  
Seattle, Washington 98106  
Phone: (206) 764-4220

SER Outreach  
2731 10th Street  
Everett, Washington 98201  
Phone: (206) 258-1011

#### ✓ WISCONSIN

*Al 2 Amora*  
SER-Jobs for Progress, Inc.  
906 West Mitchell Street  
Milwaukee, Wisconsin 53204  
Phone: (414) 643-4462

#### WYOMING

SER-Jobs for Progress, Inc.  
1902 Thomes—Room 219  
Cheyenne, Wyoming 82001  
Phone: (307) 635-4103

SER-Jobs for Progress, Inc.  
812 East 2nd  
Casper, Wyoming 82601  
Phone: (307) 234-3287

SER-Jobs for Progress, Inc.  
Osborne Building  
P.O. Box 1241  
Rawlins, Wyoming 82301  
Phone: (307) 324-6691

#### OFFICES OF MINORITY BUSINESS ENTERPRISE

Office of Minority Business Enterprise  
Rhine River Building  
2829 West Northwest Highway—Suite 159  
Dallas, Texas 75220  
Phone: (214) 358-3433

Office of Minority Business Enterprise  
National Press Building  
14th and F Streets, N.W., Suite 474  
Washington, D.C. 20045  
Phone: (202) 638-5373

#### SER-MINORITY HIGHWAY CONTRACTORS DIVISION

Millican Building  
400 East Anderson Lane—Suite 617  
Austin, Texas 78752  
Phone: (512) 837-7045

#### SER-YOUTH PROGRAMS

SER-Youth Programs  
National Press Building  
529 14th Street, N.W., Suite 602  
Washington, D.C. 20045  
Phone: (202) 638-7211

SER-Youth Programs  
4921 San Francisco Boulevard  
Sacramento, California 95820  
Phone: (916) 452-3642

SER-Youth Programs  
100 N.W. 37th Avenue  
Miami, Florida 33125  
Phone: (305) 649-7500

SER-Youth Programs  
3209—D North Main  
Fort Worth, Texas 76106  
Phone: (817) 625-5231

SER-Youth Programs  
P.O. Box 168  
Fall River, Massachusetts 02722  
Phone: (617) 676-1916

### M.I.B.C.A. Prevention Program

Alcoholism and alcohol abuse continues to be a problem in our society. Of particular concern to the Minnesota Institute on Black Chemical Abuse is the incidence of public intoxication in our black communities. Drinking or getting drunk in public places such as social service agencies, on street corners, in parks, on school grounds or in front of business establishments is inappropriate and not only reflects negatively on our communities, but escalates the incidences of alcohol and other drug abuse by providing a negative role model for our young people.

Research and history have shown that in certain ethnic and cultural communities, there is a significantly lower rate of alcoholism and inappropriate alcohol and other drug use where persons are held accountable for any negative behavior that results from their inappropriate use of alcohol and other drugs. It is important that our black communities have standards that establish "clear rules" around what is appropriate and inappropriate use of alcohol and other drugs.

It is the opinion of M.I.B.C.A. that the incidence of public intoxication needs to be addressed on a continuing basis in our community. We feel that one way of doing this is to adopt and enforce a strong policy against inappropriate use of chemicals.

The following is a suggested policy that may be adopted by your agency. It would serve as a foundation to establish the type of community action that would (1) clearly define the areas around what is and is not appropriate use of alcohol and other drugs, and (2) would hold those persons in violation of the policy accountable for their actions.

This policy should be posted at each entrance to your building and may be disseminated to the community through newsletters, office memos, meetings, posters or pamphlets. This effort will be supplemented by M.I.B.C.A.'s poster and billboard campaign which will address the negative role model that public intoxication portrays in our community.



(Agency Name) Policy Regarding Chemical Use and Abuse

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Persons using this building and/or its services while under the influence of alcohol or any other chemical will be subject to the following policy:

- 1) You will be asked to leave the building immediately and told to return when sober.
- 2) The "Detox wagon" or police will be called to remove you if you are intoxicated to the point of being dysfunctional, i.e. using abusive language, argumentative, passing out, refusing to leave when asked, etc.
- 3) Persons that are continually refused services because they are intoxicated or whom we suspect as having a chemical abuse problem will be referred to the Minnesota Institute on Black Chemical Abuse or Hennepin County Access Intervention Development (A.I.D.) for an evaluation of their chemical use.
- 4) You may be required to comply with all recommendations as a result of the chemical dependency evaluation before further services are provided to you by this agency.



R. A. is really hard to deal  
with. It's great he is here.  
hope it does some good.

We met when we were trying to  
get Bilingual Ed.

PROCEDURE

Director Peter Bell

Alcohol abuse continues to be of major concern in our society. There are many social service agencies established to address the problem in the areas of preventative education, diagnosis, intervention and treatment. While these professional organizations are becoming more and more successful in their attempts, the Minnesota Institute on Black Chemical Abuse feels that every community has a responsibility to do whatever they can to assist in resolving the problem.

While the consumption of alcohol is legal, it is recognized by the community that there are appropriate and inappropriate places to do so. Drinking in public places such as on street corners, in parks, on school grounds, and in front of business establishment or private residences are inappropriate places and such behavior should be discouraged by the community.

As a member of our growing community, it is our obligation and right to demand that persons choosing to drink do so in a manner that does not pose a bad role model for our young people, cause dissent among residents, or have a generally negative impact on our community.

The following is a list of things that we, as citizens and community members, can do when confronted with a situation of public intoxication.

- 1) Call the "Detox" center and request the detox van to come and pick up these individuals. (347-6111)
- 2) Contact the area police station and request they remove intoxicated individual(s).

- 3) Call the Minnesota Institute on Black Chemical Abuse. (827-4611)
- 4) Call the community housing authority.

*With community support, these steps may be taken without any fear of reprisal by individual(s) concerned. It will let irresponsible individuals know that the community will not tolerate public displays of intoxication.*

Do we have a high level Chicano on any school board/staff level? Mr. Augie Rivera He has not had a promotion since being hired (several yrs.) He deserves it. He is window dressing. A very capable man.



FILE MNEOD (CREATION DATE = 07/27/78) 1978

\*\*\*\*\* CROSSTABULATION OF \*\*\*\*\*  
 MINSEX MIN GRP-SEX BY OCCGP OCCUPATIONAL GROUP  
 \*\*\*\*\* PAGE 1 OF 2

OCCGP																								
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BLACK FEMALE		I	I	2.2	I	1.8	I	4.9	I	17.0	I	8.0	I	55.4	I	0.0	I	0.9	I	1.8	I	8.0	I	0.7
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ASIAN-AM MALE		I	I	0.0	I	0.0	I	14.6	I	51.7	I	10.1	I	5.6	I	1.1	I	0.0	I	4.5	I	12.4	I	0.3
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		8	I	0	I	0	I	7	I	27	I	3	I	12	I	0	I	0	I	3	I	6	I	58
ASIAN-AM FEMALE		I	I	0.0	I	0.0	I	12.1	I	46.6	I	5.2	I	20.7	I	0.0	I	0.0	I	5.2	I	10.3	I	0.2
		I	I	0.0	I	0.0	I	0.2	I	0.5	I	0.1	I	0.2	I	0.0	I	0.0	I	0.2	I	0.1	I	
		-I	-I	-I	-I	-I	-I	-I	-I	-I	-I	-I	-I	-I	-I	-I	-I	-I	-I	-I	-I	-I	-I	
		10	I	0	I	2	I	14	I	26	I	9	I	1	I	6	I	15	I	71	I	44	I	188
NATIVE AM MALE		I	I	0.0	I	1.1	I	7.4	I	13.8	I	4.8	I	0.5	I	3.2	I	8.0	I	37.8	I	23.4	I	0.6
		I	I	0.0	I	0.3	I	0.4	I	0.4	I	0.2	I	0.0	I	0.7	I	0.8	I	3.7	I	0.6	I	
		-I	-I	-I	-I	-I	-I	-I	-I	-I	-I	-I	-I	-I	-I	-I	-I	-I	-I	-I	-I	-I	-I	
		11	I	0	I	0	I	7	I	14	I	6	I	29	I	0	I	2	I	12	I	30	I	100
NATIVE AM FEMALE		I	I	0.0	I	0.0	I	7.0	I	14.0	I	6.0	I	29.0	I	0.0	I	2.0	I	12.0	I	30.0	I	0.3
		I	I	0.0	I	0.0	I	0.2	I	0.2	I	0.1	I	0.5	I	0.0	I	0.1	I	0.6	I	0.4	I	
		-I	-I	-I	-I	-I	-I	-I	-I	-I	-I	-I	-I	-I	-I	-I	-I	-I	-I	-I	-I	-I	-I	
COLUMN		221		613		3640		5845		4161		6075		915		1948		1944		7159		32521		
TOTAL		0.7		1.9		11.2		18.0		12.8		18.7		2.8		6.0		6.0		22.0		100.0		

(CONTINUED)



FILE MNEOD (CREATION DATE = 07/27/78) 1978

\*\*\*\*\* C R O S S T A B U L A T I O N O F \*\*\*\*\*

MINSEX	MIN GRP-SEX	BY	OCCGP	OCCUPATIONAL GROUP
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\*\*\*\*\* PAGE 2 OF 2

OCCGP																												
	COUNT	ROW	PCT	CJL	PCT	I	IN-A	MANAGER	SUPER-VISOR	PROFES-SIONAL	TECH-NICAL	OFFICE-CLERICAL	CRAFTS	OPERA-TIVE	LABORER	SERVICE	ROW	TOTAL										
MINSEX						I	0	I	1	I	2	I	3	I	4	I	5	I	6	I	7	I	8	I	9	I		
						I		I		I		I		I		I		I		I		I		I				
	13					I	0	I	1	I	6	I	22	I	15	I	4	I	1	I	15	I	27	I	19	I	110	
	HISPANIC MALE					I	0.0	I	0.9	I	5.5	I	20.0	I	13.6	I	3.6	I	0.9	I	13.6	I	24.5	I	17.3	I	0.3	
						I	0.0	I	0.2	I	0.2	I	0.4	I	0.4	I	0.1	I	0.1	I	0.8	I	1.4	I	0.3	I		
						I		I		I		I		I		I		I		I		I		I				
HISPANIC FEMALE						I	0	I	0	I	2	I	14	I	8	I	60	I	0	I	1	I	5	I	6	I	96	
						I	0.0	I	0.0	I	2.1	I	14.6	I	8.3	I	62.5	I	0.0	I	1.0	I	5.2	I	6.3	I	0.3	
						I	0.0	I	0.0	I	0.1	I	0.2	I	0.2	I	1.0	I	0.0	I	0.1	I	0.3	I	0.1	I		
						I		I		I		I		I		I		I		I		I		I				
	COLUMN						221		613		3640		5845		4161		6075		915		1948		1944		7159		32521	
	TOTAL						0.7		1.9		11.2		18.0		12.8		18.7		2.8		6.0		6.0		22.0		100.0	

Statewide

MINN ED REPORT/REP SUMMARY/2ND QUARTER 1978/PP ENDING 7-18-78

07/27/78

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FILE MNEED (CREATION DATE = 07/27/78) 1978

\*\*\*\*\* CROSSTABULATION OF \*\*\*\*\*

RASEX RACE-SEX BY OCCGP OCCUPATIONAL GROUP

\*\*\*\*\* PAGE 1 OF 1

OCCGP																							
COUNT		I		MANAGER		SUPER- VISOR		PROFES- SIONAL		TECH- NICAL		OFFICE- CLERICAL		CRAFTS		OPERA- TIVE		LABORER		SERVICE		ROW TOTAL	
RJW PCT	IN-A																						
COL PCT	I	0	I	1	I	2	I	3	I	4	I	5	I	6	I	7	I	8	I	9	I		
RASEX	I	I	I	I	I	I	I	I	I	I	I	I	I	I	I	I	I	I	I	I			
	1	I	58	I	535	I	2694	I	3856	I	2427	I	420	I	900	I	1700	I	1376	I	3878	I	17844
WHITE MALE	I	0.3	I	3.0	I	15.1	I	21.6	I	13.6	I	2.4	I	5.0	I	9.5	I	7.7	I	21.7	I	54.9	
	I	26.2	I	87.3	I	74.0	I	66.0	I	58.3	I	6.9	I	98.4	I	87.3	I	70.8	I	54.2	I		
	2	I	155	I	56	I	871	I	1702	I	1627	I	5404	I	3	I	197	I	410	I	3091	I	13516
WHITE FEMALE	I	1.1	I	0.4	I	6.4	I	12.6	I	12.0	I	40.0	I	0.0	I	1.5	I	3.0	I	22.9	I	41.6	
	I	70.1	I	9.1	I	23.9	I	29.1	I	39.1	I	89.0	I	0.3	I	10.1	I	21.1	I	43.2	I		
	3	I	1	I	0	I	1	I	0	I	0	I	0	I	0	I	0	I	0	I	0	I	2
WHITE SEX N-A	I	50.0	I	0.0	I	50.0	I	0.0	I	0.0	I	0.0	I	0.0	I	0.0	I	0.0	I	0.0	I	0.0	
	I	0.5	I	0.0	I	0.0	I	0.0	I	0.0	I	0.0	I	0.0	I	0.0	I	0.0	I	0.0	I		
	4	I	2	I	18	I	47	I	194	I	72	I	26	I	12	I	46	I	134	I	130	I	681
MINORITY MALE	I	0.3	I	2.6	I	6.9	I	28.5	I	10.6	I	3.8	I	1.8	I	6.8	I	19.7	I	19.1	I	2.1	
	I	0.9	I	2.9	I	1.3	I	3.3	I	1.7	I	0.4	I	1.3	I	2.4	I	6.9	I	1.8	I		
	5	I	5	I	4	I	27	I	93	I	35	I	225	I	0	I	5	I	24	I	60	I	478
MINORITY FEMALE	I	1.0	I	0.8	I	5.6	I	19.5	I	7.3	I	47.1	I	0.0	I	1.0	I	5.0	I	12.6	I	1.5	
	I	2.3	I	0.7	I	0.7	I	1.6	I	0.8	I	3.7	I	0.0	I	0.3	I	1.2	I	0.8	I		
COLUMN		221		613		3640		5845		4161		6075		915		1948		1944		7159		32521	
TOTAL		0.7		1.9		11.2		18.0		12.8		18.7		2.8		6.0		6.0		22.0		100.0	

FILE SLICE (CREATION DATE = 08/09/79) 79

\*\*\*\*\* CROSSTABULATION OF \*\*\*\*\*  
 MINSEX MIN GRP-SEX BY OCCGP OCCUPATIONAL GROUP  
 \*\*\*\*\* PAGE 1 OF 2

OCCGP													ROW TOTAL
MINSEX	ROW PCT	IN-A COL PCT	MANAGER	SUPER- VISOR	PROFES- SIONAL	TECH- NICAL	OFFICE- CLERICAL	CRAFTS	OPERA- TIVE	LABORER	SERVICE		
			0	1	2	3	4	5	6	7	8	9	
WHITE MALE	1	I 84	I 523	I 2725	I 3737	I 2279	I 377	I 844	I 1637	I 1162	I 3720	I	17088
		I 0.5	I 3.1	I 15.9	I 21.9	I 13.3	I 2.2	I 4.9	I 9.6	I 6.8	I 21.8	I	54.0
		I 31.7	I 86.9	I 73.2	I 64.4	I 56.5	I 6.4	I 98.6	I 86.9	I 74.3	I 52.7	I	
WHITE FEMALE	2	I 174	I 51	I 925	I 1800	I 1637	I 5249	I 0	I 185	I 281	I 3145	I	13447
		I 1.3	I 0.4	I 6.9	I 13.4	I 12.2	I 39.0	I 0.0	I 1.4	I 2.1	I 23.4	I	42.5
		I 65.7	I 8.5	I 24.9	I 31.0	I 40.6	I 89.3	I 0.0	I 9.8	I 18.0	I 44.6	I	
WHITE SEX N-A	3	I 1	I 3	I 4	I 6	I 16	I 5	I 0	I 1	I 15	I 16	I	67
		I 1.5	I 4.5	I 6.0	I 9.0	I 23.9	I 7.5	I 0.0	I 1.5	I 22.4	I 23.9	I	0.2
		I 0.4	I 0.5	I 0.1	I 0.1	I 0.4	I 0.1	I 0.0	I 0.1	I 1.0	I 0.2	I	
BLACK MALE	4	I 2	I 16	I 15	I 86	I 32	I 17	I 5	I 13	I 19	I 59	I	264
		I 0.8	I 6.1	I 5.7	I 32.6	I 12.1	I 6.4	I 1.9	I 4.9	I 7.2	I 22.3	I	0.8
		I 0.8	I 2.7	I 0.4	I 1.5	I 0.8	I 0.3	I 0.6	I 0.7	I 1.2	I 0.8	I	
BLACK FEMALE	5	I 4	I 4	I 9	I 32	I 25	I 116	I 0	I 2	I 0	I 19	I	211
		I 1.9	I 1.9	I 4.3	I 15.2	I 11.8	I 55.0	I 0.0	I 0.9	I 0.0	I 9.0	I	0.7
		I 1.5	I 0.7	I 0.2	I 0.6	I 0.6	I 2.0	I 0.0	I 0.1	I 0.0	I 0.3	I	
ASIAN-AM MALE	7	I 0	I 0	I 11	I 43	I 5	I 3	I 1	I 1	I 4	I 4	I	72
		I 0.0	I 0.0	I 15.3	I 59.7	I 6.9	I 4.2	I 1.4	I 1.4	I 5.6	I 5.6	I	0.2
		I 0.0	I 0.0	I 0.3	I 0.7	I 0.1	I 0.1	I 0.1	I 0.1	I 0.3	I 0.1	I	
ASIAN-AM FEMALE	8	I 0	I 0	I 5	I 23	I 4	I 11	I 0	I 0	I 2	I 5	I	50
		I 0.0	I 0.0	I 10.0	I 46.0	I 8.0	I 22.0	I 0.0	I 0.0	I 4.0	I 10.0	I	0.2
		I 0.0	I 0.0	I 0.1	I 0.4	I 0.1	I 0.2	I 0.0	I 0.0	I 0.1	I 0.1	I	
AM INDIAN MALE	10	I 0	I 3	I 14	I 27	I 11	I 3	I 5	I 28	I 45	I 36	I	172
		I 0.0	I 1.7	I 8.1	I 15.7	I 6.4	I 1.7	I 2.9	I 16.3	I 26.2	I 20.9	I	0.5
		I 0.0	I 0.5	I 0.4	I 0.5	I 0.3	I 0.1	I 0.6	I 1.5	I 2.9	I 0.5	I	
AM INDIAN FEMALE	11	I 0	I 0	I 6	I 14	I 6	I 29	I 0	I 1	I 4	I 25	I	85
		I 0.0	I 0.0	I 7.1	I 16.5	I 7.1	I 34.1	I 0.0	I 1.2	I 4.7	I 29.4	I	0.3
		I 0.0	I 0.0	I 0.2	I 0.2	I 0.1	I 0.5	I 0.0	I 0.1	I 0.3	I 0.4	I	
COLUMN TOTAL		265	602	3722	5799	4035	5879	856	1883	1564	7058	31663	
		0.8	1.9	11.8	18.3	12.7	18.6	2.7	5.9	4.9	22.3	100.0	

