

Ronald Reagan Presidential Library Digital Library Collections

This is a PDF of a folder from our textual collections.

Collection: Reagan, Ronald: Gubernatorial Papers,
1966-74: Press Unit

Folder Title: Issue Papers – Minorities

Box: P31

To see more digitized collections visit:

<https://reaganlibrary.gov/archives/digital-library>

To see all Ronald Reagan Presidential Library inventories visit:

<https://reaganlibrary.gov/document-collection>

Contact a reference archivist at: reagan.library@nara.gov

Citation Guidelines: <https://reaganlibrary.gov/citing>

National Archives Catalogue: <https://catalog.archives.gov/>

Memorandum

To : ED MEESE

Date : May 6, 1970

Subject: 1969 ETHNIC CENSUS
(SUMMARY FOR PRESENTATION
TO CABINET MEMBERS)

From : BOB KEYES

This issue is being presented to the Cabinet to (a) inform the members as to the current ethnic composition of State employment and (b) to seek guidance and authorization on the release of the data. The State has periodically (usually every two years) conducted ethnic surveys and provided interested parties some of the summary data. Individual departments have been given more complete data for their own use. It has been three years since the last survey and increasing demands have been made for current information. Several State departments that receive significant Federal funding have been required to furnish ethnic data to the Federal government. In the absence of having the data now in our possession, several departments will be compelled to conduct surveys of their own.

The primary decision relating to the data appears to be not whether to release the data but, rather what restrictions should be placed on its use and distribution.

The report reflects very favorably on our overall efforts over the past three years, however, the decision is made difficult by the single statistic that total Negro employment has not gained in the absolute although significant gains have been made in upgrading and shifting employment patterns.

The attached analysis and report of the ethnic census of all State employees, conducted during September, 1969, is available for distribution. It indicates that the State has made substantial gains, since 1966 in its efforts to provide equal employment opportunities for all persons. The following is a summary of the critical factors related to the problem statistic identified in the above paragraph.

It should be noted that this census was based upon total State employment figures including full-time, part-time, seasonal, and temporary employees.

On this basis, total State employment has increased by approximately 3% since 1966. During the same period, overall minority employment has increased by approximately 12%.

May 6, 1970

Although substantial increases have taken place in the Oriental (13%), Mexican-American (28%) and other Non-White (36%) categories, no significant increases are shown for the Negro ethnic category servicewide. This is true even though there were substantial increases in several departments such as the California Highway Patrol (plus 52), the Department of Corrections (plus 41) and the Department of Human Resources Development (plus 287). These gains were more than offset by decreases in this category in a single department, Mental Hygiene (minus 387).

There is also reason to believe, although the current reporting system prevents our obtaining the supporting data, that there has been higher than normal turnover of Negro employees. In those hiring programs for which we have knowledge through casual observation, the number of Negro hires has consistently exceeded the number of hires for other minority groups. And yet, in spite of this, there has been no appreciable increase in Negro employment.

On the positive side, the statistics demonstrate that there has been substantial progress in terms of movement of Negro employees from lower to higher levels of State government. For example, since 1966, there has been a 60% increase in the number of Negro clerical supervisors. During the same period, the percentage increases in Caucasian clerical supervisors was only 8%. In addition, the data indicates a reduction in the growth and concentration of Negro personnel in the menial and laboring occupations concurrent with gains in the skilled crafts and trades, law enforcement, professional and supervisory professional occupations.

cc: Jim Crumpacker
Paul Beck

RJK:bp

REPORT TO THE GOVERNOR ON THE 1969 ETHNIC CENSUS

This is the report of the fourth ethnic census of all State employees conducted by the Governor's Office in September 1969. The last comprehensive census was taken in 1966. The six statistical tables and the data in this report are, for the most part, based on a comparison of 1969 ethnic data with that reported in 1966. The two ethnic categories of Oriental and Other Non-White are reported for the first time in Tables III, IV, and V. The additional data for these two categories will provide a statistical base for future comparative analysis.

It should be noted that the employment figures contained in this report are based upon Controller's payroll records and include full-time, part-time, seasonal, and temporary employees. Overall, total State employment increased from 114,032 in 1966 to 117,741 in 1969 or approximately 3%. During this same period, total minority employment increased from 14,745 to 16,459 or approximately 12%.

The following six tables provide a statistical analysis of the current ethnic data:

Table I shows the numerical and percentage change in five ethnic categories and in total employees. It indicates substantial increases in the Oriental (13%), Mexican-American (28%) and Other Non-White (36%) categories. No significant increases are shown for the Negro ethnic category statewide even though there were substantial numerical increases in several departments such as the California Highway Patrol (+52), the Department of Corrections (+41) and the Department of Human Resources Development (+287). These gains were more than offset by decreases in this category in a single department, Mental Hygiene (-387).

Report to the Governor on the 1969 Ethnic Census.

Table II shows the change in median annual salary for the five ethnic categories of Negro, Oriental, Other Non-White (Indian, Hawaiian, etc.), Mexican-American, and Caucasian. During the prior census period (1964 - 1966) the percentage increase in median annual salary was less for all minority categories than for the Caucasian group. The current census shows minority employees closing the gap. The percentage increase in median salary for the Mexican-American and Other Non-White categories was equal to the increase for Caucasians (23%). The increase for the Negro (21%) and Oriental (22%) groups was somewhat less than that for Caucasians.

Table III shows the change in the number of minority employees in specific occupations and job levels. The statistics demonstrate that there has been substantial progress in terms of movement of minority employees from lower to higher levels of the career ladders. For example, since 1966, there has been a 60% increase in the number of Negro clerical supervisors and a 58% increase in the number of Mexican-American clerical supervisors. During this same period, the percentage increase in Caucasian clerical supervisors was only 8%. This is evidence of substantial upgrading of minority employees in the clerical occupational group.

Table III also indicates a reduction in the growth and concentration of minority personnel in the laboring and custodial occupations concurrent with gains in the skilled crafts and trades, law enforcement, professional and supervisory professional occupations.

Table IV shows the percentage of a specific ethnic category in a particular occupational area and level. (For example, it indicates that 24% of all Negro employees are in the clerical occupational group.) It also

Report to the Governor on the 1969 Ethnic Census.

indicates the percentage of all State employees in a particular occupational area and level. (For example, it indicates that 19% of all employees are in the clerical occupational group.)

The statistics on Table IV confirm the shift of minority personnel into the higher levels of the employment ladder. For example, the prior census (1966) showed 16% of all employees in the professional group as compared to 12% of all Negroes. The current census indicates 16% of all employees in the professional occupational group as compared to 15% of all Negroes. This is an increase by 3% in the percentage of the total Negro ethnic group at the professional level.

Table V shows the concentration and increase in minority employees in the major State departments and agencies since 1966. The data provided by this Table indicate a significant reduction in the total work force of several major State departments such as Agriculture (-521), Veterans Affairs (-161), Water Resources (-369) and Mental Hygiene (-1,426). These reductions affected a sizeable number of minority employees. In light of these reductions, the overall increases reported in minority employment (Table I) are an impressive accomplishment.

Table VI shows the total number of employees in each ethnic group in State service and the percentage of total employment comprised by each group.

The analysis of the above data brings to light a few problems which should continue to receive special attention:

- a. The current periodic survey method of gathering ethnic data is not meeting our needs. It only reports the ethnic status of the

Report to the Governor on the 1969 Ethnic Census.

State service at a particular point in time, such as 1966 or 1969. It does not provide ethnic data for the time between reporting periods. A more comprehensive reporting system is required that will provide more timely information. It should include data on employee turnover and information regarding the ethnic groups and job occupations of persons separating from State service. Such data will provide the basis for specialized reports to guide management in developing and evaluating affirmative action efforts.

- b. The data show that we are attaining a more balanced distribution of minority employees among the various occupational levels. Nonetheless there is still a substantially higher relative concentration of minority than Caucasian employees in low-skill occupations.
- c. Data still show minority employees lagging substantially behind Caucasian employees in terms of median annual salary.

Although many departments have made significant gains in the last three years, particularly by relating to such efforts as the State Personnel Board's Career Opportunities Development Project, there is much yet to be accomplished. The current census data indicate significant areas where little has been accomplished and where significant potential for affirmative action exists. Each department must evaluate the results of this Census as it pertains to the ethnic composition of its employees. Then affirmative action programs must be implemented in order that the State may attain the goal of providing equal employment opportunity for all persons.

