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!HELP!

CURE Needs you today

CURE is

(a) losing Dot Lloyd, executive secretary;
and
(b) moving to another office -- one that is donated, but needs some finishing

CURE desperately needs

(a) an electrician to do some wiring;

(b) volunteers with modest carpenter skills;

(c) a vented gas wall heater;

(d) tools, paint, and painters

(e) volunteers to work in the office when Dot Lloyd leaves;

(f) money to help cover cost of materials;

PLEASE CALL 295-5800 TODAY AND LET US KNOW WHAT YOU CAN CONTRIBUTE

KEEP CURE FUNCTIONING IN THE FIGHT AGAINST RACISM

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Special Note:

CURE and several other organizations are sponsoring a talk by John Gardner of Common Cause on "Citizen Action in a Changing Society." Hilton Inn, 11:30 a.m. April 4th, $4.50 per person. You MUST make your reservation with League of Women Voters, 2454 4th Ave, 232-8583 by Friday March 30.

GOALS

I. NEED NEW POLITICAL ACTIVISTS

A. Method to attract ~~xxxxxxxxxx~~ them

1. Well publicized community meetings (large & small)

* _____

2. Racial forum series

Brotherhood meeting in Feb. w/John Buggs & catered cookbook menu

B. ~~Method to train them~~ Training

1. * Dialogue sessions aimed at creating understanding of racism and its consequences, and developing a desire to combat it. Sessions paid for by participants. Joe train? –

2. Political training in cooperation with LWV training sessions, or develop our own training programs

3. Actual on the spot experience by ~~participating~~ participation in on-going groups like the affirmative action committees, education, etc.

4. Observers at governmental meetings

*I think we have inaccurately assumed that all CURE members have a good understanding of the problem.

II. NEED BETTER OFFICE FACILITIES

A. Drawbacks of current set-up

1. Excessive Noise, confusion, and lack of opportunity for use of volunteers

2. Lack of telephone ~~xxxxxxxx~~ coverage in afternoon

B. ~~Desireable goals~~ Suggestions for ~~xxxxxxxxxxxxxxxxxxxx~~ cost reduction and financial backing

1. Offset to run our own newsletter (possible additional savings of $100 per edition) ($50 saved now when we typeset and paste-up ourselves)

2. Regular monthly publication of newsletter to qualify for 2nd class postage rates and reduce postage costs

3. Membership calling etc. to maintain membership and financial backing and elimination of non-paying circulation

What can be done?

1. Get some complaints about discrimination
   equal housing posters in lending institutions, in real estate offices
   send letters to Washington if a monitoring committee finds non-compliance

2. Monitor builders on what they have done in advertising, number of sales etc.

3. Want a fair housing proclamation from every city - go to the mayors and ask for it

4. Talk to real estate boards for individual real estate board proclamations for fair housing.

5. Want fair housing displays in city halls

Hope to bring a high HUD official to SD to sign a proclamation on 4/18 and explain what it's about and what HUD will do about low and moderate housing. Should be a newsworthy affair with ~~press~~ media in attendance and community organizations like CURE asking pertinent questions.

Park Merced law suit. Have white people been denied the opportunity to live with minority people in La Jolla because of the federal government's cancellation of funding.

Are there housing complexes in SD that have evidence of being denied the opportunity to live with minority persons. Can a court case be made of it?

Affirmative Marketing Program:
If the builders comply with all the rules and still don't have integration in their development, then there is something wrong with the HUD program.

If HUD doesn't have an effective compliance tool, organizations could be a pressure for compliance. HUD would have to deal with or answer the community pressure.

$18,000 to $24,000 bracket will be the integration area.

Asking CURE & LWV to act as white contacts for resource of whites into black community.

CURE

CITIZENS UNITED FOR RACIAL EQUALITY
3386 30th Street, San Diego, CA 92104

San Diego seems to be a peaceful, satisfied, trouble-free community. The results of the Citizens' Attitude Survey confirms that this idea is generally held by the majority of the community.

CURE questions this attitude held by many. We are concerned that people should realize the problems facing our community. Racism and its effects is a subtle and serious problem for the majority community to understand.

> How is the majority community directly affected by unequal educational opportunities, unequal employment opportunities and segregated housing? Do these things result in increased welfare costs and extra tax burdens?

If given the opportunity to honestly view the problems caused by racism, will citizens respond? In some cases we know they will.

In response to the need for honest discussion, CURE has panels available to look at the problems caused by racism. By acknowledging with candor the problems that exist within our society, these panels help dispel misconceptions on race and prejudice that often smolder beneath the surface of society. Panelists representing a variety of racial backgrounds speak for 5 minutes presenting a self-prepared statement, autobiographical in nature, emphasizing the effects of prejudice and racism from their own personal experience. A moderator encourages questions for discussion.