(CONTINUED)



FILE SLICE (CREATION DATE = 08/09/79) 79

\*\*\*\*\* CROSSTABULATION OF \*\*\*\*\*  
 MINSEX MIN GRP-SEX BY OCCGP OCCUPATIONAL GROUP  
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## OCCGP

COUNT		OCCGP											ROW											
ROW	PCT	IN-A	MANAGER	SUPER-VISOR	PROFES-SIONAL	TECH-NICAL	OFFICE-CLERICAL	CRAFTS	OPERA-TIVE	LABORER	SERVICE	ROW	TOTAL											
COL	PCT	I	0	I	1	I	2	I	3	I	4	I	5	I	6	I	7	I	8	I	9	I		
		I	I	I	I	I	I	I	I	I	I	I	I	I	I	I	I	I	I	I	I	I		
13		I	0	I	1	I	5	I	19	I	13	I	3	I	1	I	14	I	31	I	23	I	110	
MALE		I	0.0	I	0.9	I	4.5	I	17.3	I	11.8	I	2.7	I	0.9	I	12.7	I	28.2	I	20.9	I	0.3	
		I	0.0	I	0.2	I	0.1	I	0.3	I	0.3	I	0.1	I	0.1	I	0.7	I	2.0	I	0.3	I		
		I	I	I	I	I	I	I	I	I	I	I	I	I	I	I	I	I	I	I	I	I		
14		I	0	I	1	I	3	I	12	I	7	I	66	I	0	I	1	I	1	I	6	I	97	
FEMALE		I	0.0	I	1.0	I	3.1	I	12.4	I	7.2	I	68.0	I	0.0	I	1.0	I	1.0	I	6.2	I	0.3	
		I	0.0	I	0.2	I	0.1	I	0.2	I	0.2	I	1.1	I	0.0	I	0.1	I	0.1	I	0.1	I		
		I	I	I	I	I	I	I	I	I	I	I	I	I	I	I	I	I	I	I	I	I		
COLUMN			265		602		3722		5799		4035		5879		856		1883		1564		7058		31663	
TOTAL			0.8		1.9		11.8		18.3		12.7		18.6		2.7		5.9		4.9		22.3		100.0	

FILE SLICE (CREATION DATE = 08/09/79) 79

\*\*\*\*\* CROSSTABULATION OF \*\*\*\*\*  
 RASEX RACE-SEX BY OCCGP OCCUPATIONAL GROUP  
 \*\*\*\*\* PAGE 1 OF 1

OCCGP											
COUNT	IN-A	MANAGER	SUPER-	PROFES-	TECH-	OFFICE-	CRAFTS	OPERA-	LABORER	SERVICE	ROW
ROW PCT	IN-A		VISOR	SIONAL	NICAL	CLERICAL		TIVE			TOTAL
COL PCT	I	I	I	I	I	I	I	I	I	I	I
RASEX	0	1	2	3	4	5	6	7	8	9	
1	I	I	I	I	I	I	I	I	I	I	I
WHITE MALE	84	523	2725	3737	2279	377	844	1637	1162	3720	17088
	0.5	3.1	15.9	21.9	13.3	2.2	4.9	9.6	6.8	21.8	54.0
	31.7	86.9	73.2	64.4	56.5	6.4	98.6	86.9	74.3	52.7	
2	I	I	I	I	I	I	I	I	I	I	I
WHITE FEMALE	174	51	925	1800	1637	5249	0	185	281	3145	13447
	1.3	0.4	6.9	13.4	12.2	39.0	0.0	1.4	2.1	23.4	42.5
	65.7	8.5	24.9	31.0	40.6	89.3	0.0	9.8	18.0	44.6	
3	I	I	I	I	I	I	I	I	I	I	I
WHITE SEX N-A	1	3	4	6	16	5	0	1	15	16	67
	1.5	4.5	6.0	9.0	23.9	7.5	0.0	1.5	22.4	23.9	0.2
	0.4	0.5	0.1	0.1	0.4	0.1	0.0	0.1	1.0	0.2	
4	I	I	I	I	I	I	I	I	I	I	I
MINORITY MALE	2	20	45	175	61	26	12	56	99	122	618
	0.3	3.2	7.3	28.3	9.9	4.2	1.9	9.1	16.0	19.7	2.0
	0.8	3.3	1.2	3.0	1.5	0.4	1.4	3.0	6.3	1.7	
5	I	I	I	I	I	I	I	I	I	I	I
MINORITY FEMALE	4	5	23	81	42	222	0	4	7	55	443
	0.9	1.1	5.2	18.3	9.5	50.1	0.0	0.9	1.6	12.4	1.4
	1.5	0.8	0.6	1.4	1.0	3.8	0.0	0.2	0.4	0.8	
COLUMN	265	602	3722	5799	4035	5879	856	1383	1564	7058	31663
TOTAL	0.8	1.9	11.8	18.3	12.7	16.6	2.7	5.9	4.9	22.3	100.0



# Minneapolis Tribune



Established 1867

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12A

Tuesday, June 12, 1979

## What are the schools accountable for?

Minneapolis schools should put less emphasis on "selling a budget" and focus first on "the quality of the product." So suggests a citizen committee established by the school board to help it develop a five-year plan. Similar themes are prominent in a task-force report from the Urban Coalition, which asks that the schools be more rigorously evaluated. Both groups yearn for a style of school management which sets goals clearly, measures performance precisely and accepts accountability for achieving its own objectives.

Such calls for running the schools by a model of rational planning are neither new nor inappropriate. They are especially important in a time of retrenchment — when educators are challenged to improve the quality of their product even as each year they are told to do so with fewer resources. How to go about it? Clearly it would help if the schools and the community could reach agreement on what constitutes quality.

One reason such agreement comes hard is the tendency in schools to make measurements of one thing serve as the basis for judgments about quite another. It's a process akin to praising an omelet because the cook is tall, or looking at your wrist-watch to check the weekend weather. Misapplied measurements and off-target evaluations are more troublesome in education than with watches and omelets. Two examples spring out from the recent reports to the Minneapolis School Board. Both concern ways of making judgments about teachers.

The dominant way now counts teachers' seniority and college credits as the crucial factors for pay and placement. Practically speaking, Minneapolis assumes that these two measurements tell which are the best teachers and where individuals will

work most effectively. But for all their importance, the citizen groups argue, seniority and training are not adequate as a quality test of what happens in classrooms. We agree. Evaluations of classroom teachers should obviously consider how the teachers actually teach. Without some such measurement, rational planning of cuts and transfers becomes impossible and good education is bound to suffer.

But education might suffer even more if measurements proposed by the Urban Coalition were made the rule for judgments about teachers. The coalition wants "student achievement as the primary criterion" for evaluating an educator's work. That sounds simple: Good workers are known by their products. The trouble is that children are not just products, and tests of a pupil's progress properly measure the *student's* achievement, not the teacher's. The connection between good teaching and good learning is a connection between two different responsibilities. It would scarcely strengthen either side of the relationship to make teachers accountable for learners' work. Education is not carpentry.

Schools should be held accountable for things schools can control. Those include skillful teaching and continuous teacher training; creative use of time, space, materials and activities; a meaty curriculum; accurate assessment of each student's progress; clear reporting to parents and families. In short, schools are accountable for the school learning environment. That goes far beyond mechanical measures of seniority and tenure; it falls far short of taking all the credit or blame for student performance. Sensitively measuring the items in between is the challenge to schools for their own evaluation.

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## Inflation Data ---

### Exploratory Project for Economic Alternatives

Households in the lowest eight deciles (lowest 80%) according to income spent 67.3% of their after-tax income on four basic necessities. These necessities were food, medical care, energy and shelter. Data used in this analysis comes from the Bureau of Labor Statistics Consumer Expenditure Survey. Food included food at home and away from home. Medical care came straight from the survey. Energy included basic household utility use and gasoline. Shelter combined data for homeowners and renters.

The percentage of disposable income devoted to these necessities increased as income decreased, thus following the traditional theory.

The rate of inflation of necessities has been significantly higher than that of non-necessities since 1970.

	Increase 1970-77 (annual Rate)	Increase Jan.-Nov., 1978 (annual rate)
Full Consumer Price Index	6.6%	9.1%
Necessities	7.5%	11.0%
Non-Necessities	5.0%	6.2%
Food	7.6%	11.8%
Medical Care	7.7%	9.1%
Energy	10.4%	7.6%
Shelter	6.4%	12.2%



## INDIAN CHILD WELFARE ACT

### Information

On November 8, 1978, President Carter signed into law the Indian Child Welfare Act. The Act provides an opportunity to American Indian tribal governments to assume a direct role in protecting American Indian children and their families in foster care and adoptions.

In the past, Indian children were placed in non-Indian homes or were adopted by non-Indian families. In Hennepin County, for example, over 500 American Indian children were either placed in temporary foster homes or were adopted by non-Indian people.

Title I of the Act clarifies the allocation of jurisdiction over Indian child custody proceedings between Indian tribes and the states. More importantly, it establishes minimum federal standards and procedural safeguards to protect Indian families when faced with child custody proceedings against them in state agencies or courts. In essence, the Act gives complete and absolute control to the American Indian tribes in retaining Indian children in their community and culture. If a state court is petitioned by either a parent or tribe, and there is a absence of "good cause of the contrary," the court must return such a proceeding to the jurisdiction of the tribe.

On the local front, an attempt to create a state-wide coalition of Indian tribes and Indian people to effectively plan and implement the Act is in progress. On Saturday, February 17th, 1:00 p.m., at the Minneapolis Regional American Indian Center, a state-wide meeting will take place to create such a coalition. Tribal representatives and other concerned Indian people will gather to solidify this attempt.

The rough draft of the federal regulations have been received and will be reviewed by the Indian people to prepare for an upcoming hearing to be

held here in Minneapolis later this month or the first part of March by the Bureau of Indian Affairs. The purpose of the hearing is to provide input from Indian people in the formulation of the final regulations of the Act.

The full impact and ramifications of this Act have yet to be realized, not only by state and local governments, but Indian people as well. The potential of this Act in terms of Indian people finally being given the opportunity to make direct decisions regarding our people is invaluable, should we succeed in assuming this responsibility.

We need to do some careful and comprehensive planning not only locally, but nationally. Inter-tribal compact agreements are going to play a vital role in evaluating the success of the Act.

I see a need to develop a judiciary office, a court service type unit; but more importantly, an Urban Indian Social Service Coordinating Agency that will provide the necessary service not only for the child, but for the total family unit. Such a task is an enormous one to take on at this time, but if Indian people are to truly make Indian self-determination a phrase of meaning, it is our responsibility to provide whatever support we can offer to make this a reality.

# Indian Child Welfare Act Signed

On the final day of the 95th Congress, Rep. Morris Udall (D-AZ) rose to the floor of the House to urge passage of the Indian Child Welfare Act of 1978.

Citing the Indian child welfare situation which has reached crisis proportions, Udall asked, "...Because of the trust responsibility owed to the Indian tribes by the United States to protect their resources and future, we have an obligation to act to remedy this serious problem. What resource is more critical to an Indian tribe than its children? What is more vital to the tribe's future than its children?"

The measure was adopted virtually unopposed.

As of Nov. 8 over four years of effort by congressional supporters and an untold number of concerned private citizens met with success. President Jimmy Carter signed the Indian Child Welfare Act of 1978 into law.

In the past, Indian families have often been victim to the inability or unwillingness of state officials to understand their cultural and social norms. The new law, which is geared toward strengthening and preventing the breakup of Indian families, makes it clear that jurisdiction over child welfare matters will rest with the tribes.

Title I of the law clarifies the allocation of jurisdiction over Indian child custody proceedings between Indian tribes and the states. More importantly, it establishes minimum federal standards and procedural safeguards



This photograph was taken by Jennifer Allison, participant with the Native American Photography Workshop of Phoenix, Arizona. The photograph first appeared in Sun Tracks, An American Indian Literary Magazine. Reprinted with permission.

to protect Indian families when faced with child custody proceedings against them in state agencies or courts.

Among these, the standards for notification of a custody hearing for a child not domiciled or residing on a reservation have been tightened up. Upon the request of either the child's parent(s) or tribe, in absence of "good cause to the contrary," the state court must return such a proceeding to jurisdiction of the tribe.

In any state court proceeding for the foster care placement of, or termination of parental rights to an Indian child, the child's tribe or Indian custodian has a right to intervene at any point in the proceedings.

Parents are also entitled to legal counsel.

The law also provides that strict placement preference for foster or adoptive placement be given to the child's extended family and then to another Indian home.

Reiterating an already existing (though sometimes overlooked) authority of tribal courts, under the law, an Indian tribe shall have exclusive jurisdiction over any child custody proceeding involving an Indian child residing or domiciled within its reservation, except where such jurisdiction is otherwise vested in the state by existing federal law.

Even in '280' states tribes will now have a chance to control their own child placements. A tribe in such a state wishing to reassume child placement jurisdiction must submit a plan to the Secretary of Interior. If it is determined that the tribe has a suitable mechanism for exercising jurisdiction, the state must return it.

And the standards to be applied in foster or adoptive placements are to be those social and cultural standards of the relevant Indian community.

Cont. on Next Page



## Child Welfare cont.

Recognizing that while tribal jurisdiction is a vital aid, it alone cannot prevent the breakup of Indian families, Congress also authorized the Secretary to make grants to Indian tribes and organizations for establishing and operating family service programs and for preparing and implementing child welfare codes.

The money is to be made available under the Snyder Act and although none was appropriated this go-around, it is expected that the Bureau of Indian Affairs will include a request in its annual budget during the next congressional session.

It was also "the sense of Congress" that the absence of locally convenient day schools may contribute to the breakup of Indian families. Therefore, in an attempt to offer parents an alternative to having their children attend boarding schools far away from home, the law also directs the Secretary of Interior to prepare a plan to locate schools nearer Indian families. The report is to be presented to the Select Committee on Indian Affairs of the Senate and the House Committee on Interior and Insular Affairs within two years.

Much work lies ahead for tribal courts and legal departments. Happily it will be work largely of their own making.

Related to this are the regulations for the law which the Secretary has been instructed to begin promulgating within six months. He is to consult with Indian tribes and organizations in their formulation. Patti Marks of the Senate Select Committee staff is available to work with anyone wishing to get involved prior to that time. She may be contacted at:

United States Senate Select Committee  
on Indian Affairs  
Room 5331  
Dirksen Senate Building  
Washington, D.C. 20510  
(202) 224-0274

Copies of the Indian Child Welfare Act of 1978 may be obtained from Marks as well.

# Herbicide 2,4, 5-T Studied For Harmful Effects

The herbicide 2,4,5-T, an effective and selective killer of unwanted vegetation, is now being studied by the U.S. Environmental Agency (EPA) for possible adverse effects it may have on human health.

2,4,5-T is a weak acid which enters the plant through its leaves, stem or roots and travels through it. This disrupts the growth processes so the plant dies or stops growing.

2,4,5-T is used for weed and brush control on ranges, pasture, forests, rice and other non-crop sites. It effectively kills unwanted broad-leaved vegetation while leaving evergreen trees and grasses. Because of its effectiveness, use increased between 1971 and 1976. Since then its use had lessened because of concern over its possible adverse side effects.

Alternative ways of controlling unwanted growth are available, but each has its own limitations and drawbacks. Other herbicides tend to be less selective, meaning they kill plants other than the weeds. Bulldozers are expensive, increase soil erosion and cannot be used where the slope is over thirty percent. Power saws and hand tools may be used, but the method is hazardous to workers and very expensive. Fire is inexpensive but it pollutes the air, increases erosion and may not be used during dry weather.

There are many ways of applying 2,4,5-T. It may be injected into trees, sprayed from backpacks, broadcast with mist blowers on the ground or sprayed from airplanes. The last two methods are generally used over forests, but the forest service

takes additional precautions to see that herbicide contamination is controlled. Areas near houses or permanent streams are not sprayed, and the weather conditions must be good.

EPA is studying the herbicide now to see if it can be used to achieve the intended result without unreasonable risk to people or the environment. One problem has been TCDD, a known carcinogen formed during the manufacture of 2,4,5-T. While it is not yet possible to completely avoid this contaminant, its concentration can be reduced to very low levels. 2,4,5-T which once contained 50 ppm TCDD now is sold with .1 ppm and could be further purified.

2,4,5-T is sometimes confused with "Agent Orange" (AO), a defoliant used during the Vietnam War. Actually, AO was only fifty percent 2,4,5-T. In addition, claims that AO killed people as well as trees have not been conclusively supported by studies of the National Academy of Sciences. AO, which contained up to fifty ppm of TCDD, has all been destroyed.

An RPAR Notice has been issued on 2,4,5-T. This means that it exceeds some of the established risk criteria. At this time, the EPA is studying the chemical to see if its use should be banned or limited. Public input from producers, users or other interested people is accepted.

During this review, use of 2,4,5-T can continue as before, since it is not judged an imminent health hazard. USDA is helping the EPA collect the information for the assessment.

DRAFT RESOLUTION

The Longest Walk

The Urban Coalition of Minneapolis Board of Directors recognizes and respects the right of Indian people to self determination. We recognize the current Federal legislation, which if enacted, would strip the Indian community of all its treaty rights and privileges. We hereby state firmly and strongly our opposition to these bills and any efforts to abrogate any treaties currently existing between the Indian communities and the United States of America. We wholeheartedly support the organized effort to stop the bills symbolized by "The Longest Walk," and would offer whatever assistance we could lend in this effort.