TABLE I - ETHNIC TOTALS

	<u>Minority</u>	<u>Caucasian</u>	<u>Total Employees</u>
<u>1966</u>	14,745	99,287	114,032
<u>1969</u>	16,459	101,282	117,741
Change:			
<u>Number</u>	1,714	1,995	3,709
<u>Percentage</u>	12%	2%	3%

TABLE II - SALARY COMPARISONS (Median)

	<u>Minority</u>	<u>Caucasian</u>
<u>1966</u>	\$6217	7020
<u>1969</u>	\$7590	8604
Change:		
<u>Dollar</u>	\$1373	1584
<u>Percentage</u>	22%	23%

TABLE III - SELECTED NET CHANGE STATISTICS
OCCUPATIONAL GROUPS
1969 TOTALS

OCCUPATION	1969		INCREASE AND DECREASE FROM 1966		% INCREASE AND DECREASE FROM 1966		1969 % OF MINORITY IN OCCUP. GROUPS
	MINORITY	TOTAL EMPLOYEES	MINORITY	TOTAL EMPLOYEES	MINORITY	TOTAL EMPLOYEES	
1. Clerical	4,247	22,261	119	406	2.88	1.85	19.07
2. Supv. Clerical	1,000	6,777	306	778	44.09	12.91	14.75
3. Laborer	862	5,573	75	105	9.53	1.92	15.46
4. Crafts and Trades	376	4,346	74	53	24.50	1.23	8.65
5. Supv. Crafts and Trades	187	3,280	44	131	30.76	4.16	5.70
6. Professional	2,811	19,052	501	734	21.66	4.00	14.75
7. Supv. Professional	962	11,713	239	868	33.05	8.00	8.21
8. Sub-Prof./Technical	2,980	20,731	150	(-1,288)	5.30	(-5.84)	14.37
9. Supv. Sub-Prof./Tech.	432	5,126	105	358	32.11	7.50	8.42
10. Law Enforcement	259	5,018	133	1,307	108.13	35.21	5.16
11. Supv. Law Enforcement	16	798	9	246	128.50	44.20	2.05
12. Field Representative	316	2,980	30	(-558)	10.48	(-5.77)	10.60
13. Supv. Field Representative	83	1,672	27	137	48.21	8.90	4.96
14. Administrative Staff	58	1,229	11	220	23.40	21.80	4.71
15. Administrative Line	30	773	6	50	25.00	6.91	3.88
16. Janitor, Custodian	1,583	4,646	(-170)	(-209)	(-9.60)	(-4.30)	34.07
17. Supv. Janitor, Custodian	216	1,195	46	213	27.05	21.69	18.07
GRAND TOTALS	16,459	117,741	1,714	3,709	12%	3%	14%

TABLE IV

1969 Percentage of Total Minority Population in
Specific Occupational Area*

	<u>Minority</u>	<u>Total of all Employees</u>
1. Clerical	26%	19%
2. Supervising Clerical	6	6
3. Laborer	5	5
4. Crafts and Trades	2	4
5. Supervisor Crafts and Trades	1	3
6. Professional	17	16
7. Supervising Professional	6	9
8. Sub-Professional/Technical	18	17
9. Supervising Sub-Professional/ Technical	3	4
10. Law Enforcement	2	4
11. Supervising Law Enforcement	**	**
12. Field Representative	2	3
13. Supervising Field Representative	**	1
14. Administrative Staff	**	1
15. Administrative Line	**	**
16. Janitor, Custodian	10	4
17. Supervising Janitor, Custodian	1	1
TOTALS	<u>100%</u>	<u>100%</u>

*Rounded to nearest %

**Less than 1%

TABLE V
1969 Departmental Totals and Net Increase

Agency and Department	Minority	Total Employees	Net Increase from 1966	
			Minority	Total Employees
<u>Business and Transportation</u>				
California Highway Patrol	559	7,546	185	1,996
Department of Motor Vehicles	1,274	7,018	138	579
Division of Highways	2,590	16,979 17,403	165 230	(-417) 7
Alcoholic Beverage Control	48	440	6	(-14)
Public Utilities Commission	87	774	(-7)	5
<u>Resources</u>				
Conservation	241	4,413	59	161
Fish and Game	46	1,329	7	152
Parks and Recreation	91	2,063	19	349
Water Resources	429	3,986	(-8)	(-369)
<u>Human Relations</u>				
Corrections	783	6,699	207	92
Mental Hygiene	1,755	20,451	(-496)	(-1,426)
Youth Authority	707	3,680	143	348
Public Health	371	1,585	39	(-160)
Health Care Services	30	250	30	250
Rehabilitation	370	1,693	108	461
Social Welfare	295	1,767	27	102
Industrial Relations	248	1,607	10	(-64)
Human Resources Development	2,623	10,860	873	1,372
State Comp. Insurance Fund	290	1,546	12	39

Agency and Department	Minority	Total Employees	Net Increase from 1966	
			Minority	Total Employees
<u>Agriculture and Services</u>				
Agriculture	229	2,443	62	(-521)
General Services	934	4,068	4	77
Professional & Voc. Stds.	59	981	(-34)	42
Veterans Affairs	12	935	(-44)	(-161)
Employees' Retirement System	26	310	1	39
Franchise Tax Board	306	1,578	98	320
State Personnel Board	61	557	13	(-8)
<u>All Others</u>				
Controller	110	571	3	(-11)
Education	513	2,576	53	333
Equalization	230	2,341	21	8
Finance	29	262	(-1)	(-10)
Justice	222	1,531	28	168
Military	84	309	(-3)	2
Miscellaneous	<u>807</u>	<u>4,574</u>	<u>(-4)</u>	<u>(-15)</u>
GRAND TOTAL	16,459	117,741	1,714	3,709

TABLE VI
1969 Minority Percentage of State Employees

	<u>Number</u>	<u>Per Cent</u>
Minority	16,459	14
Caucasian	101,282	86
	<hr/>	<hr/>
GRAND TOTAL	117,741	100%

Memorandum

To : THE HONORABLE RONALD REAGAN

Date : May 18, 1971



From : Robert J. Keyes

Subject: COMMUNITY RELATIONS
TIME: MEETING TO
SIGN THE AFFIRMATIVE
ACTION AGREEMENT
4:00 pm

This meeting is the culmination of our efforts to create a voluntary, viable and affirmative action program in the building and construction industry in California.

The purpose of the meeting is to formally sign an agreement which has been mutually agreed upon by those persons representing the Building and Construction Industry, and the State of California. The Agreement is binding upon the State of California, the State Building and Construction Trades Council of California, all local Building Trades Councils, and all local Building Trades Unions, and all participating minority community groups.

We have been formally advised by the Federal Office of Contract Compliance that the Agreement is acceptable to them, reluctantly.

The objective is to increase minority employment in all phases of the aforementioned industry, and to encourage and facilitate the admission of minorities to membership in unions representing employees in the Building and Construction Trades.

The Agreement will be administered by a statewide coordinating committee composed of nine (9) members: Chairman, FEPC; two (2) members from the Commission; Assistant to the Governor for Community Relations; Chief of the Division of Apprenticeship Standards; Directors of the Departments of Public Works and Human Resources Development; State Architect; and the Superintendent of Public Instruction.

The committee shall determine specific goals of persons to be trained and employed. Training will be the responsibility of the Division of Apprenticeship Standards, H.R.D. and Department of Education.

Enforcement and problems grown out of race, color, or national origin will be the concern of an Affirmative Action Committee composed of representation from the minority community, Agreement signatories, Associated General Contractors of California, California Contractors Council, and Pile Drivers Association.

You should note that the plan does not call for the signatures of various minority groups. The principal reason for exclusion

May 18, 1971

is the production of jobs will be best accomplished by the signatories. The State is directly concerned with this problem and since the State can provide its resources, it is more relevant to limit the Agreement to Labor, Industry and Management.

IMPORTANT: The U. S. Department of Justice is currently investigating Local 3 of the International Union of Operating Engineers for possible violations of Title VII of the Civil Rights Act of 1964. Because of this, the Office of Federal Contract Compliance has asked that we not include Local 3 as a signatory. However, we have advised OFCC that we will not exclude Local 3 because the California Affirmative Action Program is designed specifically to deal with and correct problems growing out of race and the like.

Also, there is a concern among minority groups, including the National Urban League and the NAACP, that some of the signatories may use the Affirmative Action Program as a tool for buying time with no intention of complying in good faith. We should emphasize that we in no way will be a party to such action.