We think your members might find that discussion with one of the panels would help provide understanding and a valuable growth experience. We invite you to include us in your program schedule for this coming year. The response from the groups that have already hosted a panel has been extremely enthusiastic!

We would like to discuss this with you further or assist you in making arrangements for a date for a panel to be with your group. Please call either our panel coordinator, Mrs. Viola McKern at 469-3777 or the CURE office at 295-5800 daily from 9 to 1 or write to our address at 3386 30th St., San Diego, CA 92104.

Thank you,

Dorothy Lloyd

Mrs. Dorothy Lloyd
Executive Secretary

THE WHITE MAJORITY ROLE

Most difficult role, you have to identify yourself with white majority group which happens to be bigoted and prejudiced. They must identify with you, so you can't be too far out or away from their position. The better the audience can relate to you, the better the Panel.

Your job is to:

1. Bring out the mores of average white person in areas of race and religion, what white Protestant feels and says about minorities. You are in best position to understand white hang-ups. Reflect these in your story of growing up. "When I was a child, I was told, "You cannot play with that Jewish or Catholic child." "When my parents referred to blacks, it was always domestics in our home or the man who raked our yard." Other examples: "I was in church the other day-- or the beauty parlor or the grocery--and I heard..." Play your role.

2. Tell the audience how to change without literally telling them. NO PREACHING : NO LECTURING. Say, "I've had to overcome some of my own attitudes and it's been difficult." "I probably don't do all I could or should, but now that I am aware I intend to..., I try to..." "It is not always easy for me to go into a new situation, meet different kinds of people, etc., but when I do, I find... (and then give the positive rewards). "I didn't speak up" "Why couldn't I have said such and such?" Don't say, "You must do this..."; say, "I have found..." "By joining this group or activity, I found that I could..." "It is difficult to change, but I realize that I must." Give examples where you were more concerned with what your neighbor would think than in doing what was right. You have to say things like: "When I'm at a party, and a man says 'They've just hired a Jew for city planning--isn't it awful?' Maybe in the past I wouldn't have said anything; now I have to answer, "What difference does it make? If he has a degree in city planning from MIT, this is the important thing.' And I find when I say something, there are others who agree." Thereby saying to your audience, "Do speak up." Audience can relate and react better to a white Protestant who has not resolved all prejudices, but who hopes to, or who sees hope.

3. Tell how you talk to your children about these things how important it is to explain your feelings to them. "We do not have a lot of minority group people in our area, so I feel I have a special obligation to let my children know how I feel about them." If a child brings home a derogatory remark, how important it is to stop and deal with it AT THAT MOMENT, not to let it go by. "My child came home and said, 'I'm sure glad I'm not a nigger,' and I asked him why and he didn't know what he was saying." Say you don't want your children to have the same adjustment problems as you have had. Our white children are deprived of relationships with other races, and, in this world of rapid transit and communications, they need this. Make sure schools have integrated faculties; examine textbooks for minority history.

4. Be ready with suggestions to answer the question, "What can I do?" Guide audience into some things they have never done but must do. Get them to examine their community. "When I was at school the other day, I noticed that the illustrations in the reading material were of white people-- wouldn't it be better for the minority as well as white children in the room if some of the illustrations showed minorities?" Why did we become concerned? Point out the world is changing and, for the sake of our children, we have to change with it.

5. Help answer questions, back up and support minority Panelists. Help resolve conflicts. Teach audience how to feel-- what hurts. Ask rhetorical questions, make audience reflect upon what you have asked. AVOID words--prejudice, integration, discrimination, segregation. Rather than say these words, tell a story to illustrate.

Don't be defensive, be positive. Never bitter, never argue with the audience. Point out the sadness or gladness of the incident.

Panel must give status to human rights because it is worthy. Give your feelings, reflections. Personal, dramatized experiences; surprise audience with lightness. You must be liked. Want to convince audience that we are right and they should be like us.

TIME LIMIT FOR SPEECH: 5 minutes (2½-3 double-spaced typed pages)

QUESTION AND ANSWER PERIOD

Wait for Moderator to restate the question and call on a Panelist.

Give human answers, not intellectual answers. Answer with a personal example where possible. Although it does not have to be yours--borrow.

Answer question to the point, do not elaborate, get in and out. Let audience go home and do some thinking on their own.

Use a tolerant approach--"Let's look at this..."

Important thing is what is your opinion? Don't go into too much "why" unless you can be very brief and relevant.

Answer in one or two sentences and STOP. Give other Panelists a chance to answer, where desirable, and the audience the opportunity to ask more questions.

People tend to listen to the first sentence only, don't hear the second.

ANSWER ONLY THE QUESTION ASKED -- as stated by the Moderator.