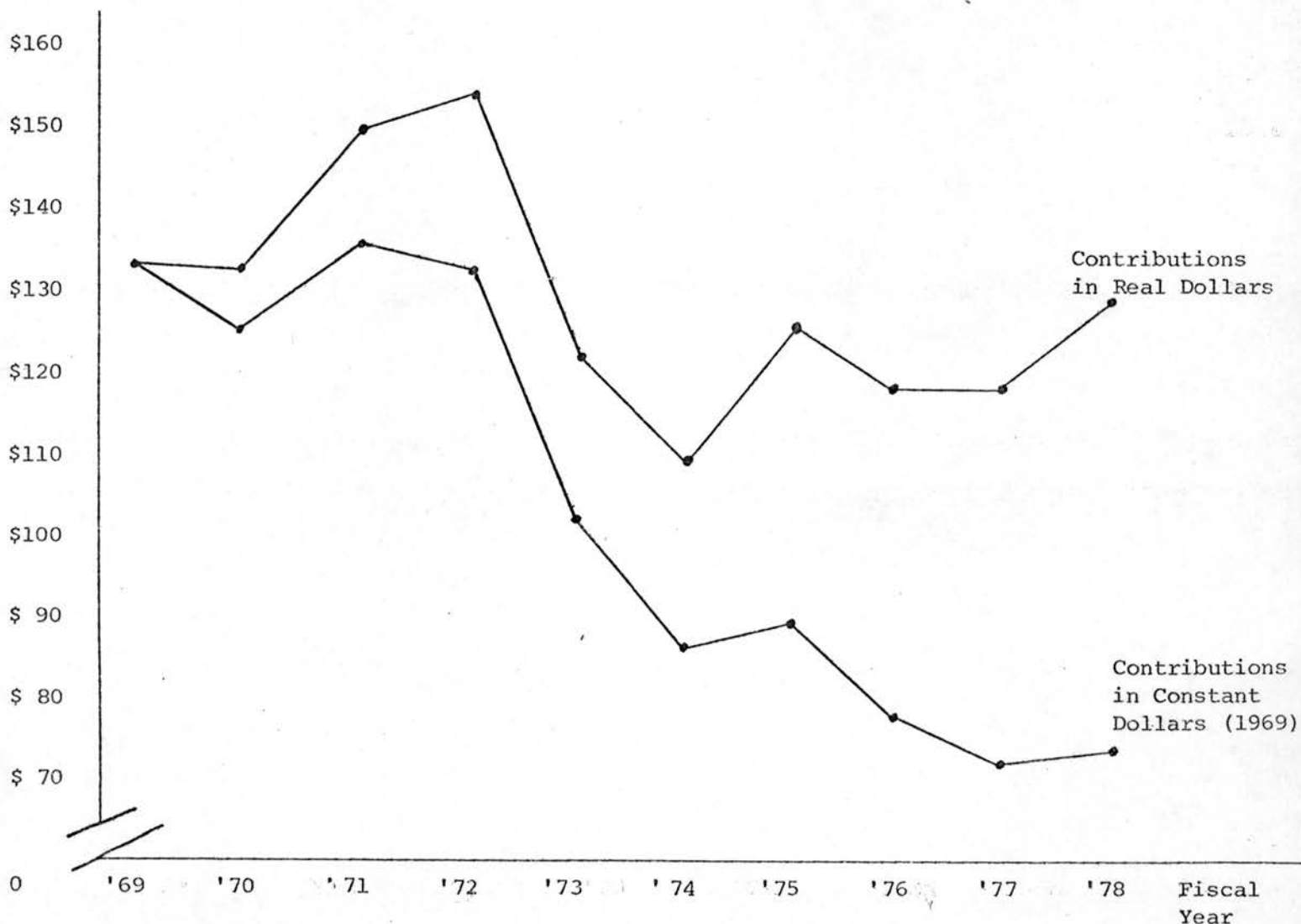
15 Bills # 1327 - Rights / Treaties



# Pattern of Corporate Contributions

Fiscal Year	Calendar Year % Change in Consumer Price Index	CPI-Based Deflator	Contributions in Real Dollars	Contributions in Constant Dollars (1969)
1969	5.4%	1.000	\$132,474	\$132,474
1970	5.9	1.054	131,185	124,464
1971	4.3	1.116	149,870	134,292
1972	3.3	1.164	152,712	131,196
1973	6.2	1.203	121,703	101,166
1974	11.0	1.279	108,118	84,666
1975	9.1	1.418	126,553	89,248
1976	5.8	1.547	118,840	76,820
1977	6.5	1.636	119,490	73,038
1978	--	1.743	130,000*	74,584*

Corporate  
Contributions (in \$1,000)

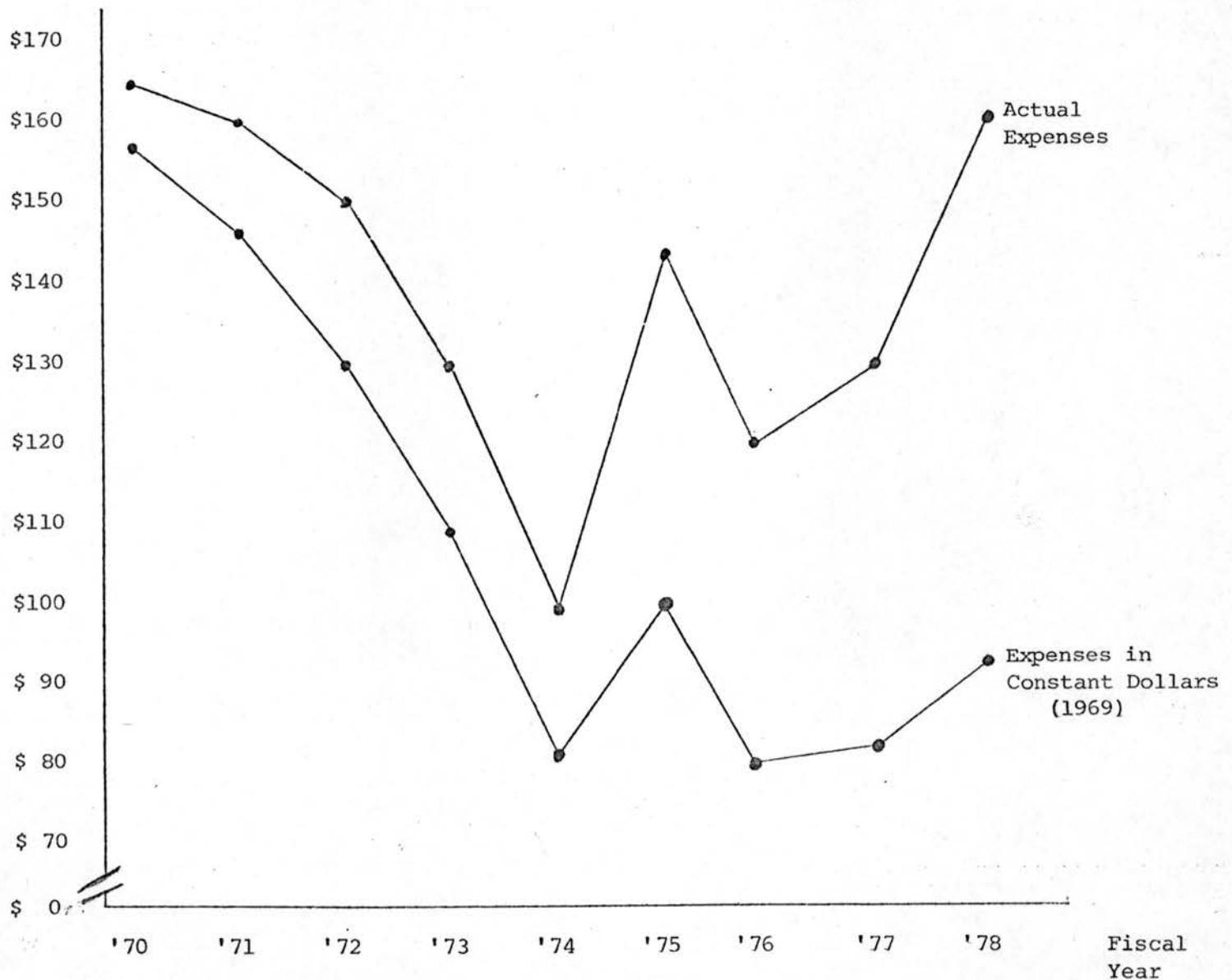


\*Projected

# UCM Expenses

Fiscal Year	Calendar Year % Change in Consumer Price Index	CPI-Based Deflator	Actual Expenses	Expenses in Constant Dollars (1969)
1970	5.9%	1.054	\$164,755	\$156,314
1971	4.3	1.116	160,206	143,554
1972	3.3	1.164	148,802	127,837
1973	6.2	1.203	127,595	106,064
1974	11.0	1.279	98,242	76,812
1975	9.1	1.418	142,108	100,217
1976	5.8	1.547	116,864	75,542
1977	6.5	1,636	127,072	77,672
1978	--	1,743	160,374*	92,010*

UCM  
Expenses



\*Projected

August 23, 1977

Summary of Administration's Welfare Reform Proposal:  
"The Program for Better Jobs and Income".

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The Administration's welfare reform proposal was presented by President Carter in a press conference on August 6, 1977. Contrary to earlier promises, a draft bill has not yet been prepared. As a result, the only written information available at this time are the President's statement to Congress, a 60 page HEW press release on the proposal, and a DOL press release discussing the types of jobs that will be created. While these documents provide some concrete information about the actual proposal, there are many gaps and unanswered questions remaining. In addition, the information in this material is often contradictory or at best sketchy or unclear. With these shortcomings in mind we have prepared the following brief outline of the proposal as it now stands.

Before getting into the specific features of the proposal a few summary observations should be made at the outset. The first is that the proposal will neither provide equal aid to all poor people in equal need nor will it provide adequate benefit levels to all those who will be aided. This is because even though the President has retreated somewhat from his earlier pledge to put no additional funds into the program, he has still failed to commit sufficient money to provide equal and adequate aid for all those in poverty. In fact, the current version of the proposal actually sets lower benefit levels than had previously been disclosed. In addition, there are other features to the proposal, discussed more fully below, such as basing benefits on income received at some prior time rather than on current need and broadening the definition of the filing unit, which run contrary to the goal of true welfare reform envisioned by advocates for the poor.

1.  
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However, these features do not necessarily mean that this proposal is worse for everyone or most people than the current

system or that the best tactic for poor people and their advocates to take is to immediately begin working to "kill the bill." These decisions cannot be made until the proposal has been more carefully analyzed and some of the missing pieces, including what choices states will make regarding supplementation, have been cleared up.

### The Proposal

The proposal adopts the approach of an integrated compulsory jobs and cash benefit approach. Although as outlined below, it "covers" all people regardless of age or family characteristics, it treats different groups of people differently. Accordingly, the proposed program can generally be described as "comprehensive" since it provides some degree of aid for all people whose income is below the standards which are set. However, it still categorizes people on the basis of age and other characteristics including family situation. Therefore it still raises the host of issues resulting from differential treatment of people who are equally in need.

The major categorization or distinction in treatment is the separation of those "expected to work" and those "not expected to work." In general those "not expected to work" are the "aged, blind, and disabled" and single parents of "young" children. Based on this classification, people will be placed in two separate "tracks" or "tiers" with separate benefit levels and employment components. Thus, the proposal can be described as either one program with different treatment for different groups of people or two separate programs.

The essential features of the plan are as follows:

1. Benefits: Cash benefits and/or jobs. The jobs component is described as including training and job creation in the form of fully subsidized full and part-time "public service employment" slots and attempts to stimulate expansion of regular employment.

2. Coverage: All persons, with different eligibility conditions and benefit levels on the basis of categories within those covered.

Programs to be eliminated: AFDC, SSI, Food Stamps, extended unemployment compensation, CETA Title VI. The categories of persons currently aided under these programs, would be covered under the new program subject to the eligibility conditions imposed by it. — ?

Cost of proposed program: \$30.7 billion, or \$2.8 billion more than the projected 1978 costs of the programs to be eliminated.

Categories: All those eligible will be classified as "not expected to work" or "expected to work":

"Not expected to work" - Persons over 65, blind, or disabled, or single parents of "young" children. The definition of blindness or disability has not been specified but it appears that what is being considered is simply a continuation of the definition now used for SSI. No single parent with children under the age of 6, or possibly 7 (the material interchangeably uses both ages as a cut-off), will be placed in the expected to work category.

"Expected to work" - Two parent families with children, individuals and couples without children in their care who are not aged, blind, or disabled, and single parents of children over six. A single parent with a child between the ages of 6 (or 7) and 14 will be expected to work part-time if child care is not available and full time if it is. Single parents with children 14 and over will be placed in the expected to work tier regardless of whether or not after school care is available.

Jobs: Attempts are to be made to place those "expected to work" in existing job openings in the public or private sector. If this cannot be done the individual is to be placed in "public service employment" (PSE) or, as a last resort, training, to the extent available. The program is supposed to finance creation of 1.4 million training slots and full and part-time PSE jobs in state and local government agencies and private non-profit organizations for this purpose. Current planning is that these slots will pay the minimum wage or slightly above in supplementing states and will provide 35-40 hours of work a week. (At 1976 minimum



wage levels this would be \$4800 per year. If Congress increases the minimum wage to \$2.65 as anticipated it will still only come out to \$5,500 per year.)

These slots will be 100% federally funded. The responsibility for setting up these job slots and operating this part of the program would be left to state and local governments. Current planning contemplates virtually no federal standards or involvement, although there may be pro forma requirements such as non-displacement of existing workers. Participants in PSE will not be considered regular employees of the agency or organization for which they work. In addition, the only fringe benefits specifically provided such workers in the proposal are social security and workmen's compensation coverage. There is no mention in the current material of such things as medical benefits, sick leave or vacation pay.

Although some of these slots are supposed to be for training, there are no details provided as to the number or scope of these programs or what stipend will be paid to participants.

These PSE slots will be open to any primary wage earner in a family with children wishing to apply whether or not the family is eligible for a cash benefit. The only requirement is that the applicant participate in a 5 or 8 week job search (the documents are inconsistent on this point) prior to being placed in a PSE slot and again after 1 year in the program. In fact, the estimate is that 2.5 million people will flow through the 1.4 million slots in the course of a year.

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Cash Benefit Levels: There are different benefit levels for each track and for persons within each track. Examples of the benefit levels currently being considered in 1978 dollars are as follows:

- 1) "Not expected to work" (the higher tier or track):

individual (aged, blind, or disabled)	\$2,500
couple (aged, blind, or disabled)	3,750
single parent, one child	3,000
single parent, two children	3,600
single parent, three children	4,200

2) "Expected to work" and working (the lower tier or track):

individual	\$1,100
couple	2,200
two parents, one child	1,700
two parents, two children	2,300
two parents, five children	4,100

*9 states 50% would benefit*

3) "Expected to work" but not employed or in training and no placement available: Families with children would be transferred to the higher track until they were placed or found employment, while individuals and couples would be left on the lower track.

Determination of eligibility and amount of payment: For all categories countable income will be compared with the applicable benefit level to determine eligibility. Payment will equal the difference between countable income and such benefit level.

Determination of countable earned income: For purposes of this summary we are only discussing the earned income disregards that will be available to persons in states that either do not supplement the basic benefits or apply the federal disregard percentages.

1) "Not expected to work" -- Fifty percent of earned income will be disregarded or not counted. For example, if a family of 4 has earned income of \$2000, its benefit will be \$3200 and its total gross income would be \$5200. The \$3200 benefit is computed by subtracting countable income of \$1000 (that is 50% of the total earned income of \$2000) from the benefit level of \$4200.

2) "Expected to work" -- In the case of individuals and couples without children in their care, fifty percent of earned income would be disregarded or not counted.

3) "Expected to work" -- In the case of parents with children with earnings from either regular or PSE employment, the first \$3,800, and 50% of the income over \$3,800, will be disregarded.

In addition, parents in regular employment (as opposed to PSE) will be entitled to the earned income tax credit (EITC) which is not included in the example.

Relationship of payment to need: Eligibility and payment will be based on income received in past periods so that benefits will be denied to currently needy people or will be below the amount of their actual current need, that is, less than the difference between their currently available countable income and the applicable benefit level. The program will both determine the amount of income for a month on the basis of income received in prior months which no longer exists and will base payments for a month on the amount of income allocated to a prior month. The first of these methods is referred to as the accountable period and the second is called a prior month budgeting system.

The "accountable period" and "prior month budgeting" would be used in combination so that applicants would suffer from a double attribution of income. Eligibility and payment for the month of application and each month thereafter would be based on income for a prior month and the income attributed to that prior month would be determined by looking at income received in the accountable period which preceded that prior month. While the "accountable period" would phase out at some point after application, prior month budgeting would continue to ensure payments of less than actual need in many cases.

Filing units: In general, all related persons living together will be considered a family and treated as one unit for purposes of determining eligibility and benefit amount. This means that all income of related persons in the household will be considered in determining eligibility and payment, which would result, among other things in a decrease in benefits for many current AFDC recipients.

However, the Administration has allowed for some exceptions to this general rule. First, aged, blind, and disabled persons living in a relative's house can apply as a separate filing unit, although the benefit level would be reduced if they were not paying a pro rata share of expenses. The second major exception

is that if two nuclear families live together (such as three generations of the same family), each family unit may apply separately.

Administration: The federal cash benefits are to be administered either wholly by HEW or, at state option, in a combined federal/state framework. The public service employment component would be administered by state or local units of government.

State "emergency assistance": Federal funding in the form of \$600 million for annual block grants is to be provided for state "emergency assistance". The federal funding is being authorized for optional state programs providing emergency aid for such things as cases where applicants are denied benefits because of the "accountable period" and/or prior month budgeting.

State supplementation: The proposed federal benefit levels would be below existing cash benefits and food stamp bonuses available to AFDC recipients in the majority of states, and to SSI recipients in many states. A decision has been made to permit, rather than require, states to supplement the federally established benefit levels. While much is still unclear about how this optional supplementation will work or how many states will provide such benefits, there are a few facts that are now clear. First, if states opting to supplement are willing to apply the same basic eligibility rules as in the federal program, then federal matching funds will be made available. This is an inducement to states to supplement which was not present in earlier versions of the proposal. Secondly, during the first 3 years of the program, states will be required to maintain first 90, then 60, then 30% of their current level of expenditures for AFDC, SSI, Emergency Assistance, and General Assistance. In the current higher benefit states this would require some initial supplementation.

Medical assistance: The proposal makes no provision for expanding medicaid coverage. Decisions about providing for medical care costs are supposedly being put off to await a decision on "health insurance reform".

TESTIMONY OF THE  
URBAN COALITION OF MINNEAPOLIS  
BEFORE THE SPECIAL WELFARE  
SUBCOMMITTEE OF THE  
UNITED STATES HOUSE OF REPRESENTATIVES  
MINNEAPOLIS REGIONAL NATIVE AMERICAN CENTER  
NOVEMBER 16, 1977

Earl D. Craig, Jr., President, Urban Coalition of Minneapolis

Jose Gaitan, Director, Spanish Speaking Senior Citizens Program, Minneapolis

Pat Bellanger, Field Director, Native American Preventive Child Abuse and Neglect  
Demonstration Project, Minneapolis

Vusumuzi Zulu, Assistant Director, The Way Opportunities Unlimited, Inc.,  
Minneapolis



STATEMENT OF EARL D. CRAIG, JR.