RJK:mr

THOSE WHO WILL BE IN ATTENDANCE AT THE SIGNING OF THE
AFFIRMATIVE ACTION AGREEMENT, MAY 19, 1971, 4:00 P.M.:

Labor and Management

Al Clem	Operating Engineers Local No. 3
Robert H. Nambo	California Association of Sheet Metal, Heating and Air Conditioning Contractors
Al Figone	State Council of Carpenters
James Lee	State Building and Construction Trades Council
Warren Mendel	Engineering and Grading Contractors Association
Charlie Young	Engineering and Grading Contractors Association
Richard Greenberg	Engineering and Grading Contractors Association
Richard N. Moseman	C. K. Moseman Construction Co.
Richard B. Munn	Associated General Contractors
Robert Gulick	California Drywall Contractors Association
Joseph Seymour	Operating Engineers Local 12
George Shirley	Plumbing Contractors Association
Robert Ringer	Building Industry of California
C. R. Graff	Associated General Contractors
P. H. McCarthy, Jr.	Attorney
Ed Park	Operating Engineers

State Representatives

Fred Hummel	State Architect
Representative for James A. Moe	Dept of Public Works
Fred Tillman, repre- senting Wilson Riles	Dept of Education
Representative for G. L. Sheffield	Dept of Human Resources Development
James Sims, represent- ing James Stratten	Division of Apprenticeship Standards
Pier Gherini	Chairman, Fair Employment Practice Commission
Paul Meaney	Chief, Division of Fair Employment Practice

Federal Government Representatives

Edward T. Denny

Bureau of Apprenticeship and Training,
U. S. Dept of Labor, S.F.

Minority Representatives

Jose L. Lopez

Executive Director, Santa Clara
Valley Skills Center - San Jose

P. K. Keyes

P. K. Construction Co. - Minority
Contractor

minorities
January 15, 1969

REPORT OF LEGISLATIVE ANALYST
ON ETHNIC UTILIZATION OF SAN FRANCISCO SERVICE CENTER

The Service Center Program has defined five specific target areas within San Francisco, each containing a large number of disadvantaged persons and each with a different minority group composition. These target areas are: (1) Chinatown - the majority of whose population are of oriental ancestry; (2) Central City - a mixed area of Caucasian, Negro and Spanish-speaking peoples; (3) Western Addition - which is generally known as the Fillmore District and is predominantly Negro; (4) Mission - an area containing a majority of the city's Spanish-speaking people; and (5) Bayview or Hunter's Point - a predominantly Negro area.

The existing San Francisco Service Center was established in late 1966 and was located in the Western Addition target area with the idea that the center would also provide services to the other designated target areas. This service center contains an intake unit which interviews the incoming people, determines their eligibility as clients, diagnoses their problems and assigns them to the proper service unit. In addition, the center contains an employment element (Department of Employment), a rehabilitation element (Department of Rehabilitation), a Health Program Advisor, a Youth Authority Parole Agent, a Fair Employment Practices Consultant, a Department of Apprenticeship Consultant and a Social Service Administrator.

The above mentioned services and personnel are those currently provided by the state. The center also has access to numerous private and federal poverty services for referral purposes. If the center is unable

to furnish a needed service, a referral is made to an existing service not directly located within the center's facility. The center is cognizant of outside referral agencies in the Mission target area and frequently makes use of their services. It also has prepared a list of similar outside services and organizations located in the Western Addition target area, and lists of services are planned for the remaining target areas.

Prior to November 1968 the center operated under a policy of open intake. That is to say, the center would accept as clients any persons who came in the door. However, due to the large number of clients that resulted from this policy, the service center has attempted to relieve the heavy workload by initiating a limited intake. Clients now will be accepted by the center only if they reside in one of the five target areas. If an individual requires service but does not meet the residency requirement, he is referred to the existing service nearest his residence that might meet his needs. While it is still too early to assess completely the results of limited intake upon the workload of the center, the employment element estimated that its caseload has been reduced by approximately 50 percent. The rehabilitation element is unable to evaluate the impact of the revised intake policy at this time.

The following table illustrates the ethnic composition of the intake (new clients) of the San Francisco Service Center for the months of July through November 1968.

	<u>Caucasian</u>	<u>Negro</u>	<u>Mexican- American</u>	<u>Oriental</u>	<u>Other</u>	<u>Total Intake (Persons)</u>
July	20%	39%	12%	4%	24%	387
August	20	46	11	4	19	385
September	23	54	7	3	11	355
October	27	52	8	2	11	348
November	23	48	12	3	14	280

The Service Center Program has just begun to record its statistics in the above manner and it should be noted that the percentages in the "Other" column are disproportionately large. This results from intake applications which did not specify the ethnic origin of the individual. However, it can be assumed that the number of persons represented by those percentages would be distributed among the ethnic classifications in proportion to the percentages shown for such groups in the table.

As shown by the above table, approximately 45-50 percent of the center's clients are Negro while 20-25 percent are Caucasian and 8-12 percent are Spanish-speaking. This is due primarily to the location of the center which is in a predominantly Negro area. The employment element estimated that 60 percent of its caseload is from the Western Addition, 15 percent from the Mission area, 15 percent from the Central City and the remainder divided between the Chinatown and Bayview districts.

We are informed that the Chinese community fails to utilize the center to a significant extent because of the language proficiency needed to get to the center and a general tendency of the Chinese to avoid the Negro neighborhood in which the center is located. Spanish community spokesmen state that their people do not use the center more because of the cost of public or other means of transportation to the center and because the center is too "black" to "understand the problems" of the Spanish-speaking people or to try to put them "at ease."

Ethnic Composition of Staff

As of November 1968 the San Francisco Service Center was allocated 98 authorized positions. Approximately 11 of these are Spanish-speaking who are distributed throughout the center as follows: two in the intake element, five in the employment element and four in the rehabilitation

element. Most of the remaining positions are filled by Negroes. The Spanish-speaking people who work in the center have stated that they believe a larger number of their ethnic group would utilize the center if more persons of their culture were employed there.

To a great extent, we find that the complaints that the present service center is not fulfilling the needs of the Spanish-speaking residents of the Mission come from the Spanish-speaking people now employed by the service center. They assert that a "reverse discrimination" now exists against the "browns" by the "blacks." This allegation has been made with respect to staffing and hiring practices and procedures by which persons are selected for apprenticeship training slots. The Spanish-speaking employees contend that they have repeatedly received information on available apprenticeship slots too late to provide any candidates with Spanish surnames, and consequently the slots have been filled by Negroes.

Job Placement

There are currently two state employment offices in the Mission target area - an Adult Opportunity Center and a Youth Opportunity Center. The Adult Opportunity Center currently has a staff of 10, of which nine speak Spanish. During the month of November 1968 the center had the following percentage breakdown of clients: 13 percent Negro, 6 percent American Indian, 11 percent Caucasian, 7 percent Other and 63 percent Spanish surname. During the same month, the center's placement percentages were reported as follows: 18 percent Negro and 25.2 percent Mexican-American. The Youth Opportunity Center had the following placement in November: 7.1 percent Negro and 28.6 percent Mexican-American. In contrast, the service center's placements were 57.3 percent Negro and 10.7 percent Mexican-American.

As shown by the above statistics, the majority of the Adult Opportunity Center's clients are of Spanish surname. This center has been criticized by the Spanish community for "doing nothing" and "discriminating" in favor of Negroes with regard to selecting persons for MDTA (Manpower Development and Training Act) job training slots. The "discrimination" complaint is voiced mainly by a number of community leaders and relates primarily to the qualifications required of persons to fill the available training slots and the purposes for which the slots are allocated. There are currently 120 MDTA slots allocated to be filled by the Mission Adult Opportunity Center. Forty of these openings are for language training and the remaining 80 are job training slots. To be eligible for the job training openings, an individual must speak English, a requirement which tends to eliminate a large number of Spanish surname clients. Spanish-speaking people, however, are selected for the language training, but maintain that neither the training nor the stipend is enough to be worthwhile.

Local Programs

The San Francisco Economic Opportunity Council, which is the community action agency for San Francisco, has nine programs in the Mission target area which operate under the Mission Area Community Action Program. The programs and their purposes are listed below:

<u>Program</u>	<u>Purpose</u>
1. O.R. Bail Bond Project	A program to secure release for those arrested who cannot afford bail.
2. Police Community Relations	A police officer provides liaison between business, schools, etc., and persons with police records.
3. Health Screening and Treatment Office	Gives free medical exams and treatment services to eligible low-income families in the Mission area, e.g., preemployment physicals, dental exams and treatment, physical exams and treatment, and eye exams with prescribed glasses.

