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CITIZENS' INTERRACIAL COMMITTEE OF SAN DIEGO COUNTY
Room 609 Robinson Building
520 "E" Street, San Diego, California 92101
239-0871

GROUP ACTION OVERLAY

Purpose: To bring existing racist practises to the surface for exposure and correction.
Example: Schools

I. Decide on the area of action.
Example: There should be greater emphasis on the teaching of Ethnic (Negro-Mexican American) history.

II. Speak before the governmental body as a group.
Example: The San Diego Unified Board of Education.
- A. Present specific request
- B. Request a reply be given your group within a specified time period.
- C. Have a written copy of your request prepared to be given to each Board member and the press.
- D. Mobilize every possible group to appear at the hearing session to support your request.
- E. If reply is inadequate or insufficient the process starts all over again.
- F. Attempt to here a fact sheet with pertinent information substantiating your request.
- G. Send a copy of the requested action to all local news media and publications, national publications, and elected officials.
- H. Call a joint press conference to inform of action requested and/or action taken due to request.

III. Send letter on official group stationery inviting individual board members, council members, or legislators to appear at a private group meeting (no publicity at these meetings.) to advise steps being taken to satisfy request.
Example: "What is being done to include minorities in teaching materials, history books, etc?"
"We are a group of White residents concerned about ethnic history being taught to our children. They are not learning it presently, etc.,"
- A. Invitation to Board member should be by letter on official group stationery followed by a phone call and then a letter acknowledging confirmation.
- B. Hold similar meetings with different Board members once a week.

IV. Call a joint meeting with several groups interested in this problem after a majority of the Board Members/ Council Members, etc. have been to meetings such as those mentioned in No. III.

Example: Joint group meeting might include; Metro, Greater Parish Ministry, Human Relations Councils, P.T.A., Church Groups, etc.

A. Invite entire Board/council, etc. if press is there and less than a majority if there is no press coverage.

B. Have a report on the purpose of the meeting given by the sponsoring group. Include any progress to date.

C. Have Board/Council, etc. report on their progress or action along the request.

D. If this is still unsatisfactory start all over once again at step No. I.

V. Contact individual media personnel to request continual coverage and communicate progress or lack of it. (News media contact lists can be secured from C.I.C. office, 239-0871)

VI. Begin a series of community awareness meetings by getting on agendas of service clubs, civic clubs, etc. requesting their support and involvement.

VII. Don't Be Discouraged -
This is the modern day mustard seed - mountain approach. Be faithful to your goal and you will see it become a reality.

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THE STRUCTURE OF A COMMUNITY ACTION GROUP
(to accomplish the purpose of the action overlay)

I. Form a group (6 - 60 - 600).
   A. Can be loosely formed or highly structured.
   B. Get a membership roster.
      1. Maintain complete list of addresses & phone numbers
   C. Decide on a name for the group.

II. Keep accurate records of all developments.

III. Keep copies of all publicity statements released, all position papers, and all correspondence.

IV. Maintain close contact with C.I.C. (Check with C.I.C. for "essentials of record keeping".)

V. Designate a person to be in charge of all publicity. (Check with C.I.C. regarding publicity resources.)

For a newsletter

CITIZENS' INTERRACIAL COMMITTEE OF SAN DIEGO

609 ROBINSON BUILDING • 520 E STREET
SAN DIEGO, CALIFORNIA • 92101 • 239-0871

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WHAT YOU CAN DO

(As an individual, small group, club, large group, or organization)

Public Education:
Libraries
News Media
Forums

1. Establish small group Book discussion clubs in your home, church, or school utilizing the C.I.C. Bibliography lists.
2. Check area libraries to make sure they have a number of these books.
3. Make display materials for libraries to use to encourage the public to read books about minorities. Include fiction and non-fiction.
4. See that local area magazine stands have for sale magazines and periodicals representing minorities (Ebony, Jet, Sepia, etc.) Negro digest
5. Subscribe to local ethnic newspapers (The Voice)
6. Establish newspaper racks in your community for the sale of local ethnic newspapers.
7. Urge your local newspapers to carry syndicated columns by ethnic writers. (Whitney Young, etc.)
8. Write letters to the Editor of local newspapers urging a more complete coverage of minority community news, including weddings, social & political events, scholastic events and religious events.
9. Support an editorial policy that takes a strong and forthright stand for human rights and express your displeasure when this isn't done.
10. Utilize local clubs and activities to bring in guest speakers and panels to your area to expose and help solve the problems relating to racism.
11. Help stimulate community discussion and action groups around #10.

and local library

There is a white "book request" Sorm.