PRESIDENT, URBAN COALITION OF MINNEAPOLIS

Thank you Mr. Chairman and members of the committee. My name is Earl Craig. I am President of the Urban Coalition of Minneapolis. I appreciate this opportunity to testify today.

In our allotted fifteen minutes, I will be joined by leaders from the three constituent groups of our Coalition. This group of Black, Hispanic and Indian community activists represents the very foundation of the Coalition. Their lives and activities, and consequently their testimony today represent the common perspective of poor and minority people while at the same time display the diversity of needs arising from our individual communities.

The ultimate test of a nation's commitment to fairness is the nature of its income maintenance program. The current American welfare system fails that test. It does not provide sufficient assistance to all who are in need and is rife with internal inequities. People in similar circumstances are treated differently; the less well off are often provided less assistance than those better situated.

Our nation is now in the initial stages of the difficult task of reforming this welfare system. The Better Jobs and Income Program is the focus of this process. Mr. Chairman, after thorough review and much internal debate and soul searching, we have decided that we must oppose the program as it is now presented. The bill has just too many fundamental problems, such as, the jobs programs, inadequate benefit levels in most states, and retrospective accounting for eligibility) to justify our support, particularly at the outset of the legislative process in what has proven to be a very conservative Congress.

Despite the inclusion of several progressive ideas, such as a national minimum benefit level, elimination of the existing pressures to split households, and a net increase in federal dollars being devoted to income maintenance, it is not equal to the task of starting this legislative-political process for reform.

I will now use the remaining portion of my time to discuss the jobs portion of the program. I have included comments on other aspects of the program in a supplementary document that I am submitting to the committee.

In the Carter Administration's program, jobs get first billing in the title. This is clearly not an accident. Work is the keystone of this program. That is why the glaring weakness of the jobs program is the fatal flaw of the total bill.

There are three overriding problems:

First, the absence of an adequate full employment program to complement the welfare reform program. If work is to serve as the keystone, jobs <sup>must</sup> be available. Without a full employment program there is no guarantee and little likelihood that unemployment will reach the 5.6% level assumed by the Administration. More importantly, there is no guarantee that it will stay at or below that level thereafter. A consistent long-term performance by the economy is essential if this welfare reform program is to function effectively.

One example should illustrate the type of problems that would arise. With the assumed unemployment rate of 5.6%, only 56% of the public service jobs would go to current welfare or food stamp recipients. If unemployment were to be at 6.5%, 360,000 additional heads of families would become eligible for the public service positions, (assuming that 40% of the unemployed head households with children), a 25% increase. Experience has shown that the so called "hard core unemployed" do not fare well against this

type of competition for public jobs. This says nothing of the plight of millions of unemployed or underemployed non-heads of households with children who would not be eligible under any circumstances.

Second, most of the public service jobs will not provide experience or training for positions available in the regular job market. As a result, public service workers will be stepping on and off an annual employment merry-go-round leading nowhere.

My concern is not necessarily the kinds of work involved. All my life I have known people who supported households and sent their children to college through supposedly menial jobs such as sanitation worker. Working conditions were poor; development of transferable skills almost non-existent. But the jobs did provide decent pay and security, worker protection through a union contract, and fringe benefits. The public service jobs proposed now do not provide this security nor a good prospect of obtaining it through a subsequent job. While I understand the Administration's desire to move people from the public service to the regular job rolls, the proposed work program will provide little means for making that step.

Third, management of the jobs program by CETA prime sponsors and state employment services raise serious questions. The experience of minorities with both of these entities has been poor. Our own study of CETA hiring practices in Minneapolis found that regular city jobs were shifted to CETA and often were filled by the original city employees. Similar patterns have been found elsewhere. The National Urban Coalition has monitored employment services and found that the needs of minorities were poorly met. (See Falling Down on the Job: The United States Employment Services and the Disadvantaged, 1971). Further, the two entities have seldom cooperated successfully with one another. Because of the critical impact of the

"expected/not-expected to work" determination and the need for jobs to maintain or increase many people's benefit level, we believe the proposed arrangement poses a grave threat to the well-being of lower income and minority peoples.

In conclusion, Mr. Chairman, I have three brief suggestions for changes to address the concerns I have raised.

First, an adequate full employment program guaranteeing a job for those able and willing to work must be adopted as a complement to the welfare reform program.

Second, preparation for jobs with better long-term futures must be made available. The specific option of subsidized private positions should be included with the following requirements: (a) positions would be guaranteed for an extended period; and (b) firms would be required to maintain regular employment levels to avoid diversion from regular to subsidized positions.

Third, Mr. Chairman, competition for sponsorship of the job search and public service jobs programs should be required. Proposals to operate the program should be solicited for each geographic area. The best should then be given a contract for a specified period, to be monitored by a diverse, local citizens advisory board.

I would now like to turn over the microphone to the other Urban Coalition speakers.



STATEMENT OF JOSE GAITAN

DIRECTOR, SPANISH SPEAKING SENIOR CITIZENS PROGRAM

MINNEAPOLIS

Thank you Mr. Chairman. My name is Jose Gaitan. I am the Director of the Minneapolis Spanish Speaking Senior Citizens Program.

The Carter Plan (H. R. 9030) is based on the assumption that the economy will steadily improve through 1981. when the plan would be put into effect. If any of the basic factors the Carter plan is dependent upon go wrong, we would have the "Carter mess" on our hands. By the same token if the economy improves, as is assumed in the Administration's plan, there may be some benefits for a select few, such as welfare recipients residing in the southern states. And if we just forget that the cost of living is higher in the industrial areas and that there are more welfare recipients in said areas, the Carter plan has a chance of proving successful. But even this mini-windfall for the southerners will be wiped out over time because no provision is made for increasing the benefits to offset increases in the cost of living. In states such as Minnesota, a state with one of the highest standards and cost of living in the nation, the current combined benefit for AFDC and food stamps is \$5,532, (opposed to Carter's \$4,200). Since the Carter plan offers no protection against losing current benefits after the 3-year-hold harmless period, Mr. Carter will have to come up with another plan that



will help people in need adjust to living on less money.

Because there is no guarantee that the States will supplement Federal monies, the Carter plan could become a political football leaving the people who are in real need holding the empty bag.

From the Hispanic perspective and out of my concern for migrant workers, workers who have large families, who eke out a meager existence during Harvest time and must live way below the poverty line for the rest of the year, I must state that these people will be hurt by the Carter plan. Migrant families who depend on large families to draw in more income will suffer because Carter's plan does not increase benefits to families with over seven members.

Migrant families will also suffer if Carter's retrospective accounting is kept in the plan. Migrants truly in need during the off-season will not be able to get assistance for several months because of this procedure. It seems that Mr. Carter has failed to deal with the needs of Hispanics and especially migrant workers in his new welfare plan. For these groups, the program would mean added hardship.

STATEMENT OF PAT BELLANGER,  
FIELD DIRECTOR, NATIVE AMERICAN PREVENTIVE  
CHILD ABUSE AND DEMONSTRATION PROJECT  
MINNEAPOLIS

Congressman Nolan, Congressman Tucker and Congressman Stark.

The questions that are asked by Native Americans include the practice of genocide by the government by welfare in the guise of adoption practices of Native American children with non-Native American communities, the foster care/emergency shelter practices of welfare of Native American children into non-Native American homes, and the jurisdictional question of the sovereign right of Native American nations with regard to their children.

Obviously, this bill tries to deal with minority issues, in that it will "allow" for treatment to include the extended family, but then neglects the whole minority culture clash, which explains about 80% of all problems of Native American's in the employment fields as well as all other aspects of living in this white society.

The eligibility standards will be what Title XX is today, strictly on a financial basis, without allowing for problems of bi-cultural struggles to survive.

Example: Before the Title XX laws, under Title IV, we ran a day care center where we tested the 3 and 4 year olds who came in for care. Of 24 children, only about 6 of those were children whose parents met the financial requirements. The other children, whether or not they met those financial requirements, needed thereapeutic day care because of stuttering, hearing problems, and hyperactivity. Under Title XX and this bill, the objective criteria of eligibility that will "minimize the need for 'subjective' judgements "

by workers merely means that the only criteria used for assistance will be financial - and will not allow for those that need assistance in these programs that are geared specifically for them.

Another aspect of that bill calls for the centralization, and computerization of the data to reflect food stamps information, job information, welfare information. As with any computer, anyone can punch the keys to get the answers. What happens to confidentiality of clients? Does that mean access to any federal office?

We have done study after study, one done by the Minnesota Advisory Committee to the U. S. Commission on Civil Rights, where testimony from the entire Indian community of the region, with recommendations for welfare that nobody followed. I leave it to you -- will you follow it? Or is this merely another practice of democracy, empty and meaningless?

I am also submitting a document prepared by the International Treaty Council which will also give you valuable statistics to help you change this bill to better reflect the needs of Native Americans.

STATEMENT OF VUSUMUZI ZULU  
ASSISTANT DIRECTOR, THE WAY OPPORTUNITIES UNLIMITED, INC.

MINNEAPOLIS

My name is Vusumuzi Zulu, Assistant Director of The Way Opportunities Unlimited, Inc., and a member of the Minneapolis Urban Coalition. We, of The Way, Inc., are opposed to President Carter's proposal for all alleged welfare reform as contained in H. R. 9030 and S. 2084.

The Way has been advocating on behalf of poor people as an organization for more than 11 years -- particularly on behalf of Black people and other so-called minorities. Within that very short period of time we have seen the effects of welfare upon our people and change in this country's focus from a period of addressing the human needs to one of maintaining the economic status quo of poor people. During the sixties -- the so-called "civil rights era", -- fundamental questions were raised about the human rights of people in this country: the rights to the means of survival. There was a great deal of rhetoric about each person having these rights and the abysmal ignorance of those not in poverty that indeed poor people have such rights. The classic statement became, "When a society does not prepare its people to survive in that society, it dooms them to perish from it."

We concur with the Urban Coalition and the Minnesota Welfare Reform Coalition. It is our opinion that President Carter's proposal does not prepare the poor to survive. Our reasons for saying this are many, but we shall limit them to what we consider the worst. The Carter proposal

has a two-fold thrust: benefits and jobs. It supposedly uses both to attack such problems as bureacracy, unemployment, poverty, inequities of benefits from state to state and sometimes urban to rural, fiscal relief to states, destruction of the family unit by welfare, the large number of persons who do not take advantage of food stamps, and the sensational stories in the media about welfare cheaters.

It appears to assume that a job, any job, regardless of the pay or future is the answer to unemployment. It fails to recognize that even at the minimum wage most people would continue to be poor with no more consolation than that given to poor Whites who could always turn to us and say, "At least, I'm not a nigger'."

This proposal's job program is destined for failure and the failure of those who will be forced to accept such jobs. The PSE jobs are so few that lines for them would be forming two days before applications would be taken by people desperate for any kind of employment. Those persons "fortunate" enough to secure a PSE slot will have them for one year; that is, if they are not fired or quit. Then they must search again with no greater skill level than they had a year earlier, and possibly facing a market requiring even more technical skills than it did the previous year, assuming technological advances do not take a year's sabbatical.

It appears that the President's advisors do not know that the advent of the technocratic state is a primary factor in the present status of unemployment. That whenever the population does not have the technical skills required by that state they will be unemployed. That was an early lesson taught to Black people with the advent of the cotton gin.

But what happens to all those people who are to be called "filing units" should this proposal be adopted? Well, if the principal wage earner is



not employed, (s)he will be treated as if they do not exist for a maximum of three months. Under the totally unrealistic assumption that for example, a person previously employed in a family of four with a combined income of \$10,000 gross had a sufficient amount of cash tucked away in savings to care for themselves for at least 30 days; and is therefore ineligible for any benefits for that period of time. The truth is the vast majority of such families with a combined income of \$15,000 gross a year are living from pay check to pay check and are thus only one step beyond present welfare reception.

The filing unit system as proposed appears designed to accomplish two major goals; reduce the amounts of money received by filing units from the government and force the individuals within the unit with meager incomes to be almost as poor as other members with no income at all. This is accomplished by creating an extended family with little regard for the nuclear family unit and imposing a penalty upon those with incomes by withholding cash assistance for nuclear families within the extended family rather than providing assistance to each unit, thereby allowing them to maximize their resources for the betterment of all. For example: a 67 year old lady who lives with her 66 year old sister and her 35 year old niece who has four children. There are three filing units and the total benefits received when there is no income is \$8,199.84! Even though the government would be giving them a total of \$1,320 a year Social Security, it would take \$1,056 from the \$1,320! Hardly a way to maximize resources, when it is known that such a family's housing needs would require a greater portion of the money from all sources just to find and maintain adequate housing; for it is inconceivable that most poor people are home owners. Very few people are able to afford to purchase a home. This has been true for years and it's getting worse.

The second objective of the filing unit is accomplished simply by stating that should a family have a gross income of \$15,000 with a daughter and grandchild or children who have been forced to return home because of their economic status or perhaps a marital relationship, that daughter and her offspring would not be eligible for any benefits in spite of the fact that such assistance could increase her ability to become self-sufficient. Instead, the proposal forces the income of the parents to be divided by an additional two persons. The liabilities of the parents appear to make no difference at all.

Ultimately the goal of the filing unit is to allow states some degree of fiscal relief by redefining the family and the basic amount to be received by that family. This is the closest that this proposal gets to fiscal relief for states. In actuality, there is no fiscal relief for states and to suggest otherwise is outright deception. The federal government would only force each state to lose twenty-five cents out of every dollar at best and may force states to reduce even further the benefits per filing units while maintaining 90% of its current welfare expenditures. Obviously, if the number of recipients increases drastically under the new proposal as expected, the amounts to each may very well be less, though the total for all is greater.

The comparisons between Nixon's proposals and Carter's proposals are tempting and perhaps indicate more strongly than anything the repressive nature of the Carter proposal. The carrot of a guaranteed minimum income for all Americans contained in both tends to confuse many people and send them scurrying to find means to correct all the faults in an effort to at least have won something. We contend however, that when forced to believe that we must choose between the lesser of two evils -- as Black people have

often been forced to do -- still leaves us with an evil. We further submit that if the Carter administration with its huge debt to Black people is serious about addressing the issue of poverty in this country, then let that administration seriously attack the causes of poverty and devise means to truly impact the delivery/methodology of resources to the poor. Let that administration cease to give in to those under the cloak of conservatism who intend to conserve the status quo: rich getting richer while the poor perish. Let that administration create jobs geared to train persons to become self-sufficient as a result of the intrinsic value of the jobs. It should create welfare based upon the realistic needs of the poor taking into consideration the real cost of living and how it varies from state to state and urban to rural. Let that administration respond to the take home pay rather than gross salaries and the costs of adequate housing, sufficient home energy supplies, and the rising costs of food. After the years of teaching people to accept funny money (food stamps), let the Carter administration recognize that the food cost base used by the Agriculture Department for funny money is so obviously inadequate that that is the main reason why most people do not take advantage of them. And finally let the Carter administration realize that most of us recognize the jobs portion of this program is merely a return to the plantation and sharecropping as Black people and sizable members of poor Whites have done in the past, and be honest if not just and call it what it really is: a boon for the employers and corporate America. Or let them state openly that they have no intentions of attacking poverty, only the poor.

Thank you.

SUPPLEMENTARY COMMENTS OF EARL D. CRAIG, JR.,  
PRESIDENT, URBAN COALITION OF MINNEAPOLIS

1. Benefit Levels. As a moderately high benefit state, Minnesota will have to supplement the basic federal cash grant to maintain many current recipients at their present level of assistance. Some examples of households where supplementation will be necessary are included below.

EXAMPLE 1. Family of 4 (mother and 3 children, youngest under 7)  
with no income

	Current Benefits		Carter Program	
	1977\$	1978\$ <sup>a</sup>	1978\$	
AFDC	\$4,848	\$5,187		
Food Stamps	684	732	Cash Grant	\$4,200
Total	\$5,532	\$5,919	Total	\$4,200

EXAMPLE 2. Family of 4 (mother and 3 children) with \$2,000 in income

	Current Benefits			
	1977\$	1978\$		
AFDC	\$4,848	\$5,187	Cash Grant	\$4,200
Disregarded Income (30 and 1/3)	907	970	Disregarded Income	1,000
EITC	200	214	Childcare Disregard ( 2 children )	1,000
Food Stamps	468	501	EITC	200
Total	\$6,423	\$6,872	Total	\$ 6,400
Work Expense		Up To \$1,093		
Disregard		(\$2,000 - \$907)		
Childcare, transportation, taxes, etc.				

<sup>a</sup>

Assuming 7% inflation rate

Example 3. Single Person on General Assistance in Hennepin County  
With No Income

	Current Benefits		Carter Program
	1977 \$	1978 \$	
General Assistance Payment	\$1,728	\$1,849	Cash Payment
Food Stamps	264	282	Job Available 0
	<hr/>	<hr/>	No Job Available 1,100
	\$1,992	\$2,131	

Example 4. Single Person on General Assistance With Income of \$1,000

General Assistance	\$1,728	1,849	Cash Payment \$1,100
Food Stamps	264	282	No Other Job Available
Income Disregarded	0	0	
	<hr/>	<hr/>	Income Disregard 500
	\$1,992	\$2,131	
			<hr/>
			\$1,600

*Minimum  
will not benefit*

The failure to tie benefits levels to any realistic standard of need is also a services problem. This decision will leave the family of four at 65% of the poverty level. This again emphasizes the unfair concentration of the program's benefits on those who are able to find employment.

The limitation on increased benefits to those with seven children discriminated against large families. No one believes that two can live as cheaply as one anymore. I likewise don't believe seven can live as cheaply as nine or ten especially in a family that is already strapped for resources. At a minimum, existing families of more than seven children



should not be denied additional benefits for their other children. Ideally, even families just having their 8th or more child should receive additional benefits.

Likewise, the \$300 limit (\$150/child for two children) on day care expenditures that can be exempted from income is unfair. Large families should not be penalized in this way. If the work incentive is to function as planned, heads of moderately large family (that is with more than two children requiring day care) should be protected from day care costs.

The failure to provide cost of living increases in benefits will put the recipients in the precarious position of waiting for increases each year to keep them even with inflation. For current SSI recipients this omission will return them to the vulnerable state after several years of protection.

The figures shown below illustrate the deterioration of benefits that has occurred in recent years and highlights the trend in one essential consumption item, utilities. This pattern characterizes other essentials, as well, such as housing and medical costs.