<u>Program</u>	<u>Purpose</u>
4. San Francisco Neighborhood Legal Assistance Foundation	Free legal advice for low-income residents on civil matters.
5. Community Action for the American Indian	Specialized intake and referral services for Indian families relocated in the urban setting.
6. Operation Opportunity (Mission Rebels)	The staffing, equipping and maintenance of a community center for youth activities.
7. Operation Motivation (Mission Rebels)	To encourage business enterprises run by youth from ages 16-23.
8. Horizons Unlimited	To encourage drop-outs or potential drop-outs to return to or remain in school and ultimately go into higher education or the trades.
9. New Society Youth Clubs, Inc.	A job development, basic education program for youth between the ages of 7-21.

These nine programs are financed by federal funds through the Federal Office of Economic Opportunity and have their own intake units, referral function and job placement activities. Each serves a single, specific purpose and is located in a different section of the Mission district. The central office of the Mission Area Community Action Program, under which the nine programs operate, currently has an intake staff of 10. This staff attempts to solve the problems of individuals by referring them to one or more of the nine service programs and attempting to place them in jobs.

Two additional programs have been incorporated into the Concentrated Employment Program (CEP), which is a federally financed program for the disadvantaged administered by the Department of Employment through the Adult Opportunity Center in the Mission district. These programs are: (1) Job Development - a program to develop immediate employment and subprofessional jobs and (2) Mission English Language Center. Both programs are open to the residents of the Mission target area as are the other nine programs mentioned above.

Coordination among the programs within the Mission area is virtually nonexistent. Each of the single purpose agencies with its own intake, referral, etc., competes for clients while the State Department of Employment office in the Mission area views these programs with a clear lack of enthusiasm. As a result, existing services within the Mission area are not working together to resolve the problems of the Mission inhabitants. The system that now exists is one of independent, uncoordinated, specialized programs which might solve a particular aspect of a person's problem, but which is not responsive to his total problem which may have many facets. The Director of the Mission Area Community Action Program states that if a service center were established in the Mission district, the programs under his agency would be willing to cooperate with it and that an effort would be made to locate representatives of each program within the center facility.

One of the greatest needs of the Mission area is not being met adequately by any service now existing in any area of the city. This basic need is for language training. If an individual possesses job skills, but does not speak English, he will have difficulty obtaining employment. On the other hand, an unskilled individual cannot enter a job training program without knowledge of the English language. In November 1968, 40 percent of the Spanish surname clients of the Mission Area Adult Opportunity Center could not speak English. Thus, even though a service center were to be established in the Mission area, there is some question whether it would produce added benefits for the Spanish-speaking people unless they acquire a knowledge of English. Moreover, such a new service center would have available to it the same limited job training and job referral resources that are available to the present center.

To summarize, there are both federal and state services now available to the Mission area, each cognizant of the other, each making referrals to one another and to some degree competing for available clients. It appears that the existing service center has a greater number of Negro clients than those of Spanish surname, chiefly because of its location in a predominantly Negro area, but also because of language problems, staffing composition and other factors mentioned earlier. Should a center patterned after the present center be established in the Mission area, the number of Spanish surname people frequenting such a center probably would increase. However, the establishment of such a center would not increase the number of training and job opportunities as the new center would be using the same training and job placement resources now available to the existing center.

The need of the people in the Mission, as with all disadvantaged people, is a service which will systematically diagnose their problems, prescribe a program using available services to remedy these problems and give them the individualized follow-up services to make sure the prescribed program is successful. The stated objective of the Service Center Program is to provide such a comprehensive application of available services to the needs of the poor, but it is difficult to assess the success of the San Francisco Service Center in this regard because of a lack of evaluative material and the internal strife which has characterized this center.

ED MEESE

January 14, 1969

Bob Keyes

REVIEW OF ACTIVITIES

A. Present Operations:

1. Statement of Community Problems

- (a) A large segment of the minority community is experiencing a feeling of frustration which results from non-involvement in the democratic process.
- (b) There is almost total lack of understanding by the community of state government and its functions -- and a la lack of understanding (apathy) on the part of the state of the needs of the community.
- (c) The minority community has little or no say in the development of policy and programs.
- (d) Programs designed to help the poor seem to be the first programs our administration cut with no alternatives.
- (e) Lack of communication about our efforts in behalf of the minority community.

2. Problems mentioned in the Governor's Fact Finding Meetings and in Reports from Community Relations Consultants

- (a) Jobs: Most representatives of the minority community who attended the Governor's fact-finding meetings expressed their concern for meaningful employment. Jobs provide the income which is essential for establishing an economically secure family. Most felt that the Department of Employment was insensitive to their needs. The Civil Service System establishes unrealistic criteria for employment which is very inflexible. Those in attendance also expressed regret with the Division of Apprenticeship Standards. They felt that Division of Apprenticeship Standards could be more effective in forcing unions to accept qualified applicants from minorities into their apprenticeship programs.

- (b) Housing: There is not enough adequate housing for the poor. Rental housing for all minorities regardless of income is a real concern.
- (c) Education: Ghetto schools are ill-equipped in terms of administration, teachers and facilities when compared to middle class areas. They are unresponsive to the needs of the students.

Continuation schools are grossly inadequate. Qualifications for teacher aides must be redefined (i.e., weight, height). Because of language and cultural deprivation, minority students are called retarded if they fail tests developed for those from middle class backgrounds.

Transportation in some Ghetto areas does not meet the needs of the students.

- (d) Consumer Problems: Consumer assistance programs are badly needed. Since the propensity to consume among low-income families approaches and usually exceeds 100%, it is essential that their consumption be as efficient as possible. The Community Relations Office receives frequent complaints about finance companies and their collection procedures. Many felt that Senate Bill 4611 further opened the door to exploitation of the poor by finance companies. Other complaints concern fraudulent advertising practices in Ghetto Areas, (i.e. furniture stores, auto repair, etc.)

- (e) Police and the Courts: (After 40 Years)

"We understand the drawbacks of the man behind the badge and what is expected of him. We also know how some of the people in the street feel about him. We know there is an element of criminal in the street who will never come to an understanding regarding law enforcement, but we also know there are police officers who have sadistic tendencies toward people they have to arrest. The badge and gun are sometimes used to hide behind, they must have this feeling of authority. These types of officers tend to use this authority in the wrong manner.

"The people in the community have become tired of the bully officer, the overbearing officer, the nonunderstanding officer. The man in the blue uniform is hated, when he should be loved. This hate we speak of was brought on by the officer himself. Let me clarify this statement. People, no matter who, object to situations such as the following:

1. Having an officer put his hand on them when it is not necessary.
2. Name calling, such as: Dirty Mexican, Spik, Black Nigger, and other derogatory terms.
3. Pulling out his service gun to make a show of force.
4. Making a drunk arrest just to show he is an effective

January 14, 1969

- officer, when he is in an unruly crowd.
5. Stopping persons in cars because they are mixed couples and harassing them.
 6. Stopping persons in cars, searching the vehicle, then physically assaulting them and letting them go without arresting or booking them.

"These are just some of the things people complain of most. We say to any police chief or commissioner, "don't tell us this is not true, and it doesn't happen because we, as retired police officers, know it does."

"If you ask, "what is the cure for some of these acts?" we suggest the following:

1. Screen more carefully the officer you put in minority areas.
2. Teach officers they are human beings first, then policemen.
3. Teach them the different methods of approaching people.
4. Teach them that the old saying is still true: "You can get more ants with honey than you can with vinegar."
5. Leave their troubles at home, never bring them to work.
6. Emphasize more and more to the officers that "all men, regardless of color, race, national origin or religion, have equal rights.
7. Learn to enforce the law with some degree of humility.
8. Attempt to understand people with special problems.

"The Los Angeles Police Department has signs on the sides of all of their black and white cars which read, "To Protect and to Serve." We think this should be for all people."

- (f) Transportation: Better system of routes to serve south-central Los Angeles and the Filmore District in San Francisco.

3. Role of Community Relations Consultants.

- (a) Establish and develop rapport between community residents and the Governor's Office and other State agencies (i.e., door-to-door personal contacts.)
- (b) Represent Governor's Office and other State departments at community meetings and social functions.

- (c) On a continuing basis, the consultants come in contact with the many components of the service centers. Through referral they are in a position to resolve some client problems encountered by Service Center personnel.
- (d) Assist in job development and placement directly and also through service center referrals.
- (e) Survey local organizations and citizens and report to Sacramento when requested.
- (f) Report back to Sacramento Community Relations Office information on tense situations and concerns of citizens.
- (g) Provide input for future program development.
- (h) Job is directed as "grass roots" resident.