THE MODERATOR'S ROLE

The Moderator is very important to the Panel. When he or she arrives he should see that there is a table, water for each panelist and also a hand microphone if possible. The moderator is the public relations person at the time and must take care of the panel. During the presentation the moderator must try to write down the questions because they will be useful to CUHE in planning future presentations. You are not emotionally involved in the speeches -- the panelists are-- so it should be easy for you to do. Try to see that the panelists are not writing at the time of presentation. Also make sure each panelist watches the person giving his speech. We are so different that often the audience will follow our direction. They do not know when to laugh, to cry and we should be polite enough to listen and set an example to the audience. The Moderator should also tentatively note the approximate number in the room and after the appearance should call the coordinator and send her the report. We believe it will be best to start with the minority panelists and to end with the white Protestant. We usually recommend the Moderator sit in the middle.

The Moderator prepares a written introduction to the program. He or she does not identify nor introduce the Panelists, but simply concludes with a statement such as, "Now, each Panelist will introduce himself and invite you, for the moment, to share some experiences."

Thank each Panelist by name after he finishes speaking and then turn to the next Panelist.

After first Panelist speaks say, "If you want to clap, you m ay." There is a need to relax the audience; the program is so different, and they are not sure how to react.

After all Panelists have spoken, the Moderator invites questions, asks that all questions be directed to her first, reminds the audience that the Panelists are not experts, and repeats the Panelist'' name for the benefit of the audience. Always repeat the question -- the people in the back don't always hear. Always refer to and address the Panelists by their first names.

The Moderator is the TIME-KEEPER. If a time has been set, at the end of that time, the total program MUST be concluded. If there are more questions, you can say "There are so many questions here, I hate to quit. Do you think we can take a few more..." -- and get program chairman's permission before continuing. Quit when you are ahead. Leave some questions in the audience.

If the Moderator can control the Panel, he can control the audience. Both must be done. Warn the Panelists that, if they go on and on, you will literally take the mike away from them (and this has to be done sometimes). Have signals--e.g. if Moderator starts sitting up straight, it means the Panelist is talking too long.

Important: If a Panelist is late, start without her. She may come in late, or if she does not show, you either read her speech or give what comments you can remember from it.

Question and Answer Period -- Moderator

Moderator begins by asking, "Who would like to ask the first question?" If no response, "Alright, who'd like to ask the second?" "Now, who'd like to ask another question? Please feel free to ask any kind of question. The women know all kinds of things." If still no questions, say, "While you are thinking of a question, do you mind if I go ahead and ask the Panel a question we did not have time to answer at our last presentation?" Help audience to verbalize by asking a question for them, something they need to know -- Black Power, prayers in public schools, militancy, value of parochial schools, etc. (Never ask the interracial marriage question for them.)

Do not beg for questions. Be prepared to wait. Moderator should instruct the Panelists not to worry about the period of deadly silence, not to rush her into breaking it; she will break it when she feels it best.

Last resort; "We know our program is different. It is emotional and personal. Maybe it is difficult for you to ask a question. WE'll be here afterward, feel free to come up and ask anything you don't feel free to ask now." Then go right into the conclusion.

Between questions say "a question please" — oral questions are better than written ones, as audience is given oral testimony. If audience is huge, could ask for written questions and take oral questions in the meantime. On written questions, ask only those you wish to ask.

If all questions are directed toward one Panelist, say, "We have other Panelists here--let's work them too. Who has a question for_ name__?"

Rephrase the questions when necessary to take the "heat" off — even just repeating a question in a more conciliatory tone of voice can be helpful. Be humble. Teach them warmth by learning to reword hostile questions — i.e., question: "Don't you think the black Panelist should earn her rights?" Moderator could turn to white majority Panelist and say, "Jean, what did you do to earn your rights?"

If the Panel answers poorly, say, "I don't think we've done a good job of answering this. If you ask us back, we'll have an answer or seek it then."

It is important to satisfy the audience and protect the Panelists. Moderator can answer occasionally after everyone else does. If answer is not stated well, ask another Panelist to respond--and/or "You've heard what Eleanor thinks, this is what _name_, another Panelist, says."

If one person in audience attempts to monopolize, say, "I'll tell you what, sir. We have another question here, we'll take it and come back to you." (And then don't come back!) Or, "Really we would like to discuss this further with you, but there are so many other questions, perhaps you could come up afterwards."

Look behind the question at what the person really means, not just what he appears to be asking. Do not repeat what someone else has already stated. If panelist does not answer--you may answer stating--"Mary, another of our Panelists has often said "such and such"--so you are not putting your panelists on the spot. You always end the program with a few summarizing comments, including suggestions for further action and invite them to become acquainted with the CUHE literature and the organization.