TABLE I  
CONSUMER PRICE INDEX; ANNUAL AVERAGES AND CHANGES  
FOR ELECTRICITY AND NATURAL GAS: 1973-1976 \*

<u>Components of CPI</u>	<u>1973</u>	<u>1976</u>	<u>1973-6</u>
All items	133.1	170.5	28.7%
Gas and Electricity	126.4	188.8	49.4%

\*Source: Monthly Labor Review: Bureau of Labor Statistics

TABLE II

PERCENTAGE INCREASE IN SELECTED AVERAGE MONTHLY TRANSFER

PROGRAM BENEFIT PAYMENTS: 1973 - OCTOBER 1976\*

Unemployment Insurance	27.8%
Aid/Families with Dependent Children	19.0%
Supplemental Security Income (1/74 - 7/76)	19.9%

\*Source: Social Security Bulletin, April 1977

Dept. of HEW, Social Security Administration

2. As proposed, the Earned Income Tax Credit, would benefit families with incomes of up to \$15,000. It would not benefit low income heads of households without children or single people. HEW estimates are that 39% of these benefits will go to welfare recipients and 61% to non-recipients. The possibility of diverting some of these benefits from higher income beneficiaries to cover lower income persons currently excluded should be explored.

3. "Cashing-out" the federal housing assistance programs, which I know is not formally included in the proposal, but which I also know is being actively considered in the Fiscal Year '79 budget, should be avoided. The need for housing construction and continued rehabilitation of our nation's neighborhoods dictates continued subsidization of housing production. Without it, the small increases in benefits to some will not bring out additional supplies of housing. Recent construction data indicate that a rent of almost \$300/month is needed to amortize a new, one-bedroom apartment unit.

Without assistance I think it is clear these units won't be built for lower income people.

4. The lack of support services in the jobs program will put workers in a precarious position. The tier-determination will dictate the level of benefits households receive. If a worker fails to meet his/her new job obligations because of personal or travel difficulties, resulting in the loss or refusal of the job, benefits will be lost. Existing work programs include support services. If this one is to be successful and not a means of coercing people into lower benefit categories, support services must be provided.

# LEGAL SERVICES for Developmentally Disabled Persons throughout Minnesota

■ ■ ■

direct representation, counsel, and advice  
in matters such as discrimination, social services,  
financial assistance, and education

■ ■ ■

public education and in-service training to community groups

■ ■ ■

The Project does not charge for its services.

■ ■ ■

## CALL TOLL FREE

### 1-800-292-4150

Legal Advocacy for  
Developmentally Disabled Persons  
in Minnesota



Dec. 4 11 18 25 31 JAN. 8 15 22 29 Feb. 5 12 19 26 Mar. 5 12 19 26 Apr. 2 9 16 23 30 May 7 14 21 28 June 4

①

Applications

②

Interviewing

③

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④

B

⑤

DRAFT Work Program

⑥

Work Program Review

⑦

Find Volunteers

⑧

Screen Background

⑨

State Laws & Regs

⑩

Prelim. Census

⑪

Draft Study Design

⑫

Draft Instruments

⑬

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Pilot Instruments

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Use Instruments

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DRAFT of Report & Proposal

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Final Review

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Submission

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\* UCM Employment Committee

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State Full Employment Legislation Activity

Employment Data & Organization in New Administration

Statement of Employment Perspective of UCM

Background Draft Review \*

B

Draft Employees Study

Background Draft Review \* B Submission

\*

B

Printing

Submission



Budget

Anticipated Income:

Contributions from participating organizations	\$ 500
Other sources (registration of 200 @ \$10)	<u>2,000</u>
Total Income	\$2,500

Expenses:

Estimated cost of meeting place and meal	\$2,155
Publicity, flyers, posters, etc.	150
Speakers honoraria (\$1,500 for national speaker; \$150 for Ira Arlook, Director of Ohio Public Interest Campaign)	1,650
Speakers travel	<u>500</u>
Total Expenses	\$4,455
 Grant Request	 \$2,500

## Poor record on minority hiring

Public officials should lead in improving job opportunities for minority men and women. As a whole, however, Minnesota's state and federal officeholders have a poor record in hiring minority persons.

In August 1977, the Urban Coalition of Minneapolis surveyed the staffs of Minnesota's eight congressmen, two senators and six state constitutional officers. The findings: Of 189 full-time congressional staff members, only six — or 3.17 percent — were members of minority groups. All were on senatorial staffs; only two held professional-level jobs. And despite the high percentage of minority persons in Washington's labor force, Minnesota House members had no minority employees. On the state level, the number of minority persons on constitutional officers' staffs was 27 out of 393, or 6.8 percent.

A year later, the coalition updated the survey. The results were discouraging. The over-all congress-

sional staff total had increased to 197, but the minority total remained at six — still confined to the two senators' staffs. That brought the minority percentage down to 3.05. On the state level, the minority total had dropped to 22 — down 18.5 percent from the previous year. The biggest loss — 30 percent — was in management-level jobs.

We hope that the new officeholders elected this fall will do something to improve that record — and that their examples will encourage their holdover colleagues to do likewise. The need to integrate House members' all-white staffs and to increase minority representation at professional and management levels is especially pressing. "Non-white staff members are essential to adequate representation of the concerns of blacks, Indians and Latinos in Minnesota," says the Urban Coalition. We agree.

# Police-citizen teamwork pays dividends

By Neal R. Peirce

Santa Ana, Calif.

When officer Jose Vargas arrived on the scene in the tough Delhi barrio area, he found the complaint to police headquarters had been correct — a group of Mexican-Americans was preparing to kill a cow in an apartment kitchen.

"How come you're killing the cow inside the kitchen here?" Vargas asked. The only answer he got: "Because we don't want to dirty up the carpet in the living room." Notes Vargas: "They couldn't understand why the apartment owner was so upset. Anyway, it was legal. The next day they baptized a baby and threw a big party and invited me to come and eat. The meat was good, and it was certainly fresh."

Such a smooth police-citizen encounter would have been unimaginable in Santa Ana a few years ago. In those days only 3 percent of the city police force — in a city with a burgeoning Mexican-American community — could speak Spanish. The Santa Ana Police Department was notorious for "kicking ass and taking names." It had such a siege mentality that there was a ring of sandbags around police headquarters.

There's no way he would have worked for the old Santa Ana department, says Vargas — "I'm a Mexican through and through." Indeed, at age 17 Vargas was an illegal immigrant — a Mexican "wetback" caught a dozen times

trying to enter the United States. For illegal entry, he spent two weeks in a federal penitentiary.

Finally eluding the border guards, he worked as a bus boy, field hand and garbage man. He married an American woman, became a legal U.S. resident and later a citizen. He spent seven years in night school, got a college degree and became a policeman in other southern California cities. And in 1975 he joined a reformed Santa Ana Police Department.

Less poignant but more significant for other cities is the transformation of the Santa Ana police. Although it once operated in a political setting so right-wing that the John Birch Society tried to form a cell within it, the department is now one of the nation's most progressive. It is heavily involved in police-citizen volunteer teamwork, and has one of America's most dramatic records of crime reduction.

Chief credit for Santa Ana's change goes to Chief Ray Davis, a near mountain of a cop at 6 feet, 4 inches and 280 pounds. Davis has a master's degree in public administration as well as community sensitivity and the political deftness of a Machiavelli. Taking over in 1973, Davis had to cope with poor morale and woefully inadequate equipment. Parsimonious Santa Ana hadn't raised taxes in years.

In 1974 the crime rate began to spiral upward. Davis knew he needed a strategy to get sharp

increases in funding and manpower. He persuaded the city council to appoint a blue-ribbon citizens' commission. Strongly influenced by Davis, the commission called for community-based team policing and \$2.5 million in new taxes to add 98 officers to the 200-man force. With that increase, Davis flatly promised, crime would be reduced 20 percent in 20 months. The council agreed, but warned him: "You'd better produce."

It was a high-risk course, and Davis could afford no slip-ups. He needed to expand his force rapidly; particularly, he needed dozens of new Latin officers. The solution: Instead of seeking out raw recruits, who need months of training, Davis recruited experienced officers from outside. Santa Ana recruiters fanned out across California, arousing charges of theft from other departments that lost able officers, especially minorities.

The tactic also defied Davis's own personnel department, which preferred, in a typical civil service way, a closed system with access restricted to entrance at the bottom. But in quick order Davis had full deployment and a force almost a quarter Latin and a third fluent in Spanish. The roles of women officers were also expanded rapidly.

To institute team policing, Santa Ana was divided into eight districts, along recognizable neighborhood and socio-economic lines. Patrol officers were assigned for up to two years to one district.

With expanded manpower, officers had time to talk with citizens, and morale improved quickly. Response time to calls was cut drastically.

Davis reached for a public-relations slogan — C.O.P., for Community Oriented Policing — to characterize his new approach. The message: "The police need your help, your eyes and ears. Criminals cannot and will not operate in areas where citizens are alert."

Crime-fighting block associations are the backbone of the C.O.P. effort. A local resident volunteers to invite his neighbors to an informal home meeting. Police service officers explain how much neighbors can do to protect their own area, how much the police depend on citizen cooperation. Officers from the local team drop by to get acquainted. One attendee becomes a block captain.

Lt. Woody Williams, a top Davis aide, says citizen willingness to report crimes has increased dramatically. Within 20 months, Santa Ana's crime rate dropped 19 percent under the C.O.P. program — a single point short of Davis's promise.

Progress in the barrios has been slower, Vargas reports, but even there police are less frequently harassed, and the Mexican-Americans' "code of silence" is being diminished. Ambushes of policemen have virtually stopped.

With citizen cooperation now at a high level, Davis believes some of the focus should shift to district attorneys who allow indiscriminate plea bargaining and judges who impose light sentences on repeat offenders. He's encouraging senior citizens and others to establish a "court watch."

Gov. Jerry Brown heard of Santa Ana's success, paid a surprise nighttime visit to tour in a patrol car, and named Davis head of his crime-resistance task force "to lead other cities to adopt Santa Ana's strategies in reducing crime."



Neal R. Peirce is a columnist who writes on state and local government.



Mr. Chairman Directors and Staff -

Employment Committee met 3/15/78

The <sup>priorities</sup> ~~focus~~ of the Committee were:

- ① Studying residency requirement for City Employees as well as studying the exclusion of City residents from ~~the~~ eligibility for Hennequin County jobs.
- ② Work on proposal for youth employment.

Ongoing activity will be: the studying of proposed ~~legis~~ changes in CETA legislation, and some monitoring of manpower: both adult and youth employment programs.

Next mtg in April.

# CHICANOS/LATINOS FOR POLITICAL ACTION

## MEETING NOTICE:

DATE: MARCH 5, 1978 (SUNDAY)

TIME: 2:00 p.m.

PLACE: NORTHSIDE SETTLEMENTS INC.  
2507 FREMONT NO.  
MPIS, MN. 55411

ALL INTERESTED PEOPLE ARE URGED AND  
INVITED TO ATTEND. THIS MEETING.



83

NORTHSIDE SETTLEMENT SERVICES, INC.  
2507 FREMONT AVE. NO.  
MINNEAPOLIS, MN 55411



Irene Bethke  
4649 Decature No.  
1600 Hope 55428

## NEIGHBORHOOD JUSTICE CENTER

### FUNCTION

The Neighborhood Justice Center, Inc. is a non-profit community based corporation, designed to provide free criminal defense services to indigent defendants in Ramsey County.

The Center's attorneys represent neighborhood residents in all Courts, Juvenile, State, local and Federal. While providing community residents with comprehensive and specialized defender services, the Center attempts to provide the client-community with deterrent services prior to any charges being made, supplementary services if the defendant is held, and alternative services if the client is found guilty. The Neighborhood Justice Center hopes to have an effect on crime by making the system work for minority and other low income people by making community residents understand the system and thus, hopefully, to support the system.

### STATEMENT OF THE PROBLEM AND NEEDS

The problems inherent in the successful representation in criminal Court of an individual from a low income and/or minority neighborhood must be approached from the typically biased, under educated viewpoint of the average defendant. For instance, criminal and other socially aberrant activity will not be so unusual or unknown to him because of the higher incidence of crime and related activities in his neighborhood. On the other hand, his knowledge of the processes of the law, police, prosecutors and public defenders will be distorted by rumor, second hand information and community prejudice. His own experiences and misinformation is all that he has to guide him as he treads the path between legal and illegal activity. There is no source of information in the neighborhood from which he can obtain criminal legal advice.

Upon arrest, the average defendant is confused, frightened and extremely distrustful of all that is going on about him. While he might know that he should have an attorney he does not know whom or where to call for advice. Then, somewhere along the line, the same system that arrested and incarcerated him also appoints him an attorney. Chances are the appointed public defender is someone whom the defendant has never met or heard of. The defendant's unfavorable preconceptions concerning the public defender system often acts as an initial catalyst for his reaction of suspicion and distrust.

While it has been shown that the Ramsey County Public Defender system is doing a good job in representing the defendants with the resources that it has, however, the system simply is not set up to handle the specialized, in-depth representation that is needed by the average low income and/or minority defendant. As perceived by these defendants, the public defender is alien to the elements and pressures of the defendant's community. These pressures affect the defendant and affect his ability to relate and communicate with someone outside the community. The public defenders' office is always downtown, and the defendant knows that his appointed attorney is unfamiliar with the defendant's community. He perceives that his public defender is extremely busy and won't have time to personally check into many of the factors that may make up his case. In short, the defendant feels that while he has been appointed an attorney, that attorney is not his attorney, to relate to and deal with as if he had chosen him. These conclusions concerning the average defendant are supported by an LEAA funded study of indigent defendants and their appointed counsel. ("Criminal Justice-The Consumer's Perspective" Jonathan D. Casper February, 1972 - NILECJ, LEAA, U.S. Dept. of Justice).

Thus the defendant's preconceptions, observations and community background, combined with the public defender's limited resources, coalesce in many cases to make the proper representation of his case most difficult. Even if the defendant and the public defender can overcome these inherent difficulties, the limited resources of the system do not allow for any pre-education of the potential defendant or any post-conviction counseling and help. Yet these are activities extremely needed and of great consequence in the low-income and/or minority neighborhoods.

In order to solve the problems of representation outlined above, it is necessary that a criminal law office responsive to community needs exist in low income neighborhoods. With full-time attorneys and community workers, the office is able to provide the client with a whole range of support and help for his particular problem. These activities on the part of the Center help the client avoid courses of activity leading him to a better understanding of the operations and responsibilities of the criminal legal system. Through its efforts, the Neighborhood Justice Center would hope to change the attitudes of the typical defendant and his community to one of positive understanding and support of the legal system, the operations of which have a large impact individually and collectively on the people in the neighborhood.

The need for this project has been verified by the State Planning Agency - Governor's Commission on Crime Prevention and Control (GCCP&C) during the past three years. This program is also listed in the five year plan of the GCCP&C.



## APPROACH

NJC is a community based, community controlled law office for indigent defendants in Ramsey County. The office serves minorities and low-income Whites who are unable to afford the cost of private counsel.

The NJC staff is available twenty-four (24) hours a day, seven days a week to provide early entry into client cases. This assures our clients that they will have counsel from the arrest and incarceration period. This also means that clients do not have to wait several days for counsel appointed by the Court.

The project also provides supportive services to clients. These supportive services include:

1. Assisting clients in evaluating their needs;
2. Encouraging the Court to sentence clients to alternatives to incarceration in jails, (i.e. halfway houses, drug rehabilitation programs, etc.);
3. Advocacy on behalf of clients with Courts, employment, and/or treatment facilities.

The project operates with a staff of four (4) attorneys, which includes the Executive Director; three (3) community workers, a law student intern and two legal secretaries.

The attorneys provide the legal technology for the representation of clients before a Court of law. The attorneys are selected for their sensitivity toward the client community served.

The community workers perform a variety of functions. First, the community worker must be from the client community. This gives the community worker first hand knowledge of the community and allows him/her access to community information. He/she is usually known to the people of the community. He/she is the liason between the client community and the NJC program.

The community worker is knowledgeable about the criminal justice system. This allows him/her to discuss with the client the process which will take place. The community worker combines this knowledge of the criminal justice system with his/her knowledge of the community to become an effective arm of the Neighborhood Justice Center.

The community workers are trained as investigators. Because of their ability to go through the community with little "hassle", they are able to pull together witnesses and other material to assist in bringing all of the facts to bear on a particular client's case. This information is usually unavailable to White investigators and/or police officers who try to obtain it. (This is because of the mistrust of the client community of law enforcement personnel.)

The community worker serves as a resource person. He/she is able to channel the resources of the community through NJC to deal with the problems the clients face. The community knows the half-way houses, treatment centers and emergency services available for use by NJC clients.

The project also conducts legal education seminars for the client community, especially in junior and senior high schools, to insure their knowledge of the criminal justice system.

The project also works in the prisons, under certain situations, to assist inmates in disciplinary hearings.



A G E N D A

The Chicano/Latino Criminal Justice System  
Needs Assessment - Metropolitan Area

Thursday, March 2, 1978

1:30 P.M.

Room A

Metropolitan Council

- 1:30        Jose Trejo, Governor's Office for the Spanish  
                 Speaking
- 1:45        Felipe Ramirez, Minnesota Crime Control Planning  
                 Board
- 2:00        Arturo Montoya, U.S. Department of Justice,  
                 Criminal Justice Program  
                 for Chicanos/Latinos in  
                 the Southwest
- 2:30        ~~John Torronoz, U.S. Department of Justice,~~  
                 ~~Immigration and Nationalization~~
- 3:00        Discussion
- 4:00        Frank Gallegos, Metropolitan Council
- 4:15        Adjournment

min. mig. court  
min

Metw ☐ Bldg.

1:30 P.M.

3/2/78

Warren Patterson

Arturo Montoya

Areas of Involvement

1. No migrant issues

2. 3. Juvenile / prog.

2. Court - admin

4. 1. Police / Comm

Jur - Process 1st cont.

Funding 1. Difficulty of pol. understand cultural dif.

3M. 2. Lifestyle -

McKnight 3. Cultural dif. of fam -

4. Confrontation overreaction of police

Programs 5 - Human Relations

6. Resentment of police

Black 7. Police who are called in who have not been train

1. Cameras - solicit cust. to show pictures

2. ~~for~~ open up records. Comm - get together to open <sup>Council</sup>

2. ~~up~~ records to the public. Com. of inquiry

3. sensitivity training of police

4. ~~Problem~~

1. Statewide

2. attitudes

3. racism

4. shu - in - pol -

5. inmates - no translator or court

6. Personal fear -

7. Proper legal council -

8. trial process -

9. Lack of legal council (plea b)

10. Plea bargaining

11. Sentencing

12. Parol & pardon

13. What help does inmate receive upon release

live process  
was main  
concern

14. Minor does not have Biling. Counselors
15. Parole / Prouduers
16. Readjustment
17. Lgst minority smallest per. in prison -
18. Juvenile problems -
- 19.