4. Methods

- (a) Basic method is a personal approach to the community and its residents and their concerns, (i.e., door-to-door.)
- (b) Indirectly through referrals, contact people in need.
- (c) Problem solving approach to grievances. Handled directly or referred to Sacramento Community Relations Office for referral to proper State Department or Agency.
- (d) Semi-monthly activity reports.
- (e) Monthly staff meetings. Agenda is developed around current topics recommended by consultants.
- (f) Ongoing transmittal of data to Governor's legal affairs secretary and other state departments.

II. DEFINITION OF GOALS

A. Long Range:

1. Increase the level of participation of minority community in the Creative Society.
2. Develop substantive solutions to the most urgent needs of the minority community - jobs, education, housing and consumer assistance.

3. Develop a more sensitive bureaucratic structure which is responsive to the needs of the society it serves.

4. Reduction of the credibility gap.

B. Short Range Goals:

1. React to day-to-day crises which confront the poor including bureaucratic problem solving and answering citizen's grievances.
2. Develop better lines of communication i.e. more attention should be given to community press releases.
3. Demonstrate through action an awareness of the basic concerns of the poor.
4. Encourage consultants to take courses at local universities to enhance their skills and perception of social problems and solution techniques.

III. PROGRAM DEVELOPMENT

A. Status of consultants:

There exists much concern as to their employment status, income and expenses.

B. Possible Programs:

1. Long Range - establish a community relations commission and have the consultants assigned to commission as staff responsible to commission and coordinated by Governor's Community Relations Secretary.
2. Immediate Needs -
 - (a) Retain consultants under present contract, but upgrade their salary and expenses to meet the growing community demands on their time and energy.
 - (b) Hire consultants in exempt capacities in other departments and have them assigned to the Governor's Office as community relations consultants, (i.e. OEO, Employment, Rehabilitation, etc.)

COMMUNITY RELATIONS

1. Department of Employment

- a. There is an attitude of indifference and a lack of sympathy and understanding of minority persons applying for jobs. There appears to be a need to fill more jobs in local branch offices with minority people who are responsive to the needs of individuals in underprivileged areas.
- b. There is a need for additional local employment offices in Daly City and San Francisco. Also in Avalon Central in Los Angeles. This office preferably could be located in Avalon Community Center where space is available at no cost to the state. A survey taken indicated that in the Avalon Central area, of some 500 individuals, 46% were unemployed.

PROBABLE SOLUTIONS:

1. Hire persons from minority areas to deal with minority applicants of the area.
2. Implement a public relations program in minority areas to gain better acceptance of the Department.
3. Establish a code of Fair Practice and reevaluate it regularly for improvement.

2. Division of Apprenticeship Standards

- a. Apparent lack of accomplishment in removing union barriers toward minorities.
- b. Poor dissemination of information in minority areas about available apprenticeship programs.

- c. Applicants for job training are told their applications do not meet apprenticeship trade standards, without being given any further assistance or contact by employees.
- d. Considered a "don't rock the boat" agency in terms of dealing with labor unions regarding discriminatory practices.

PROBABLE SOLUTIONS:

- 1. Interviewers should give alternative information and assistance to applicants who do not qualify for apprenticeship programs. Direction to other training programs or locating a job for the applicants would be helpful.
 - 2. Review applications to determine why minority placement figures are low in light of program objective which is specifically aimed at minority groups.
 - 3. Review operation of information office to ensure that information is effectively disseminated in minority communities.
 - 4. Reevaluate activities with unions and develop more effective and dynamic approaches to removing barriers against minorities.
3. MDTA and OJT (Department of Employment and Education)
- a. Training persons for obsolete or non-existing or temporary jobs.

- b. Excessive fragmentation of MDTA and other manpower programs limits effectiveness, develops duplication and creates competition among program sponsors.

PROBABLE SOLUTIONS:

1. Complete review of jobs situation before implementing program.
2. Review existing programs in terms of current and future job situation. Redirect program where necessary.
3. Better coordination between MDTA and other manpower training programs.
4. Review possibility of MDTA funds assisting or operating vocational programs in public high schools.

4. FEPC

- a. Staff limitations appear to make FEPC not quite as effective as it could be in handling and processing complaints.
- b. FEPC does not seek out people regarding complaints that they have heard or that have been referred to them by other individuals.

PROBABLE SOLUTIONS:

1. Develop ways of increasing the number and effectiveness of field representatives, especially for direct contact in disadvantaged areas.
2. Develop better methods of publicizing, offering and rendering services to minority community residents.

5. Permanent Jobs

- a. Not enough emphasis has been placed on permanent jobs for heads of families.
- b. The Blue Ribbon Committee is in need of all the help we can give them.

PROBABLE SOLUTIONS:

- 1. Businessmen throughout the state should be contacted and informed of the Chad McClellan program to provide job opportunities.
- 2. Follow the example of Chrysler and General Motors' buddy system to make sure that once the employables get on the job, they stay there.
- 3. Encourage industrialists to adopt a minority school and provide on-the-job training to students by sending volunteer employees to the school to teach and counsel.
- 4. Encourage lending institutions and banks to give small business loans to minorities to start businesses in disadvantaged communities and set up advisory councils to assist them.
- 5. Encourage industry to start businesses, build plants and keep them going in disadvantaged communities, with the idea of hiring and sometimes training hard-core unemployables.
- 6. Governor Reagan has, and is continuing to meet with and encourage all segments of the business community to get more involved with the total job effort.

6. Service Centers

- a. Service Centers have certainly contributed greatly to communities but problems still exist. Service Centers apparently are unable to reach out beyond their boundary lines to provide service.

PROBABLE SOLUTIONS:

1. Additional Service Centers should be opened as soon as funds are available.
2. We should consider opening small offices with the Service Center concept in small communities.

7. Education

- a. The education system is not meeting the needs of minorities. There is a definite lag in drawing minority members into the Department of Education.
- b. At the local level, counselors are not providing the necessary advice to students who will have unusual problems getting jobs or continuing their education.
- c. Often counselors make snap judgments about what a kid is suited for when in actuality his knowledge is not extensive enough to make that judgment.
- d. Schools in underprivileged areas still are inferior in regard to quality of building, teachers, books, equipment, teaching materials and attitude.

PROBABLE SOLUTIONS:

1. Employ more Mexican-Americans and Negroes throughout the educational system.

2. Provide premium pay for teachers willing to work in poverty areas.
3. Require that teachers in Mexican-American areas be able to speak Spanish as well as English.
4. Investigate state scholarships and loans available to minority youngsters to see if they are properly being used locally.
5. Encourage college students to tutor poverty area individuals during the summer.
6. Open school buildings during the summer for community educational activities.
7. Reevaluate the credential program which gives preferential treatment to Anglos while minorities must have the necessary 2.7 academic average.
8. Establish continuation schools for drop-outs who want to return to school.
9. Review the practice of teachers who log students present when they actually haven't been to school in two or three months.
10. Review for possible expansion the schools' demonstration project developed by Dr. Wilson Riles' office.
11. Provide better methods of preparing teachers to teach in poverty areas.
12. Reevaluate the schools' tests given for citizens of the State of California. Many minority youngsters, because of language and cultural deprivation, fare poorly in these tests and are immediately labeled

retarded children.

13. Negro and Mexican-American history should be included in the curriculum.
14. Courses in personal grooming should be instituted in all of our high schools.
15. Encourage more preschool or head start programs in poverty areas.
16. Establish more vocational training in schools with assistance from industry.
17. Lift the restrictions regarding weight, height, et cetera, concerning teacher's aides and counselors.
18. For ghetto schools, hire teachers with ability, a willingness for, and a background and understanding of, working with minority or culturally deprived.
19. Provide sensitivity training for teachers, principals and other school personnel.
20. Establish smaller teacher-student ratio and smaller counselor-student ratio.
21. Create community-school coordinator positions.
22. Provide breakfast and lunch programs for underprivileged children with fee to be based on parents' income.
23. Accord school districts greater flexibility for ordering text books that will be appropriate for particular reading levels.
24. Encourage legislation to extend the school day period for primary and intermediate elementary students. Encourage extending length of school year.

25. Increase the state's equalization aid to indigent school districts without penalizing wealthier school districts.

8. Housing

- a. The Rumford Act, as Governor Reagan has said, is a symbol to the minority community. While the minorities are aware that it has not been as effective as most people would like to think, they feel it is a piece of legislation they want to see stay on the books.

9. Business Development

- a. Encourage market chains to sell franchises to minority businessmen for operating stores in disadvantaged communities.
- b. Look into the possibility of the state financing small loans for starting and operating businesses in ghettos.
- c. Develop an insurance pool idea for ghetto area businesses - consult with Sam Washington in San Francisco.