Union-Trib, Sentinel, Independent

PTA Forum or panel on Report on Civil Disorders. - Encourage your principal & bd.

EDUCATION:

1. Urge the hiring of minority personnel in all schools.
2. Organize a campaign to hire minority group teachers.
3. Extend your friendship, support, and encouragement to minority personnel in majority schools.
4. Make sure the curriculum in your schools teaches the positive accomplishments of Negroes, Mexican-Americans, Orientals, and utilizes visual displays of these ethnic representations.
5. Urge local P.T.A.'s to sponsor forums & speakers on the subject of equal educational opportunities.
6. Work for the implementation of the Lindsley report. Write letters to the board of Education, urging action on de facto seg.
7. Arrange to have a variety of youth exchange programs involving youth of different ethnic groups.
8. Sponsor Science clubs, Business clubs, etc. through business & industry to reach out to minority youth.

There are 2 lists pub. by Pub. Lib. during Negro history 1, The Negro "books for boys & girls" - see that the books & lists are available to your child's teacher, principal, & local library. These books are from picture bks thru hi. school.

EMPLOYMENT:

1. Visit in person all area businesses (markets, dept. stores, variety stores, specialty stores, etc.) and inquire of their hiring policies & practices. Express your personal concern and encourage them to hire minorities. If this isn't carried out, organize a neighborhood group to insist upon fair and representative hiring practices.
   A. Ask questions at check out stands, cashiers, and of managers like:
      "Where are the minorities that are employed here?"
      "Do you have many minorities shop here?"

HOUSING:

1. Contact realtor groups to let them know that you support open housing.
2. Volunteer to assist local realtors by asking to be informed when minorities move in a neighborhood so you can welcome them and offer friendship to them.
3. Hold welcoming coffees for new minority residents if this seems appropriate.
4. Learn through study the facts and myths about property values and minority occupancy and make this information known in your community.

INDIVIDUAL RIGHTS:

1. When in a group discussing minority group members do you ask yourself the following questions: Do I speak for or against all humans having the same basic rights? Do I condone others actions, even thoughts, by keeping quiet, hence safe, when I know I should speak up for what is right? What do I believe.
2. On the issue of inter-marriage--what are my inner feelings about mixed-marriages? (Negro-Caucasians)
   - A. Who is really scared in this matter, the Negro or the Caucasian?
   - B. What is meant by "Race"?
   - C. What is a "Negro"? A "Caucasian"?
   - D. What's behind all this talk and business of inter-marriage anyway?
   - E. Why are there so few "cocoa brown or black Negroes--just who is a Negro, anyway?
   - F. Have I gone out, dug up some facts on this issue and separated facts from fiction? What are the facts? Have I been content to accept the popular arguments against black-white marriage?

OTHER FEELINGS:

1. Ask yourself the pointed questions:
   - A. Why is it that no Negro or other minority group members live near me? In this community or town?
   - B. What would "I" actually do if when I awoke tomorrow morning, and a Negro or Filipino had, during the night, moved into the house next door? What support would I give, or not give this new neighbor, and who in my community presently knows how I feel about minority groups?

SUPPORT OF EXISTING COMMUNITY PROGRAMS:

1. Become involved as a member and participate in

(Cong. Ch.) Your group

- N.A.A.C.P.
- Urban League
- C.I.C.
- M.A.P.A.
- G.I. Forum
- M.A.A.C.
- Impact
- TELS

(complete list describing activities, giving names & addresses available through C.I.C.)

2. Provide educational scholarships for minority students.
3. Provide resources and financial support for the Student Education Center at C.I.C. offices
4. Help provide funds for expansion of Project Uplift - an educational Motivational program.
5. Help provide funds for minority Student Educational Conferences.
6. Be willing to initiate and become involved in fund raising activities to support community activities and projects.
   (Funds can always be donated tax free.)

OTHERS

1. Help sponsor and support a local yearly, city wide Brotherhood campaign.
2. Support a city-wide program for encouraging equal employment opportunities. (Stickers, Slogans, etc.)
3. Provide opportunities to recognize citizens, groups, agencies, businesses, industries, etc. who make outstanding contributions in the field of human rights.
4. Sponsor school essay contests and displays on equal rights.
5. Create window displays on human rights for display in local community schools, businesses, libraries, etc.