### Policy

Council - spp pop. increase

1. provide services
2. Progressive planning
3. Send officers equal # to problem -
4. Decision / policy makes -
5. Organize - Neighborhood -
6. seprate units ?
7. state legislation attitude
8. Deal Legislation / assimilation not mean
9. Pilot program - Latino help -
10. Coordinate educational
11. Affirmative Action -
12. Mig. aff - aff.
- 12.



## Minnesota Coalition for Welfare Reform Goals

Principle: A job at the prevailing wage.

### Goals:

1. To implement the intent of the Full Employment Act of 1947.
2. To insure the right to union representation in work programs
3. To insure that training be available and pertinent to the existing and projected job markets.
4. To insure that prevailing fringe benefits (i.e., included, but not limited to social security, unemployment compensation, health insurance, quality day care, Latchkey, and paid vacation and sick leave) be provided and paid for by the employer.

Principle: A decent standard of living.

### Goals:

1. To guarantee the right to a annual income without discrimination.
2. To insure the right to standard and accessible housing, three nutritional meals a day and quality medical coverage.
3. To guarantee access to public transportation.
4. To guarantee that public policy related to welfare be consistent with sound environmental principles.
5. To insure that public policy related to Welfare Reform strongly supports freedom from racism, sexism, ageism, classism, heterosexism, and discrimination in regard to life style, disability and marital status.

Principle: Recognition of human and individual rights, goals and needs.

### Goals:

1. To insure full implementation of the United Nation's Universal Declaration of Human Rights particularly in regard to public policy on welfare
2. To insure development of human relations training models for use in all sectors of the economy.
3. To insure flexibility in scheduling to meet workers' needs (i.e., child care, educational opportunities, etc.).
4. To actively support the repeal of the mandatory retirement age.
5. To actively support access to life-long learning.

We support citizen participation in the evaluation of public policy developed to meet these goals.



February 16, 1978

FOR IMMEDIATE RELEASE

Contact: Earl Rogers

A document entitled a Poor People's Agenda, outlining recommendations of poor and minorities in the areas of: Advisory Committees and Commissions, Affirmative Action, Social Services, Health Services, Police, Economic Development, Zoning and Licensing, Housing and Urban Planning, Education, Employment, Government, and City Services; will be presented to Mayor Albert Hofstede, Council President Louis DeMars, Alderwoman Judy Corrao, Alderwoman Alice Rainville and Alderman Walter Rockenstein, on Thursday, February 23rd, 7:30 p.m., at Northside Settlement Services, 2507 Fremont Ave. No.

The presentation will be made by the Steering Committee of the Urban Coalition General Assembly. The Steering Committee, composed of Janet Court, Ron Edwards, Rick McArthur, Francisco Trejo and Donn Vargas, will delineate particular concerns and recommendations in specific areas and ask that the Mayor and Council persons indicate their willingness to dialogue with the representatives of American Indian, Black and Latino interests, and their commitment to the ongoing process by which the recommendations entailed in the Agenda will be implemented.

Thomas Holloran, President and Chairman of the Inter-regional Financial Group, and the Chairman of the Urban Coalition Board of Directors, will convene the meeting.



URBAN COALITION OF MINNEAPOLIS  
FOR IMMEDIATE RELEASE  
February 16, 1978  
Page Two

WHY AN AGENDA?

"We propose that a social accounting system be developed to evaluate city government's performance when responding to human needs as stated in the Agenda. The accounting system will monitor the responsiveness of public officials, as well as assess public resource allocations in light of poor people's needs. The accounting system will develop "social indicators" to assist in measuring governmental performance. A Poor People's Report will be made on the concerns stated in the Agenda."

UCM Religious Caucus regarding the  
Poor People's Agenda, January 10, 1978

Change in staff

April  
Mr. McCalister

Concern over response -

Vi

General lack

regarding com - set up?

Managt Com - school Board -

Process of Affirmative Action report meets monthly

Plan has been certified human rights by state  
certified by state

Apt -

mplo - school Board - affirm - act. of - + mplo. d.h. super?

Co operation w/mplo -

support list

Budget?  
Response of city council  
Complement of staff?

Process of turnover

Key positions 4

Thurs.

Lobby  
→

8 pgs

Expenditure

Richard Hunter  
Director of Evaluation

1 clerk -

timetable for goals -

Contract Compliance  
(staff)? money -

Big  
20

20 Hispanics

28 pgs -  
Blank

**"Yes for S. 1883"**



# We've Got a Date Early in '78!

Dear Senator:

Soon the Senate will be considering S. 1883, the Labor Law Reform Bill, which the House passed by a heavy margin. We ask: Please, make sure it comes up early for debate and vote.

Please, vote YES for S. 1883 without crippling amendments. Labor law reform will be good for business, good for working people, good for the government.

Thank you for your support.

Name\_\_\_\_\_

Address\_\_\_\_\_

City\_\_\_\_\_State\_\_\_\_\_Zip\_\_\_\_\_

PLACE  
9¢  
STAMP  
HERE

Senator\_\_\_\_\_

United States Senate  
Washington, D.C. 20510





MEETING NOTICE

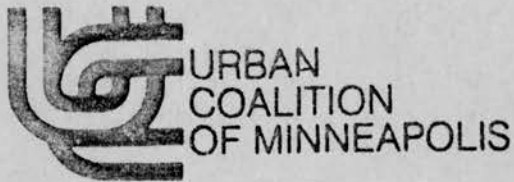
In January, Mayor-Elect Hofstede and the newly constituted City Council will take office. There will be a new City Coordinator, and changes in personnel are likely to occur within the Office of Police Chief and Civil Rights Director. In that connection, the Assembly and Board of Directors of the Urban Coalition of Minneapolis think it is important to establish as precedent early in the terms of these newly elected/appointed officials a process of presenting to them the needs and concerns of poor and minority people. It is this principle that the concept of a "POOR PEOPLES' AGENDA" seeks to illuminate.

ON THURSDAY, DECEMBER 15, 1977, 7:30 P.M., at the MINNEAPOLIS REGIONAL NATIVE AMERICAN CENTER, 1530 EAST FRANKLIN, REPRESENTATIVES OF THE BLACK/CHICANO/and NATIVE AMERICAN caucuses of the Urban Coalition Assembly will present INDIVIDUAL AND COLLECTIVE IDEAS TOWARD THE COMPOSITION OF A "POOR PEOPLES' AGENDA."

YOUR ORGANIZATION IS INVITED TO ATTEND AND PARTICIPATE IN THE DISCUSSION FOLLOWING THE PRESENTATION.

For further information, you may contact the Urban Coalition office, 348-8550.

SPECIAL NOTE: This is a regular UCM Assembly meeting; Assembly members are particularly encouraged to be in attendance.



GOVERNMENT AGENCY MONITORS NEEDED  
FOR THE URBAN COALITION OF MINNEAPOLIS (UCM)

Volunteers will be trained by the Urban Coalition of Minneapolis to maintain contact with agencies on the city, county or state level, which deal with issues that relate directly to poor people and minorities. Person will be assigned a specific government committee, maintain ongoing contact with the committee staff person, attend some meetings, if necessary, and determine, with the UCM staff, which pending government action is relevant for UCM projects. This will facilitate active involvement by UCM on the decision-making level of legislative programs.

Time: 1 - 5 hours per week for about 6 months.

Contact: Patti Frisch  
Volunteer Coordinator  
Urban Coalition of Minneapolis  
348-8550 (Tuesday: 9:30 a.m. to 11:00 a.m.  
Thursday: 9:30 a.m. to 2:00 p.m.)  
or  
377-8639 (afternoons)

## Business

Preston  
townley  
Gen. Mills  
540-3172

G.A. <del>Sear</del>	NW Bell	R. Edwards ✓
J. Chewett	Honeywell	P. Hayden
R. Conrad	Pinkerton	N. Nalhi ✓
W.T. Sear	T.V.D. WCCO	M. Staten
P. Heegaard	NW Bank	
R. Hill	Prudential	
J. McHugh	N.S.P.	
P. Townley	Gen. Mills	R. Mitchel
E. Wingate	Dayton Hub	R. Skinaunay
	1st Bank -	B. Wallace

## Black

## Indian

## Labor

A. Noline ✓  
R. Scott

## Education

R. Green

## Elected Official

T. Johnson

## Religion

D. Fontaine ✓

## Hispanic

Jrene Bethke ✓  
J. de la Peña ✓  
A. Giner ✓  
J. Tamara ✓

## Community/Social Service

M. Berg  
S. Keno ✓  
R. Murphy  
P. Savel ✓

E. Crain, Pres.



Chair —

Vice Chairs — 1st Bonnie Wallace  
 — other ~~Marce~~ Marce Staten  
~~Don~~ Don Vargas

Financial Chair — Gene Bier

Secretary — Ric Scott

Treasurer — Ruth Murphy

Hold to check if have to be UCM Bd. Members

For Board of UCM Energy Program  
 — Earl Craig  
 — Neil Hollie ; retiring Bd. Member  
 —

# Urban Coalition says suspend tax indexing

By David Phelps  
Staff Writer

The Minneapolis Urban Coalition recommended Thursday that Minnesota suspend for a year its tax-indexing system. It said such a move could increase funding for programs that affect primarily poor and minority citizens and could help avert a potential budget deficit in two years.

In a presentation before the House Tax Committee, the coalition estimated that the state could gain \$400 million if individual income tax brackets were not adjusted for inflation in 1982. The coalition also suggested that several other tax changes be made to raise \$863 million in new revenue during the 1981-83 biennium.

Those funds could be used to increase by \$233 million spending proposals by Gov. Al Quie for public assistance, education, transportation, energy and housing. The remainder could cover a budget deficit projected by the coalition.

In a 54-page "State Counter Budget," the coalition took issue with the Independent-Republican governor's economic projections for the next two years and suggested that the state could have a deficit of nearly \$614 million by 1983.

"The (Quie) administration's budget contains a number of imprudent, ill-advised and potentially dangerous elements," coalition President Earl Craig told the committee.

However, he added, "The Counter

Budget should not be viewed as a partisan attack. Rather, the coalition hopes it is a clear, concise statement of the interests of lower-income and minority people that should be incorporated in any fair final state budget."

In addition to a one-year suspension of indexing, the coalition recommended that the state:

- Apply the 4 percent sales tax to fees for professional services, such as those provided by attorneys or accountants. The coalition estimated that would raise \$139 million.

- Eliminate the motor fuel tax as a deductible item on state income taxes; estimated to raise \$33 million.

- Change the method in which the corporate income of multistate oil companies is calculated; estimated to raise \$70 million.

- Cut in half the amount of federal taxes that could be deducted on state income taxes; estimated to raise \$227 million.

Among the spending changes, the coalition asked for \$80 million more for welfare to allow assistance payment increases greater than the 7 percent limit imposed by Quie.

The coalition also proposed increased spending to allow more grants and loans for people seeking housing and students attending institutions of higher education. Other proposed spending increases could fund energy conservation and weatherproofing programs and hold down a projected 20-cent increase in bus fares by the Metropolitan Transit Commission.

Noting that a large segment of the state budget is in the form of aid to elementary and secondary education, the coalition suggested that the state hold tighter rein over that money.

"Over the long haul, the Legislature should not just give out money and mandate services to school districts," Craig said. "The state should demand some performance accountability to get this money."

The coalition also suggested that the state could reduce welfare expenses by involving prepaid health plans, such as health maintenance organizations, in medical assistance programs and by implementing a strict child support collection system for one-parent families.

Minneapolis  
Tribune

March 13, 1981





# Parents speak out on state schools

By Gregor W. Pinney  
Staff Writer

Minnesota should do something to make its public schoolteachers more accountable and should make it easier to get rid of the incompetent ones, according to seven parents who spoke to a group of legislators Wednesday evening.

The seven parents were among a total of 15 who spoke on a variety of subjects at a meeting sponsored by the Urban Coalition of Minneapolis at the Holiday Inn in St. Paul. The meeting, attended by 11 legislators, was billed as a chance for lawmakers to hear parents who usually cannot attend early-morning legislative committee hearings. Parent-Teacher Association members from all over the state were invited, and no attempt was made to influence what they said, according to coalition spokesmen.

Peter Jordan of St. Paul said he supported public education, but added: "Each of our kids has had too many experiences with incompetent teachers. In junior and senior high school, there's been at least one instance of incompetence each year — teachers telling war stories, showing movies and generally boring the students. It's really a scandal."

He said one of his children's teachers when the family lived in Mounds View, Cecelia Quaife, apparently will be laid off this year because of staff cutbacks. She was Minnesota's teacher of the year last year.

"She was the best teacher they ever had," said Jordan. But she is being laid off because she has only eight years of seniority in a system that

works "to protect persons with more seniority and some incompetents."

Shirley Holt of Minneapolis said the state Legislature deserves some blame for the state's "hidebound tenure system." She also criticized teacher union contracts and rules that allow teachers to teach subjects for which they are only minimally qualified, enabling them "to hang onto their jobs."

She said an excellent social studies teacher in her children's school lost his position because of cutbacks, leaving the Social Studies Department in the hands of much less competent people. The teacher stayed on the payroll only by retraining to teach handicapped youngsters.

"That's a travesty," said Holt. "It's awful."

Five of the seven who spoke on teacher accountability were from Minneapolis, one was from St. Paul and the other from Roseville.

The one from Roseville, Kay Hatfield, urged legislators to reject a bill, pushed by the Minnesota Federation of Teachers, that would allow a teacher to suspend an unruly student from class for three days.

"Teachers would be the first to protest if they were dismissed without due process," said Hatfield. "There seems to be a growing attitude among teachers that they are accountable to no one. If students' scores go down, they say it's the parents' fault or it's the low mentality of the students."

Ralph Crowder, a parent from south Minneapolis, said that if citizens would walk into schools unannounced in his part of town, "I think you'd find virtual chaos, especially in the black and native American communities. Some of the brightest minds in my community are virtually being destroyed by the schools."

Crowder, a member of the Urban Coalition's task force on education two years ago, added: "We found the Minneapolis Public School system doesn't take a critical stance on evaluation of its educators." He was the

only speaker who was known to have coalition connections. Crowder has one child at Field Elementary School.

Crowder is black. The others who spoke on teacher accountability are white.

Charges similar to Crowder's were made about North High School two years ago by a group of black community people from the north side. Two reporters who later spent five days in the school found some looseness in discipline but nothing of the magnitude that was alleged.

One speaker who took a different tack was Joyce Lake of White Bear Lake, who said, "I think maybe we have too much accountability. My friends who are teachers say they give pre-tests and then in a few days give a post-test. I'm afraid we're teaching for the tests."

Nothing is more precious to union teachers than their protection under the tenure and seniority systems. Union leaders deny that those systems protect incompetent teachers and say the problem is caused by spineless administrators who lack the courage to use existing procedures for dismissal.

Other speakers, who came from as far away as Wagona and Duluth, pleaded for more money for schools, fewer requirements that schools deal with social problems, an end to "secular humanism" in the schools, requirements that schools teach "basic life skills" like getting a job and understanding the value of money, help for the average students and smaller class sizes.

## Major UCM Accomplishments, Fiscal 1982

(July 1, 1981 - June 30, 1982)

The accomplishments of the UCM in FY 1982 are an indication of the diversity, complexity and incessant nature of the issues facing lower income and minority people in the 1980's. Housing, employment, education, juvenile justice, government budgets, reapportionment, and child support are some of the critical issues which required Coalition attention this past year. A highlight of the year was the new coalitions and contacts forged, which were in part a result of the extensive publicity and communication efforts generated by and about UCM's efforts.

### Employment

#### Coordination of Local Efforts at Job Creation

Recognizing crisis unemployment rates of its constituency, the UCM convened a series of meetings to discuss both short- and long-term employment problems and possible strategies. Concerns included the serious lack of coordination between jobs programs, the absence of small business involvement, and the insufficient linkage between city-aided business development and jobs for the disadvantaged. At these meetings the UCM worked for a clear consensus among key actors in local jobs issues.

#### Short-Term Adults Employment Program

The UCM convinced the Minneapolis Community Action Agency (MCAA) to fund a short-term employment program for low-income Minneapolis residents waiting to start their CETA training. At the Coalition's urging, MCAA released \$267,000 to provide 2- to 10-week jobs for over 200 unemployed adults. Also in response to this problem, the Minneapolis City Council approved a public works project employing 100 needy young adults for 10 weeks.

#### Summer Youth Employment Program

The UCM designed and administered a summer jobs program for low-income youth. The program, funded by the Northwest Area Foundation, employed approximately 50 youth in non-profit, youth-serving agencies.

#### Survey of Minority Staff Among Minnesota's Elected Officials

In its 5th annual survey of minority staff of Minnesota's 16 highest elected officials, the UCM found that the abysmal hiring record of the Minnesota Congressional House Delegation remains. For example, only three (2.5%) of the House members staff of 122 were minority in 1981.

#### Affirmative Action

The UCM continued to monitor affirmative action practices and policies in the city.

## Education

### Adoption by the Minneapolis Public Schools (MPS) of UCM Recommendations on Education: An End to Social Promotion and the Beginning of Effective Personnel Evaluation

Consistent with a UCM study and followup advocacy activities, the MPS board officially ended its long-held policy of promoting students without any guarantees of skill acquisition. The MPS incorporated other UCM recommendations into its long-range plan, including the development and proposed implementation of a comprehensive evaluation procedure for teachers, principals and administrators.

### Participation in School Improvement Project (SIP) Steering Committee, and other important education committees.

The SIP committee oversees the development of the proposed evaluation procedure for teachers, principals, and administrators, linked to student achievement, as part of a four-year research project funded by the MPS and the Northwest Area Foundation. The project is currently in its second year.

UCM also served on the Citizen Involvement Subcommittee of the MPS Long-Range Planning Communications Committee and the Board of the Citizens Committee on Public Education and its Five-Year Plan Evaluation Committee.

### Promoting Community Involvement in Public Education

UCM produced and moderated two television programs which interviewed local school board candidates and conducted a school board candidates forum in the community.

UCM also convened a meeting of key education decision makers in Minnesota to discuss the role of improved personnel evaluation in Minnesota Public Schools and organized a community forum to discuss ramifications for Black, Indian and Hispanic students and parents of the MPS proposed five-year plan.