10. Law Enforcement

- a. Encourage "Adopt-a-Cop" programs and open neighborhood storefront police offices in disadvantaged communities so that law enforcement authorities would be more accessible for assistance and to receive complaints.
- b. Encourage sensitivity training for all law enforcement personnel.
- c. Encourage the hiring of more minorities for the local police forces and for the Highway Patrol.

- d. Encourage the federal government to provide sensitivity training for immigration officers, particularly in regard to dealing with Mexican-Americans.

11. Consumer Education

- a. Provide Consumer Council aides to minority communities which are being milked by unscrupulous merchants, salesmen, repairmen, etc.

12. Child Day Care Centers

- a. By establishing child day care centers in various disadvantaged areas, mothers with dependent children would be able to work and remove themselves from welfare dependency. Such centers would also create jobs for residents who could be employed as Day Care aides.
(Review Senator Dymally's bill on this subject).

13. Recreational and Cultural Enrichment

- a. Encourage, through the Governor's office, private service clubs and the State Art Commission to arrange for bussing children out of ghetto areas for various recreational and cultural activities during the summer months.
- b. Assist in getting buses for the Cultural Enrichment Programs of Watts, San Francisco and Sacramento. One resource is the military installations near these cities.
- c. General Services should contact the Negro minister in Stockton who wants to put an exhibit in the State Expo on Negro culture and history.
- d. Encourage professional athletic stars to conduct sports clinics such as baseball, football, etc. in disadvantaged areas.

- e. Encourage show business personalities to make special appearances in disadvantaged communities.

14. General

- a. Members of this administration should make clear in their speeches that we are vitally concerned with the problem of equal opportunity and are deeply involved in solving this critical problem.
- b. We plan to encourage, through the Governor, retired Californians to lend their skills in helping to train youth and others in disadvantaged areas.
- c. Encourage political volunteer groups to go into disadvantaged areas to train minorities on civics and the roles of authority and responsibility in community affairs.
- d. Encourage Foundations to provide seed money for assistance in financing community projects.
- e. Urge radio and television broadcasters to announce available job information to their audiences. They could announce where to go to apply for the jobs and describe some of them. This, as well as advertising in theatres, would be of tremendous value in the communities.
- f. We are recommending additional appointments of Americans of Mexican descent and Negroes to local draft boards.
- g. Review material used by the State Barbers' Board of Examiners for information on cutting Negroes' hair.

- h. There are two communities in the state which need assistance in solving the problems which new free-ways have caused by coming through them.

file
Governor Reagan

Minorities
March 22, 1968

Community Relations
Project

Bob Keyes

Please find attached a summary of the Special State Agency
Community Relations Project.

RJK:vb

Attachment

cc: Win Adams
Paul Beck
William Clark
Edwin Meese
Lyn Nofziger

SUMMARY OF SPECIAL PROJECT ON STATE

AGENCY COMMUNITY RELATIONS

I. HUMAN RELATIONS AGENCY

A. Department of Corrections

1. Through local community groups, a new program has been developed encouraging parole violators at large to surrender themselves and be restored to supervision. The general premise is the fewer disturbed and disturbing persons circulating in tension areas, the smaller the opportunity for local incidents to flare into holocausts.
2. Courses in race relations are being taught in correctional institutions.
3. Within the institutions there are at this time 7,960 inmates enrolled in adult academic education and 3,925 inmates participating in adult vocational training classes. The Department of Corrections educational system has 18 of the adult educational enrollment in the state and in 1966/67 issued 10% of the adult elementary school and 6% of the adult public high school diplomas in California.
4. At this time there are 600 paroled men and women enrolled in the receiving services from a joint Corrections-Department of Vocational Rehabilitation training program which involves academic as well as vocational training.

B. Department of Employment

1. Employment services aimed at placing unemployed in productive jobs have been furnished, since January 1, 1967, through 50 special offices in "poverty" areas. These installations include Youth Opportunity Centers (27), Adult Opportunity Centers (8), Skill Centers (5), Neighborhood House Centers (4), and the State Service Centers (8).
2. In the poverty areas of Los Angeles, Oakland and San Francisco, concentrated employment program activities in orientation, skill training and work experience served 6,436 "hard-core unemployed". In addition, 35,183 persons were placed in training courses under the Manpower Development and Training Act, (MDTA).

I. HUMAN RELATIONS AGENCY (cont'd)

B. Department of Employment (cont'd)

3. Neighborhood Youth Corps (YOC) training was given to 9,659 young people and Job Corp training to 6,298 youths.

C. Department of Industrial Relations

1. The Division of Apprenticeship Standards has been successful in getting Joint Apprenticeship Councils to accept established criteria for equal opportunity in apprenticeship and on-the-job training as well as to sharply increase minority recruitment for apprenticeship programs. In addition to regular apprenticeships, 10,622 training positions were developed during 1967 under the Manpower Development and Training Act. Of these positions, 80% were filled. Minority races made up 36% of the trainees. These programs were directed specifically to the "hard core" unemployed.
2. The Industrial Welfare Commission, by amending work orders for minors, has established a lower rate, \$1.35, versus \$1.65 for adults, per hour for student employment, thus making summer as well as after-school employment more available.
3. F.E.P.C. received 1,038 complaints of job discrimination and 273 of housing discrimination since January 1, 1967, 26% regarding employment and 65% pertaining to housing have been concluded satisfactorily--a substantial contribution to tension reduction. Thousands of pieces of literature have been distributed to schools in depressed areas urging and encouraging completion of education.

D. Office of Economic Opportunity

1. State-assisted programs, administered by community agencies, have furnished poverty reduction services to 558,000 indigent persons throughout the state since January 1, 1967. Most of the persons served were in areas where urban tensions prevail. These activities involved direct and personal effort on the part of State OEO representatives in contact work with community groups, "gangs" and other organizations with tension reduction as a specific purpose.
2. Since January 1, 1967, 9,975 persons have occupied housing in OEO constructed migrant labor camps, and of them 4,640 obtained gainful employment in agriculture. Evening classes in basic education and prevocational

I. HUMAN RELATIONS AGENCY (cont'd)

D. Office of Economic Opportunity (cont'd)

education were attended by 365 adults. School-age children totaling 1,217 participated in daily compensatory education programs. While their families were in the fields, 1,534 children aged two through five participated in day care programs.

3. OEO assisted in organizing the Inter-Tribal Council Manpower Resources Development program which eventually will involve more than 70 Indian tribes in general poverty reduction activity.

E. Office of Health Care Services

1. The USC-South Central Multipurpose Health Services Center in Los Angeles has been approved through Medi-Cal for providing comprehensive medical, dental and social services to the residents of the Watts area. Prior to the establishment of the center, Watts residents had to travel many miles to get to outpatient clinics of the Los Angeles County Hospital for many of these services.

Declining support from OEO federal funds had placed the center in jeopardy in recent months and the Administration believes that preservation of these services is essential to maintain an adequate level of health care in the Watts neighborhood.

F. Department of Public Health

1. Among the urban poor, the State Department of Public Health is supporting comprehensive medical care programs to reduce high infant and maternal mortality rates in our cities; and Medi-Cal has succeeded in moving many urban poor into the mainstream of medical care. Last year, for example, 65% of the babies delivered under Medi-Cal were born in private hospitals.
2. The family planning program has been expanding rapidly throughout California. The program will continue to expand until it becomes available to all those who seek the services. It is especially valuable to families of low economic status, to whom the burden of large and growing families means more privation, and less opportunity for each member.
3. The seasonal agricultural health programs continue this year, supported by Federal and State funds. It provides clinic services for farm workers who plant and harvest

I. HUMAN RELATIONS AGENCY (cont'd)

F. Department of Public Health (cont'd)

our crops. Many of these workers travel through California in the "migrant stream" and are ineligible for other clinic services. Through this program some 20 clinics are funded in high seasonal concentration areas of migrant farm workers.

4. Demonstration health aide projects have been initiated in nine Indian communities throughout the rural areas of California. These projects, administered by Indian leaders at the local level are developing techniques for teaching proper health practices and principles of preventive medicine. They are also making use of existing community health resources for Indians and other needy people.
5. Approximately 3,000 jobs are being created all over the state to alleviate the manpower shortage in health service.

The program was devised and coordinated by the Bureau of Public Health Social Work to accomplish the goals of providing jobs for the poor in their home areas; giving them a voice in the organization of the program; and increasing the critical supply of health manpower, thus freeing health and medical professionals for more precise use of their training and talent.

The program will be gradually taken over by local volunteer and official agencies and will provide an enduring movement in the recruiting, training and upgrading of the health manpower labor force.