## Energy

### Continuation of Low-Income Weatherization Program

Since 1978, the Urban Coalition Weatherization Program has provided free insulation, caulking, weatherstripping and other energy efficiency improvements to approximately 10,000 Minneapolis low-income homeowners and renters. The UCM operates the weatherization program as a delegate of MCAA. Besides energy cost savings for persons in need, the Weatherization Program is proud of its recent accomplishments in the employment and training of people of color. As of June, 1982, the program employed 92 staff. There were 26 white (28%), 34 Black (37%), 23 American Indian (25%), and 8 Hispanic (9%). The Weatherization Program also employed 18 women (20%), including the Director and her assistant, both of whom are Black. The weatherization program has placed a number of its carpenter apprentices in permanent jobs with private contractors in the city. One Hispanic carpenter apprentice rose through the ranks of the weatherization program to become Chief Inspector and achieved journeyman status through the Twin City's Carpenters Union.



### Energy Crisis Intervention Program

The Energy Crisis Intervention Program (ECIP), operated by the Coalition under contract with MCAA, brought more than 1,100 households into the low-income weatherization program; provided furnace tuneups to 429 low-income households; provided emergency fuel assistance to 155 households; and completed repairs to roofs and furnaces for another 28 homeowners. The program also produced over 6,000 colorful, poster-sized Energy Calendars, which included numerous energy tips and a directory of energy assistance providers. ECIP staff visited public school classrooms and produced a weekly energy show on KMOJ, a community-run radio station.

### House Doctor and Non-Profit Energy Service (NES)

In the fall of 1981, the Coalition began a contract with the Minneapolis Energy Coordinator's Office to provide "House Doctor" energy audits to low/moderate income households and specialized energy audits to non-profit agencies in the city.

As of June, 1982, House Doctor services had been provided to 127 households. Coalition staff conducted thorough energy audits, identified and prioritized conservation improvements, made low-cost improvements on-the-spot; and in some cases, provided certification enabling clients to use the Minneapolis Energy Bank.

The Non-Profit Energy Service is a unique and innovative contribution to energy conservation in Minneapolis. It has conducted energy audits specifying costs, savings and paybacks for over 100 non-profit facilities. In most cases, on-the-spot improvements were also made, providing immediate energy and cost savings.

A grant from the Minneapolis Foundation and support from Honeywell permitted the Coalition to offer additional energy services to non-profit agencies, which should enable these nonprofits to reduce energy consumption between 10 percent and 30 percent. NES estimates that each agency should save approximately \$2,500 over the next five years. The Coalition developed a joint project with Honeywell's Retiree Volunteer Program to install 130 automatic set-back thermostats donated by Honeywell. The Coalition continues to work on mechanisms for financing additional conservation investments by non-profit agencies.

### Solar Demonstration Project

Through a grant from the Department of Energy, UCM provided training in solar techniques to weatherization program staff, which led to the installation of solar panels on the Seward Day Care Center.

### Inception of Urban Coalition Energy Programs, Inc.

(See Financial Section of the Annual Report)

### Monitoring of Cold Weather Rule

UCM served on an ad-hoc task force set up by the Public Utilities Commission to monitor implementation of the Cold Weather Rule, which protects customers from utility shutoffs of heat in the winter.



#### Energy and Employment Conference

UCM co-sponsored a Conference on Employment, Environment and Energy with the Minnesota Project.

#### Ford Foundation Energy Education Research

Through a grant provided by the Ford Foundation the UCM developed a prototype energy education component for its weatherization program. The purpose of the research project was to test the value for lower income people of energy education within the weatherization process.

#### Housing

##### Organization of Minority Housing Group

One major finding of a 1981 UCM housing study was the absence of any real minority voice in local housing issues. To fill this void, the UCM organized an ad-hoc task force of minority representatives to help formulate and promote housing policies responsive to low-income and minority concerns.

##### Amendments to Tenant Remedies Act

The UCM successfully lobbied with others for amendments to the Tenant Remedies Act, which allow court appointed administrators to make necessary repairs to bring rental properties up to code.

##### Rental Property Registration

The UCM contributed to passage of a bill increasing the ability of the City of Minneapolis to identify owners of rental properties for code enforcement, collection of taxes, and use of the Tenant Remedies Act.

#### Government Budgeting

##### Alternative Hennepin County Budget

Following its well-received efforts at the state level in 1980, the UCM tackled the proposed Hennepin County budget in 1981. Working with the Greater Minneapolis Council of Churches, the Coalition proposed a Hennepin County COUNTER BUDGET which took a comprehensive look at alternative ways of serving poor people in the most effective and efficient manner possible.

##### Advocacy for More Responsive Juvenile Care System

The UCM questioned the appropriateness of the Hennepin County's juvenile care system's emphasis on expensive institutional facilities. In the COUNTER BUDGET and in meetings with key juvenile care decision makers, the UCM continually recommended consideration of less costly, more effective methods of non-institutional care.

##### New Child Support Legislation -- Formation of Hennepin County Child Support Enforcement Task Force

At UCM's request, Tom Johnson, Hennepin County Attorney, convened a blue-ribbon task force to determine how best to pursue child support collections

in the county. The committee recommended a new system of child support collection placing the onus on the non-paying parent instead of the custodial parent. New state legislation, supported by the committee, was passed, streamlining procedures for wage deduction and increasing the ability to intercept tax refunds for child support enforcement purposes.

#### Campaign to Counteract Federal Budget Cuts

The UCM orchestrated a plan to inform its many constituents and supporters on the impact of the Federal budget cuts. Comprehensive Federal budget information sheets were prepared and disseminated in four programmatic areas along with addresses of key legislators.

#### Reapportionment

##### Minnesota State Reapportionment Plan

The UCM presented a study to the Senate and House Reapportionment Committees entitled "Maximizing Minority Political Representation: A Partial Reapportionment Plan for Minnesota." The political boundaries eventually drawn by three Federal judges closely paralleled the UCM recommendations.

##### Partial Reapportionment Plan for Minneapolis

The UCM was active in Minneapolis' reapportionment process, submitting a detailed analysis to the Minneapolis Reapportionment Commission.

#### Coalitions

##### Emergency Needs Assessment

The UCM, with the cooperation of 17 providers of emergency services, i.e., food, shelter, clothing, conducted a one-month study (May, 1982) of people in need. The purpose of the survey was to provide a more clear and objective picture of the problems and needs of people seeking these services.

##### Corporate Seminars

The UCM held a series of corporate seminars on employment, housing, education and other issues of concern to lower income and minority people. The seminars were aimed at providing middle management in various corporations with a better idea of the most pressing needs facing the UCM's constituency.

##### Alliance With Minneapolis Council of Churches

Deep concern over the effects of government cutbacks in human services led to a closer working relationship between the UCM and the Council of Churches. Together with the Council, the UCM prepared an alternative budget for Hennepin County. Earl Craig was the featured speaker at the Council of Churches annual meeting. This represents a major resurgence in the role of the religious community in the activities of the Coalition.

##### Provided Mediation and Consultation to Two Community Radio Stations

UCM played a major role in helping to resolve difficulties faced by KFAI and KMOJ, two low-wattage community radio stations in Minneapolis. The UCM

is now helping the two stations develop a cooperative approach towards addressing future planning and development issues.

#### Development of Information Clearinghouse

A computer-based clearinghouse of information on minority and low-income issues is now operative at the UCM. The Clearinghouse centralizes pertinent data to help the UCM and others obtain a more objective description of the status of low-income and minority people. The information will be particularly useful for grant and proposal writing and setting of priorities. Already over 50 requests for information and assistance from the Clearinghouse have been made.

#### Continuation of Citizen Dispute Settlement Project

In partnership with the City Attorney's Office, the UCM offered mediation services to individuals involved in over 200 neighborhood or domestic disputes. UCM mediators provide a structured setting for resolving differences outside of the courts.

#### Non-Profit Collaboration Group

Coalition staff facilitated a series of meetings for over a dozen settlement houses, alternative schools and community organizations to explore possible collaboration in the provision of services or performances of administrative functions. Two groups which are developing specific collaboration proposals are now meeting as a result of these efforts.

### Communications -- Reaching Out

#### Increased Community Contacts

Major efforts were made in FY 1982 to expand the number and level of UCM contacts in the community.

#### Bolstered Media Relations

Press releases on important UCM activities and insights were regularly made available to local and community media.

#### KMOJ Energy Series

A special weekly series on energy issues geared specifically to low-income and minority people was broadcast by UCM over a community-operated radio station, KMOJ.

#### KFAI Radio Shows

The UCM was featured on KFAI, another community-operated radio station, discussing a variety of topics relevant to low-income and minority people.

#### Television Forum

A school board candidates forum was produced and moderated by the UCM.

### Information Clearinghouse

The UCM Information Clearinghouse is now being made available to outside agencies and individuals.

### Community Meeting With Congressman Sabo

The UCM organized and hosted a meeting between Congressman Sabo and 30 representatives of minority groups in the city to discuss the impact of the Federal budget cuts.

### Community Meeting on Block Grants and New Federalism

The UCM organized and hosted a meeting concerning federal block grants in Minnesota and proposals for a "New Federalism." Participants at this first of its kind meeting in Minnesota included representatives from minority communities, labor, seniors, churches, and public interest groups as well as three representatives from Washington based organizations. The Coalition will serve as a conduit of information of these issues to interested groups in Minnesota. In addition, the Coalition has taken responsibility for development of a "White Paper" on block grant implementation in Minnesota.

### UCM Finances: Big Increases in Contributors

The Coalition achieved great success in its efforts to increase its corporate funding base in 1982. A volunteer from Northwestern Bell, Denny Fitzsimmons, spearheaded this effort, which added over 75 new corporate contributors, a 75 percent increase over 1981 and more than 100 percent over 1980.

### Communications

The UCM greatly expanded its efforts to publicize and inform its constituency, the public, and decision makers regarding the nature of issues facing poor and minority people. These included: a community forum on the proposed Five-Year Plan of the MPS, regular radio broadcasts on energy conservation, feature columns in the local and community press, seminars for corporate employees, numerous speeches and improved media relations. These efforts achieved what Leonard Inskip described in a column in the Star & Tribune where he characterized the Coalition as an organization which "keeps the issues of poverty before the community."



## Work Program Elements Not Completed

### Affirmative Action

Annual minority staff survey

Data gathered but report not written; to be used in 1982 report

### Budgets

Further development & implementation of HMO's as means of providing health care for lower income people

Are providing consultation to Interstudy but did not work out joint proposal

### Clearinghouse

Develop and implement strategy for offering services to business community

Explored use of corporate newsletter for data releases but found little receptiveness

Establish viable long-term funding and institutional support

Still seeking good ideas

### Education

Development and lobbying of state evaluation legislation

Opted for work in Minneapolis Public Schools, not the Legislature

Student Competency Conference

To be held November, 1982

Seek private funding for Talent Search proposal

Dropped as a priority for private funding

### Employment

Assist in implementation of energy-related business plans

Viable community entrepreneurs did not surface

Energy job placements with Minnegasco

Few jobs available at Minnegasco

### Energy

Development of adequate rental weatherization program

Still haven't found the key for citywide program

Demonstrate "super" insulation in minority community

Grant did not become available



EARL D. CRAIG, JR.

*President*

July 14, 1981

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

The next meeting of the UCM Board has been scheduled for Wednesday, August 5.

Several Board members have expressed an interest in holding afternoon meetings. Therefore, please indicate on the enclosed card at which time you could be available for a meeting on August 5 (3:00 p.m. or 7:00 p.m.) The card should be returned to UCM office as soon as possible so that we may finalize a time.

/cda



# Urban Coalition Community Report

JUNE - JULY 1981

Vol.1  
No.1

THIS SIX-MONTH REPORT OF THE URBAN COALITION IS PUBLISHED TO BETTER INFORM THE COMMUNITY OF THE COALITION'S RECENT ACTIVITIES, AND TO PROVIDE A MEANS OF GATHERING COMMUNITY FEED-BACK ON PRESENT AND FUTURE GOALS AND ACTIVITIES. AFTER READING THE REPORT, PLEASE COMPLETE THE SURVEY ON THE LAST PAGE AND RETURN IT TO OUR OFFICE AT 89 SOUTH 10th STREET, MINNEAPOLIS, MN 55403.

## STATE COUNTER BUDGET

The Coalition prepared a State COUNTER BUDGET to address the broad range of issues which affect directly the funding for programs for lower-income people. Historically, advocates for the poor have sought funding for specific programs for their constituency, and have spent little time on how money was raised to support state spending or how effectively state government operated. The Coalition believes this approach is no longer adequate to protect the interests of low income and minority people and thus, incorporated in its efforts the "how", as well as the "what" involved in the state funding process.

The COUNTER BUDGET focused on three major areas:

- (1) More effective and efficient methods of delivering state services
- (2) Restoration of cuts in essential services
- (3) Changes in the state tax structure that would increase state revenues in a fair way and put the state in a sound financial position.

The State Legislature adopted several of the recommendations put forth in the Coalition's budget proposal. These were:

- (1) Allowing counties to designate specific doctors and other medical vendors for General Assistance Medical Care.

This is a first step toward implementing the Health Maintenance Organization (HMO) concept for delivery of cost-effective medical care to welfare recipients.

- (2) Closing a State Hospital. Rochester State Hospital will be closed, saving the State approximately \$7 million. This savings reduced the amount of cost necessary in other State services and programs.
- (3) Putting a ceiling on increases in nursing home costs at 10% per year. Increases had been running at about 15% per year. This action will also reduce cuts in other forms of public assistance and direct more benefits to recipients instead of to program operators.
- (4) Permitting payroll withholding of child support payments. This measure will assist welfare recipients by allowing child support payments to be withheld from paychecks of absent fathers. It will bring additional revenue to the State and help reduce welfare rolls.
- (5) Eliminating the proposed ceiling on AFDC funding. Governor Quie had proposed that total state AFDC expenditures for the next two years be limited no matter how many families become eligible for assistance. Passage of his proposal would have meant lower grants for eligible families whose income is already at least 15% below federal poverty guidelines.
- (6) Expanding eligibility for General Assistance beyond the Governor's proposal. The Governor had proposed that G. A. be provided only to those individuals certified by a doctor as totally unable to work, even one hour per week. The expanded categories proposed by the Coalition and others and passed by the legislature include battered women in shelters with their children; people living in facilities for mental, physical and other rehabilitation; people unable to speak English and people who lack marketable skills.
- (7) Maintaining the General Assistance Medical Care Service categories. Governor Quie had proposed that General Assistance medical care be limited to two emergencies a year instead of service for any type of medical problem. It was the Coalition's position that the Governor's

The Urban Coalition of Minneapolis is engaged in research, advocacy and issue identification to deal with the concerns of non-white and poor people. We are committed to a united effort with labor, minorities, civic, government, community and religious representatives to develop and implement solutions to those concerns.

proposal would have not only reduced the availability of necessary medical care for the many G. A. recipients but also placed a tremendous burden on local county hospitals and property taxes to pay for this service.

(8) Retaining the Sliding Fee Day Care Program separate from the Community Social Service Act (CSSA). The Governor had proposed that the Sliding Fee Program become a part of CSSA. This change would have threatened the continued existence of the program, which allows many lower income parents to work and not become dependent on public assistance by providing reduced cost day care.

(9) Providing payment for in-home care for the elderly as an alternative to the more costly care provided in nursing homes. Providing medical and chore services to those elderly who are able to remain in their own homes would reduce nursing home care costs by approximately 50 percent, and would allow those who are able and willing to remain at home to do so.

#### OTHER LEGISLATIVE EFFORTS

Members of our staff worked extensively during the past legislative session on issues affecting the welfare of lower income people. We were often opposed by much larger and more powerful groups but achieved a number of successes as well as encountering failures. Below is a summary of our efforts.

##### In Housing

The Coalition sought to:

- (1) Limit the use of tax-exempt mortgage revenue bonds to finance low cost housing units. This provision was enacted (Tax-exempt bonds provide mortgages at rates less than banks or savings and loans can provide.)
- (2) Reserve a portion of local tax-exempt bond monies for low and moderate income individuals and housing projects. This was not adopted because of a last minute amendment relating to rent control.
- (3) Allow bond proceeds to be used to acquire housing for conversion to limited equity coop housing. A large investment to rehabilitate the property is no longer required. This provision was adopted which will help keep monthly payments affordable.

Among the housing legislation the Coalition will be examining for next year includes:

- (1) The use of state pension fund investments to provide low-and moderate income housing in the state.
- (2) Mandatory registration of contracts for deeds or some other means of identifying who owns the property, helping to protect tenant's rights and enforce building codes.

- (3) Proposed amendments to the Tenants Remedies Act which would provide additional tools to the city by eliminating housing code violations.
- (4) Changes in the taxation of rental property which would help lower the cost of rental housing, making it more affordable to lower income tenants.

##### HOUSING TASK FORCE

In March of 1981 a Housing Task Force created by the Board of Directors of the UCM completed a study of housing for the minority and low-income people of Minneapolis. A major finding of this study was the lack of a minority voice speaking in a comprehensive way regarding housing problems.

The UCM is currently organizing minority agencies and representatives to formulate and educate for policies that are responsive to the housing needs in the minority community.

##### In Energy

The Coalition's efforts at the legislature on energy issues were designed to reduce the impact of spiralling energy costs on lower income people and to develop opportunities for long-term unemployed persons in energy-related jobs. Our efforts met with limited success.

- (1) Funding for the state's low income weatherization program was continued although at a reduced level. With this funding and federal weatherization assistance the Coalition was able to weatherize over 2,000 homes during the past year. (See Weatherization Section)
- (2) The Coalition failed in its effort to revise the Minnesota Energy Conservation Service and the utility investment program so they would provide more assistance to renters. The proposed changes would have directed utilities, which operate these programs to tailor a portion of their efforts to the needs of renters.
- (3) The Coalition joined with numerous other groups in supporting a bill that would allow renters to caulk and weatherstrip their units and deduct the cost from their rent, if the landlord failed to make these improvements. The Coalition had been instrumental in 1978 in gaining passage of a state law requiring that this type of energy-saving feature be installed in every rental unit in Minnesota. This year's effort would have made installation of the required improvement an easy step for tenants, who must pay



the higher energy bills when energy is not conserved.

(4) Efforts to create an Energy Financing Commission to provide low interest loans to energy-related businesses and non-profit organizations failed this year in the State Senate despite the efforts of the Coalition and numerous other groups. This legislation would have helped organizations such as day care centers, halfway houses and others to weatherize their property and small entrepreneurs to start energy-related businesses. Special emphasis was to be given to new state businesses in areas of high unemployment.

#### CHILD SUPPORT ENFORCEMENT TASK FORCE

The Coalition was instrumental in helping to form a Child Support Enforcement Task Force to determine how total child support collections could be increased for Hennepin County and how the system could be operated more efficiently. Changes in the system could help raise additional revenues for the County, reduce the number of households dependent on government assistance, and more importantly, improve the economic situation of the many mothers and children dependent on child support payments.

The Task Force was formed through the efforts of Tom Johnson, Hennepin County District Attorney, and the Hennepin County Board, which passed the resolution creating the Task Force. Task Force members represent various levels of County and State government, legal services, and educational and community organizations. The Urban Coalition's representative is Luanne Nyberg.

No date has been set when the Task Force expects to complete its study.

#### UCM ENERGY PROGRAMS

##### Weatherization

This program was established in 1978 to provide weatherization services to homes of persons at or below 125 percent of the federal poverty income level (\$10,563 for a family of four). Over 4,300 low-income households have utilized the program since its beginning. Other pertinent information on the program includes:

- \*\* Furnace tuneups services for more than 700 homes had been arranged by mid-June, assisting residents in reducing furnace problems for the upcoming heating season.
- \*\* The average expenditure for materials (insulation, etc.) and labor for each home is approximately \$1,000, which pays for cost of caulking, weatherstripping, insulating attics and sidewalls and possibly repairing primary and storm windows.
- \*\* Low-income renters are also eligible for the Program's services, which allows for a two-year rent increase limitation. In return for free

weatherization, owners of rental property must agree to a one-year rent freeze followed by a 6 percent ceiling on increases in the second year (with some exceptions related to property taxes).

- \*\* The UCM Weatherization Program also operates the Minnesota Housing Finance Agency's Emergency Conservation Grant Program in Minneapolis. Under this program nearly 100 homeowners are receiving grants up to \$2,000 for energy-related structural improvements or furnace repairs.
- \*\* Innovative Grant -- The Coalition will be participating in the City's Innovative Grant Program funded by the U. S. Department of Housing and Urban Development. UCM's role will be to provide "house doctor" type audits for 60 low-income homes, 150 non-profit agencies, and 280 multi-family housing units. The program is slated to run from July 1981 to November 1982.

#### ECIP

In February of this year the Coalition initiated the Energy Crisis Intervention Program (ECIP) under contract with the Minneapolis Community Action Agency. Since February ECIP has served more than 600 clients.

- \*\*224 clients were referred to the City's House Doctor Program for energy audits
- \*\*322 were referred to UCM's Weatherization Program for services
- \*\*156 received additional fuel assistance, up to \$200 per household, totalling nearly \$30,000
- \*\*Limited funds for energy-related repairs are also available through ECIP. Homeowners whose dwellings require furnace, roof or foundation repairs may qualify for assistance.

Special efforts were made by ECIP to increase the participation of Senior Citizens, renters and minority people who have traditionally not used energy programs.

#### UCM RECOMMENDATIONS INCLUDED IN NEW CITY WARD BOUNDARIES

The Coalition participated in the recent City reapportionment process by submitting a plan for redrawing three city wards which have a high concentration of Blacks, American Indians and Hispanics. Although the City Council did not adopt the precise plan put forth by the Coalition, the final ward boundaries did incorporate the main elements of UCM's proposal.

The purpose of the Coalition's effort was to show how ward boundaries could be drawn to concentrate racial minorities in a limited number of wards, thus increasing the potential political influence of minority people.

The three wards designed in the Coalition's proposal contained 67.6 percent of the City's total minorities population (31,963 of a total of 47,119).

The final plan, representing the Coalition's, the City's and other organization's proposals, incorporates a high percentage of minorities in the 5th, 6th and 8th Wards. These boundaries will remain intact for the next ten years, giving Blacks, Indians, and Hispanics an opportunity to participate more effectively in the City's political process.

#### ST. PAUL JOB CORPS

The Coalition and several other organizations took part in a three year battle over the establishment of a job corps center in the old Bethel College site in St. Paul. In July, the battle ended with a victory, the official opening of the Hubert H. Humphrey Job Corps Center.

The center offers basic education and job skills training to young men and women between the ages of 16 and 21. Many of the students have had previous problems in public schools and with the law, and all of them are poor. The students will have an opportunity to earn a high school equivalency diploma and learn office, welding, cooking and nursing assistant skills.

Forty-six students enrolled for the opening of the Center but eventually 250 young people will be able to participate in Minnesota's first Job Corps Center designed to affect the problems of undereducation and high unemployment of Minnesota's poor youth.

#### FACT SHEET ON INDOCHINESE

The UCM Clearinghouse on minority race data recently completed a fact sheet on Hmong, Vietnamese, Laotian and Cambodian refugees in the Twin Cities Area. The data listed includes population size and distribution and programs and resources available to the Indochinese community.

The fact sheet was a result of a request from participants in the Phillips and Elliott Park neighborhoods to discuss existing and potential difficulties in the resettlement process, and related concerns about resettlement programs, housing availability, use of leisure time facilities and school programs.

The data is available through the UCM Clearinghouse at 348-8550.

# THE DEMOCRATIC



# AGENDA

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## *ON TO MEMPHIS!*

The Chair of the Democratic National Committee has appointed a Subcommittee to write the permanent call (that is, the agenda and program) to the 1978 Midterm Conference. This subcommittee plans to report to the full DNC when they meet in June, but will itself meet then to do business for the first time. This means that the agenda and rules for the Conference will not be established (voted on by the full DNC) until September or October. Very few delegates will remain to be elected by that time. This

is a startling approach to a Conference that is supposed to provide communication between grass-roots Democrats (all of them, not just delegates and DNC members) and the leaders of the Party. The delegates will have their say -- maybe -- but the people who elect them will be, in a sense, voting blind. This is a great loss to our Party, since it denies us the chance to learn, at the polls but without the risk of losing office, how Democrats feel they are being represented on the major  
(continued on next page)



issues confronting the nation.

In this vacuum, it is up to us to devise a way to communicate support for our Party's most important issues. The remaining campaigns for delegate seats around the country should be

strongly issue-based. We should state our firm support of our Party's 1976 Platform where it proposes an active approach to solutions to this nation's economic difficulties and a commitment to social and economic justice here and abroad.

## "A Commitment to the Country"

The 1976 Democratic Party Platform promises:

- an all-out effort to end unemployment
- a comprehensive anti-inflation policy
- vigorous pursuit of equal opportunity for minorities, women and other traditionally disadvantaged citizens
- a compassionate approach to economic cooperation with and assistance for poorer countries
- a realistic attempt to limit defense spending
- a serious search for agreements that will enable the world to limit nuclear arms
- a governmental effort to help ease the transition from military production to industry that produces goods and services which improve the quality of life
- an energy policy that reduces our dependence on foreign energy and encourages the development of new energy sources
- a health care program that ensures equality of medical care and acts to prevent ill health caused by environmental and other factors
- an overhaul of the tax system to distribute the burden equitably

Clearly, these pressing items

are all related and need to be acted on as soon as possible. Two years have already passed since the Platform was written and adopted by the Democratic Party.

This Platform also says:

"We do pledge a government in which the new Democratic President will work closely with the leaders of the Congress on a regular, systematic basis so that the people can see the results of unity."

"We do pledge a government in which the Democratic members in both houses of Congress will seek a unity of purpose on the principles of the Party."

The 1976 Platform is not just a piece of paper! It is a commitment to the country, and the Party should use this Conference to develop both the will and the means to hold its elected representatives responsible for that commitment.

This is our Agenda, and we should offer it to the voters and the National Committee for very serious consideration.

(Write or call the DNC -- 1625 Mass. Ave. NW, Wash., D.C. 20036, 202-797-5900 -- and ask for a copy of the Platform. You will find it useful, and they will learn of our interest.)

No. 2/June 1978/The DEMOCRATIC AGENDA is a broad effort to remind our elected officials of their social justice promises. Among the sponsors are: Labor leaders Doug Fraser, Jerry Wurf, William Winpisinger, Joyce Miller, Murray Finley and Cleveland Robinson; Mildred Jeffrey, Wallace Albertson, Josephine Baer, Rick Scott, Michael Bleicher, Congressmembers Robert Kastenmeier, John Conyers and Ronald Dellums, and authors Robert Lekachman, Irving Howe, Gloria Steinem and Michael Harrington. Coordinator: Marjorie Phyfe. Newsletter Editor: Libby Moroff. More information and original statement of purpose available from: The DEMOCRATIC AGENDA/853 Broadway, Rm. 617/New York, N.Y. 10003.

## Who We Are

The DEMOCRATIC AGENDA is a broad coalition of leaders and activists in the major movements for social change in the United States: the trade unions, the minority communities, feminists, the reform wing of the Democratic Party, environmentalists, partisans of disarmament. It was organized in 1977 and brought well over a thousand people from every part of the country to a three day founding conference in November of that year.

Its four major principles are:

- Democratic national planning for full employment;
- Fairer distribution of wealth and income;
- Social, not corporate, priorities;
- World peace and justice.

Since November, 1977, the DEMOCRATIC AGENDA has organized, helped organize, or participated in major conferences in Dallas, central Illinois, Philadelphia, North Carolina, Detroit, Long Island NY, and Washington. Similar meetings are scheduled for California (San Diego, Los Angeles, San Francisco), Portland OR, Minneapolis, northern New Jersey and Boston. It helped to mobilize a Washington, D.C. demonstration and lobbying effort by unemployed people from Philadelphia and other east coast cities in the spring of 1978. And it has worked with the Full Employment Action Coalition and Americans for Justice on the Job in fighting for the enactment of the Humphrey-Hawkins full employment bill and the national labor law reform bill.

The DEMOCRATIC AGENDA has also become a center for those activists campaigning to make the Democratic Party Mid-Term Conference in Memphis in December 1978 a truly democratic event where elected delegates can debate -- and decide -- policy on the basic issues before the country.

In the America of 1978, this program has become even more relevant than when it was adopted, for now there are powerful voices within the Democratic Administration as well as from the Republican opposition calling for recession as the answer to inflation. Indeed, most of the spokespeople of the conventional wisdom in both parties are warning of a coming stagflation which they treat as if it were as inevitable, and mysterious, as the storms that frightened primitive peoples.

We do not believe that more unemployment -- striking in discriminatory fashion against the Black, the Brown, the female and the young, but affecting every working American -- is the answer to our problems. We do not believe that recessions and inflations are the result of mythic Bulls and Bears at work on Wall Street. We believe that an American economy devoted to the meeting of human through full employment and to challenging those corporate powers which, more often than not, sets the priorities of government as well as of the private sector, can defeat both recession and inflation.

## Thanks

We'd like to take this opportunity to thank all of you who sent in contributions to further our work. The publication of this newsletter, the work of building conferences, etc. would not be possible without the continuing generosity of our friends.

Write  
for chair  
at conference



issues confronting the nation.

In this vacuum, it is up to us to devise a way to communicate support for our Party's most important issues. The remaining campaigns for delegate seats around the country should be

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Coordinator: Marjorie Phyfe. Newsletter Editor: Libby Moroff. More information and original statement of purpose available from: The DEMOCRATIC AGENDA/853 Broadway, Rm. 617/New York, N.Y. 10003.

## Winograd Proposals

The Winograd Commission's proposals for changes in the Delegate Selection rules for 1980 and beyond are still under consideration. The DNC will vote on June 9. The Executive Committee met May 8-9 and will meet again June 8.

The proposal to expand the at-large delegation by 10% was passed by the Executive Committee. It will mean that over 1/3 of the delegates to a nominating convention will not be chosen by the voters. If you oppose this rule, please let the National Committee know, as well as the members from your state.

The commission had proposed limiting the delegate selection procedure to 3 months, during which time the percentage of votes a candidate would need to be allotted delegates would be 15% the first month, 20% in the second month, and 25% in the third month (when most of the delegate selection actually takes place). An amendment to this proposal was proposed:

"At all stages of the delegate selection process, delegates shall be allocated in a fashion that fairly reflects the expressed presidential preference or uncommitted status of the primary voters, or if there be no binding primary, the convention and caucus participants, except that preferences securing less than the applicable percentage of the votes cast shall not be awarded any delegate. The applicable percentage in presidential primary states shall be calculated by dividing the number of national convention delegates in that congressional district or smaller delegate selection units into 100%.

"At large and party and elected official delegates shall be no lower than 15% and no higher than 20%. Each state shall at least 90 days prior to the first step in the delegate selection process, select a percentage

within these limits.

"In caucus states, the applicable percentage shall be no lower than 15% and no higher than 20%. Each state party using a caucus procedure shall at least 90 days prior to the first step in the delegate selection process select a percentage within these limits."

In the primary states, this would produce an average cutoff of just under 20%. This is an improvement over the proposed 25% in the last month, but it is not as good as the present 15% at all times (which was originally a compromise from 10%).

An additional problem with the amendment is that, as written, it would allow, under certain reasonably possible circumstances, a new version of winner-take-all. Take, for example, a CD with 4 delegates, making the cutoff 25%. If slate A receives 54% of the vote, Slate B receives 24% and Slate C receives 22%, then slate A will get all the delegates from that CD. The 46% of the Democrats who voted for slate B and C will be unrepresented. This can be corrected by adding the requirement that at least 2 slates must receive delegates, even if only one of them gets over the cutoff.

Fifteen percent should really be the highest cutoff permitted, but at the minimum the above requirement should be added. This is technically difficult stuff, and your National Committee people will welcome your help and opinions. Let them know -- they are really glad to know someone cares.

Equal division between men and women, single delegate districts have not yet been dealt with by the Executive Committee.

## Democratic Rules

The rules for the Conference are obviously very central to the possibility of communication between the Democratic voters, the delegates they send, and the leaders and elected representatives of our Party. Please write to the Chair of the subcommittee, Coleman Young, 1126 City County Building, Detroit, MI 48226, or to the member from your state or region, and make sure they understand the importance of these rules and the dangers of the frustration Party members would feel at a Conference that does not allow everyone to be heard and to vote. This Conference should provide real direction to the Party, not just conversation.

At a minimum, it should be reasonably easy for delegates to bring an item to the floor, to propose amendments, to obtain a roll call vote. A vote should be won by a majority of delegates present and voting. There should

be ample time for discussion. For a fuller discussion of a reasonable set of rules, see the previous issue of this newsletter.

Members of the subcommittee are: Coleman Young, Chair; Ruth Harvey Charity, 453 S. Main St., Danville, VA 24541; Ann Campbell, 300 Sycamore Ave., Shrewsbury, NJ 07701; Hazel Talley Evans, 1146 41st Ave. NE, St. Petersburg, FL 33703; Olivia Maynard, 2026 Calumet St., Flint, MI 48503; Alice MacDonald, 6501 Gunpowder Lane, Prospect, KY 40059; Bob Washington, 1120 Conn. Ave., Wash., D.C. 20036; Polly Baca Barragan, 8747 Santa Fe Dr., Denver, CO 80220; Nancy Chandler, Strawberry Meadows, So. China, ME 04358; Pat Cunningham, 4666 Grosvenor Ave., Bronx, NY 10471; Bruce Lee, 5150 East Gage, Bell, CA 90201; Dwayne Holman, PO Box 234, Austin, TX 78767; Paul Tipps, 2719 Kings Arm Circle, Dayton, OH 45440.

## Off & Running

The following people have let us know they are planning to run for delegate to the Midterm Conference:

Richard Wagner, PA; John W. Griffin, OH; Kathy Bacino, CO; Robert Daniel, CO; Katherine Kelly, FL; Michael Harrington, NY; Linda Riede, CO; Skip Roberts, CO; Celeste Benitez, Puerto Rico; Jack Gordon, FL; Anne Baker, MD; Michael Einheuser, MI; Jan Oakley, OH; Shirley Hipsher, IN; James Galbraith, CT; Lanny Davis, MD; Ron Brown, PA; Bob Swanson, WA; Ronald Book, FL; F.O. Moxley, KY; Robert Fithian, WA; Jesse Bankston, LA; Sylvia Watson, KY; Robert Race, WI; Harold Garvin, CA; Claire Rumpel, MN; Jeffrey Farrow, Virgin Islands; Joe Heisha, SD;

Joseph Kaplan, MA; Marilyn Kent, KS; Raymond A Jordan, Jr., MA; Willie A. Smith, NC; Sue Herbst, WI; Ken Makada, CA; B.J. Yarbrough, AR; Diane Albrecht, NY; Joyce Miller, CA; Stephen Retherford, VA; Charles Olson, VA; John Conway, MA; John Milstein, CO; T.J. Carney III, OH; Ed Burke, CA; Roger Banks, MN; David Vostrizansky, MI; Thomas Redder, CO; Norma Noonan, MN; Jose LaLuz, CT; Bill Gerling, NY; Vivian Schmidt, IN; Hilary Chiz, MS; Mark Price, UT; John Flanagan, IN; P. Michael Nugent, Jr., DC; Charles R. McDevitt, PA; Anne Belise Daley, CA; Ruth Jordan, DC; Bill Press, CA; Sally Connor, MA; William B. Gould, CA; Betty Schlein, NY; Donald J. Kavanagh, Jr., NY.



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# **Pass Labor Law Reform!**

As we go to press, the Senate has just begun debating the labor law reform bill, S-2467. While a majority of the Senate is in favor of the bill, conservative Senators will engage in a filibuster against it and will attempt to weaken it with crippling amendments. Enormous pressure is being applied by the U.S. Chamber of Commerce, the Business Round Table and the National Association of Manufacturers to defeat or weaken the bill. Under current law, the rights of millions of workers, especially blacks and women, are systematically abused and denied by callous employers like the J.P. Stevens Textile Corporation. It is crucial for the trade union

movement and for all people and groups concerned with social justice that this bill (S-2467) pass without crippling amendments.

Every reader of this Newsletter should:

1) Call or telegraph your Senator urging that he vote to end the filibuster, oppose weakening amendments and vote for the bill; and

2) Get in touch with the AFL-CIO or the United Auto Workers in your area to find out what other grass-roots pressure is being organized to pass the bill. Help put together a delegation -- or a demonstration -- to tell your Senators that this bill must pass.

## **Feedback**

Jan Oakley writes that there is a lot of trouble with the Ohio delegate selection plan . . . Flora Crater is challenging before the national Party's Judicial Council the 20% cutoff in Virginia's state candidate selection rules . . . David Falls of Pennsylvania approves the DEMOCRATIC AGENDA's direction in general but would like it

to deal with environmental and population growth problems directly . . . Sheila Van Meter is working for the California Democratic Party in implementing its affirmative action plan . . . Many people sent in names for our mailing list: keep them coming. It's the best way to increase our contacts and our effectiveness.

## **What You Can Do**

1. Pass out copies of the DEMOCRATIC AGENDA newsletter at state and local party meetings. Call or write us for more copies.
2. Contact your Democratic National Committee members on both issues and party rules matters.
3. Send in more names for our mailing list -- including your own if you're not already on it. The

more people we reach, the more effective all of our efforts will be.

4. Send in news from your area. We especially need to know who has been selected for delegate. Please send us names as soon as you have them.
  5. Send ideas, items, comments for the next newsletter.
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