G. Department of Rehabilitation

1. Studies have been conducted which show that physical and mental disabilities, including problems of alcoholism and narcotic addiction, are a major underlying cause of poverty, dependency, and community tensions in depressed areas. The primary focus of rehabilitation services in metropolitan poverty areas is in the Service Center Program, and the Alcoholic Rehabilitation Program.
2. During the period from January 1, 1967, to February 29, 1968, 10,309 disabled persons were rehabilitated into employment. When they first came in, 25% were receiving public assistance. At the time their cases were closed as rehabilitated, almost all had been removed from welfare rolls. Before rehabilitation 90% were earning nothing and after rehabilitation almost half were earning \$80 a week or more.

I. HUMAN RELATIONS AGENCY (cont'd)

G. Department of Rehabilitation (cont'd)

3. In the 14 months since January 1, 1967, the individuals or families who had been on welfare rolls were rehabilitated with a saving to the state, county and federal governments of over \$5 million per year. When considering that the average welfare recipient earns \$3,328 per year after receiving rehabilitation services, nearly \$9 million has been added to the economy, mostly in poverty areas.

H. Service Centers

1. Over 800 people a day make use of the centers. Of this number, approximately 200 a day are new clients. More than 800 job placements per month have been reported. Those who use the centers have an average annual income of less than \$2,700 per year. 86% are from racial or ethnic minorities and 16.5% are on welfare.
2. Each Service Center has become a focal point in its community. There are training sessions, job-readiness groups, and community improvement meetings held at the center. An increasing number of employers are using the resources of the centers to secure new employees and to develop new programs such as special training classes for government and private employment; as an example, the United States Post Office and a local utility company. Local jurisdictions are using the centers for information and service as well as employment activities.

I. Department of Social Welfare

1. The welfare aide project was developed in two phases: (1) to train certain Alameda County Welfare clients to function as assistants to social workers and (2) to hire as aides those trainees who successfully completed the training course. The project has provided self-support for the clients who train and work in the program, and better services to welfare clients. Client service is augmented by the unique help which may be rendered by trained ex-clients.

The result of this project is the development and budget for 20 civil service positions of Welfare Services Aide in Alameda County. Thus public welfare assistance receivers turned into workers through a new career line.

2. The experiment in selection and training neighborhood family project is a training program for neighborhood

I. HUMAN RELATIONS AGENCY (cont'd)

I. Department of Social Welfare (cont'd)

family day care parents. Neighborhood family day care services expand career opportunities for welfare recipients and enable recipients to participate in training programs or to become employed.

The project is just getting under way in the Watts and Venice areas. It provides employment opportunities and day care service in neighborhoods where it is needed.

3. Since January 1968, El Dorado, Placer, San Francisco and San Joaquin Counties have been involved in a home care services project to prevent physical and mental deterioration leading to institutionalization, and to develop employment opportunities for welfare recipients and others.

Currently, 24 homemaker positions are being established in the county welfare departments, and a group of recipients are either being enrolled or selected for training programs in order to be able to qualify and compete for the positions.

4. A conciliation services program, under the joint auspices of the Contra Costa Social Service Department and the Contra Costa Superior Courts, is focused on public assistance recipients and potential public assistance applicants threatened by disruption of their marriage. The major objectives are to prevent economic dependency through the treatment of family pathology as evidenced in divorce; develop a strong and consistent working relationship with the courts and community agencies; and provide information about the scope and depth that the problem of divorce has in relation to the community, the courts, the public welfare agency, and the families involved.

This recently approved demonstration project is an effort to prevent poverty and deal with the social and human ills which are responsible for an increasing divorce rate among the lower socio-economic classes.

5. The State Department of Social Welfare has funded stipends at an average of \$200 per month each, for an average of 20 youth leaders.

The training of leaders of juvenile groups project has prepared school drop-outs, delinquents and unemployed youth for new career jobs and opened employment opportunities for youth as social aides in community social agencies. The Department of Social Services, Youth for Service,

I. HUMAN RELATIONS AGENCY (cont'd)

I. Department of Social Welfare (cont'd)

Young Men's Christian Association, Department of Employment Youth Opportunity Center, Unified School District, and Park and Recreation Department of San Francisco were used as training placements. Several are developing and budgeting for regular social aide positions.

This project should reduce community unemployment, delinquency and alienation among youth, and increase the effectiveness of social agencies in dealing with problem youth in the community.

6. The State Department of Social Welfare, the State Division of Highways, and the State Planning Committee on State Training and Jobs for Welfare Recipients have been successful in developing 43 training slots for welfare recipients in the Bay Area. The Highways Division will provide the training slots and the welfare Department will provide the trainees. A significant feature of this is an attempt to assure placement in the Division of Highways upon the completion of training. The State Personnel Board has been involved in developing civil service testing procedures to enhance the ability of these trainees to qualify for employment under civil service regulations.

This project should result in a statewide training and employment program in the Highways Division and open up further training and employment opportunities in other state agencies.

7. Need current information on work experience and training program--also Title V activities.

FAMILY PLANNING

Effective December 1, 1967, regulations were adopted which placed the responsibility on the caseworker for initiating talks with recipients who, for whatever reason, might be in need of medical services for limiting or spacing children. The right of the recipient to accept or reject the service is fully protected.

II. BUSINESS AND TRANSPORTATION AGENCY

A. Department of Public Works

1. Plans are being developed to augment and improve summer job programs for underprivileged and minority youths in 17-21 age bracket.

Despite the fact survey in 1965 showed that about 650-700 training jobs were available statewide in Public Works, only 40-50 were applied for and filled due to failure

II. BUSINESS AND TRANSPORTATION AGENCY (cont'd)

A. Department of Public Works (cont'd)

of Department of Employment to refer people--lack of sponsors to implement federal grants in Neighborhood Youth Corps Program--inactivity by school districts. Attempts are being made to correct this.

Public Works is now studying direct action program to seek out summer job applicants for maintenance work (e.g.: 100 could be employed in San Francisco area alone at from \$300-\$325 month--\$1.75 to \$1.85 hour). These would be training jobs not "make work" and would serve to qualify them for permanent jobs starting at \$530 month.

2. A new cooperative pilot program has been instituted with Department of Social Welfare and county welfare authorities in Bay area to provide 43 job openings for training welfare recipients. County refers recipients to Public Works who will then provide job training to develop clerical, drafting, maintenance and other skills. If successful, statewide implementation will follow.
3. Participating for first time in private sector program initiated by Pacific Telephone and Telegraph called "Bridging the Gap". Aimed at minority and underprivileged high school students. Students spend four or more afternoons receiving individual supervision in actual work situations. Idea is simply to eliminate "unknown" from work atmosphere, and fill "gap" between classroom and job, encourage and create incentive to acquire or improve work skills. Program may have statewide potential for all state agencies.
4. A transportation study project is under way in Watts financed by \$2.7 million HUD grant in 1966. New public and private job transportation being provided to remove big hurdle to gainful employment. The key here may be community involvement in creating small nonprofit transportation corps. (See Issue Memos October 24, 1967, and BT3-68-30). Progress report available which should be reviewed by Governor's staff for insight into employment-transportation problems.

B. Department of Housing and Community Development (H & C) is active in several programs to improve low income housing:

1. Leased Housing Program: Federal government provides local housing authorities with financial assistance to make rentals available to low income families. Housing Authority leases house or apartment from private individual and subleases it to low income family at lower rent which they can

II. BUSINESS AND TRANSPORTATION AGENCY (cont'd)

B. Department of Housing and Community Development (cont'd)

afford. Avoids concentrated public housing atmosphere--leaves property on tax roll. H & C has assisted local agencies in qualifying for program. (Small Communities lack staff and technical ability to initiate projects.) To date, assistance has led to fifteen completed applications with 8,000 units approved for leasing (eleven applications and 3,000 units pending). Towns involved--Oakland, Fresno, Monterey, San Bernardino, etc.

2. Prototype Low-Cost Housing: Acting under 1964 federal grant (\$243,000), H & C has constructed nineteen different prototype low-cost housing units in Kern, Butte, and Tulare counties (ten more units in process). Construction by private enterprise. Though aimed at rural families, information will be useful to urban development. Many groups looking at units for ideas. Final report due July 1 will give recommendations on building methods, floor plans, and feasibility.

- C. Department of Insurance is working closely with insurance companies on getting them to participate in insurance pools in Watts. The Watts incident greatly affected availability of insurance for commercial risks in South Central Los Angeles.
- D. Division of Savings and Loan has been counseling with representatives of the Negro Community on home financing. An attorney in the Division has been assigned to work on minority and low-income housing. He is closely following legislation and counseling people.

Commissioner Martin has formed a committee of savings and loan presidents to help in solving the home financing needs of minorities. This committee has met five or six times and is making progress.

III. RESOURCES AGENCY

Resources Agency: At present, plans for summer employment of disadvantaged youth must be made within the same budgetary restrictions as existed last year. However, due to better planning and an earlier start, the number of minority group youth for employment is expected to increase.

Preliminary figures are as follows:

- A. The Department of Parks and Recreation currently plans to hire 1,200 temporary employees this summer. The great majority of these are students, many of them returning experienced help.

III. RESOURCES AGENCY (cont'd)

A. The Department of Parks and Recreation (cont'd)

There are 160 positions at a cost of \$160,000, which will be put through the Department of Employment to fill jobs not now committed and to employ "drop-outs".

B. The Department of Water Resources currently plans to place 220 youths as follows:

1. 55 youths as unskilled Student Engineering Aids, to be referred from the field offices of the Department of Employment.
2. 65 youths to work as Engineering Student Trainees. This program is designed to give upper division engineering students an opportunity to perform preprofessional work in an engineering organization.

C. The Department of Conservation will hire 1,400 seasonal forest fire fighters. Of this number approximately 1,050 jobs will be filled by returning experienced employees and 100 jobs will be part of the college recruitment program. The Director has asked that 200 forest fire fighter jobs be made available to economically disadvantaged youths from poor concentrated areas.

D. The Department of Fish and Game currently plans to hire approximately 100 youth--of whom about 20 will be in the "disadvantaged" category to be referred through the Department of Employment.

In summary, the Resources Agency currently plans to hire approximately 3,000 youths of whom 435 would be from the "disadvantaged" category.

IV. AGRICULTURE AND SERVICES

Briefly, these programs are:

A. The Franchise Tax Board has been working with the Neighborhood Youth Corps to provide work opportunities for disadvantaged young people. Approximately 20 youth have been employed in this category; many have resumed their education on a full-time basis; and one qualified for a civil service examination, and is now permanently employed in this department.

B. The Department of Agriculture has participated in the "Bridging the Gap" High School Student Training Program, whereby departmental employees work with potential "dropouts" to motivate them to continue their education. Further participation is under consideration.

IV. AGRICULTURE AND SERVICES (cont'd)

- C. The Department of Professional and Vocational Standards has identified, through its constituent agencies, the areas of shortages of employees where jobs currently exist and where education, experience and training requirements are minimum. A program has been proposed, to be carried out through the efforts of the California Employment Agencies Association, the Association of Professional Personnel Agencies, and others, which will result in the setting up of "job fairs" in the heart of the poor minority communities throughout the state to bring together job seekers and private employers. Identified areas of employee shortages are Pest Control Field Representatives, Vocational Nurses, Cemetery Salesmen, T.V. repairmen, and Appliance Repairmen.**

Memorandum

To : Bob Keyes

Date : March 20, 1968

Subject:

From : Jim Crumpacker

The following negroes have been recommended to the Selective Service Boards by Governor Reagan:

Los Angeles County

Joseph H. Miller, Jr.
Hillyard Hanna

Monterey County

Calvin Reaves

Sacramento County

James F. Garner, M.D.

San Mateo County

Peter Evans

Santa Barbara County

Herman Preston Nelson

Solano County

Wallace Sheppard

Stanislaus County

Reverend Howard Clark

San Francisco County

Edwin T. Johnson, M.D.
Oscar Jackson, M.D.

State of California

Memorandum

To : James Crumpacker

Date : March 20, 1968

Subject: Negro Appointees

From : Phyllis Shafer

Attached is an up-to-date list of all Negro appointees, both exempt and executive appointees.

The break-down by county is as follows:

Alameda	-----	1
Contra Costa	-----	1
Fresno	-----	1
Kern	-----	1
Orange	-----	1
Los Angeles	-----	14
Sacramento	-----	3
San Diego	-----	3
San Francisco	-----	85
		3 29

On the attached list, you will note James Stratten's name twice. This is because he holds an exempt position as well as a Governor's executive appointment.

As of 3/22/68

NEGRO APPOINTEES

EXEMPT POSITIONS:

Robert J. Keyes San Diego	Assistant to the Governor for Community Relations
Theron Bell San Francisco	Director, State Office of Economic Opportun
Robert Collins Los Angeles	Director, Multi-Service Center Program
Richard Williams San Francisco	Information Officer, Dept. of Industrial Relations
James Sims Los Angeles	Intergroup Relations Consultant, Dept. of Industrial Relations
James Stratten San Francisco	Administrative Youth Authority Board Repres
Raymond Norton San Francisco	Field Repres., Office of Economic Opportuni
Herbert Brown San Francisco	Field Repres., Office of Economic Opportuni
Charles Booker San Francisco	Field Repres., Office of Economic Opportuni
Roger Taylor Fresno	Supervisor, Sacramento Office, Fair Employment Practices

GOVERNOR'S EXECUTIVE APPOINTMENTS:

James E. Johnson Santa Ana	Director of Veterans Affairs
James E. Stratten San Francisco	Mem, Educational Commission of the States
Walter A. Gordon, Jr. Berkeley	Mem, Adult Authority
Geraldine V. Rickman San Diego	Mem, Adv. Commission on Status of Women
Miss Betty Holt Los Angeles	Mem, Adv. Committee to Preschool Educational Programs

Wesley R. Brazier Los Angeles	Member, Apprenticeship Council
William Ross Compton	Judge, Municipal Court, Compton Jud. Dist.
Mrs. Martha M. Louis Los Angeles	Mem., Board of Social Work Examiners
Henry A. Talbert Los Angeles	Mem., Job Training & Placement Council
Gregory C. Murray, M.D. Los Angeles	Mem., Dist. Review Com. for Second District, Bd. of Medical Examiners
Albert L. Jordan West Covina	Mem., Water Quality Adv. Committee
Mrs. Audrey B. Jones Los Angeles	Mem., New Car Dealers Policy & Appeals Bd.
Mrs. Ella Mae Turner Los Angeles	Mem., Calif. Rehabilitation Planning Project Advisory Committee
James C. Dodd Sacramento	Mem., Bd. of Governors of Calif. Community Colleges
Marvin R. Poston, O.D. Danville	Mem., State Board of Optometry
Mayo R. DeLilly, M.D. Los Angeles	Mem., Adv. Council, Calif. Bd. of Nurse Education and Nurse Registration
Col. Charles A. Bowers Sacramento	Mem., State Social Welfare Board
John R. Ford, M.D. San Diego	Mem., State Bd. of Education, and Mem., Adv. Com. to Preschool Educational Program
Joseph A. Barbee Sacramento	Mem., Com. on Housing and Community Development
William P. Beachem Los Angeles	Mem., State Bd. of Barber Examiners
Wendell Handy Compton	Mem., Governor's Adv. Co. on Children & You

Memorandum

To : Cabinet and Staff

Date : March 8, 1968

Subject: Special Project on
Community Relations

From : William P. Clark, Jr.

In accordance with the discussion at Cabinet meeting this morning, the following is a summary of the plans and assigned responsibilities for the Governor's Special Project on Community Relations.

The Project will be implemented in four phases, as follows:

- I. Preparation and briefing of Governor, Cabinet and staff on general situation and present status of state programs for improvement of community conditions, and for decreasing urban tensions (designated as the State's "Community Improvement Programs").
- II. Governor's conference with members of minority communities in critical areas of California.
- III. Conferences with mayors and other officials to establish cooperation and support for Community Improvement Programs.
- IV. "Report to the People" and other public information efforts to disseminate information concerning the findings of the Governor's tour, and the various plans and programs which have been developed.

The following responsibilities are being assigned for the preparation and briefing phase (Phase I) of this Project:

- (1) Cabinet secretaries will obtain information from their departments and prepare a memorandum outlining existing and planned programs which relate to improving community conditions, solving minority problems, easing urban tensions, etc. This report should be forwarded to the Cabinet Secretary by 4 p.m. on Wednesday, March 13, 1968.
- (2) Bob Keyes, Assistant to the Governor for Community Relations, will prepare a list of community leaders and contact persons (who have the capability of arranging meetings with broadly based groups in minority communities).

- (3) Ed Meese and Bob Keyes will establish the list of critical cities which should be included in the Governor's conferences.
- (4) All Cabinet and staff members are requested to submit any ideas for additional positive programs which might be initiated as a part of this effort to improve community relations. Russ Walton is requested to submit the specific suggestions raised at the Cabinet meeting.

For the reasons presented at the Cabinet meeting, this should be considered a priority project, and the utmost cooperation and effort by all of us is vitally necessary.

W. P. C. S. /