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CURE

CITIZENS UNITED FOR RACIAL EQUALITY

ROOM 502, 520 E STREET, SAN DIEGO, CALIFORNIA 92101

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Survey shows discrimination in County jobs

BY ESTELLE WING

A persistent pattern of discrimination in San Diego County employment is shown in the results of a recent survey conducted by the County. The survey classified employees by ethnic group, department, sex, occupational and supervisory level, salary and educational level. The results showed:

1. County employment of a given minority group lags that group's percentage representation in the total county population. The gap was greatest for Mexican-Americans. 10.7 per cent of San Diego County people are Mexican-Americans but that group makes up only 2.3 per cent of County employees.

2. The County employs fewer minorities in proportion to population than the City of San Diego. (However, the City also discriminates numerically against Mexican-Americans.)

3. A disproportionate number of minority County employees are in low-paying, non-supervisory, unskilled or clerical jobs. For example: less than 1/2 per cent of County administrative jobs are held by Blacks.

4. Departments of elected officials have only 3 per cent minority employment. Other county departments have 9 per cent minority employment.

5. In the critical Law Enforcement classification, minority employment falls far below the County average. There are no Blacks and Orientals in the Law Enforcement, Supervisory classification. Mexican-American representation is 1/2 per cent.

6. Black and Oriental women are favored over men.

In a letter to the Board of Supervisors dated September 28, 1970, Supervisor Jack Walsh stated:

"In my opinion, this survey clearly reveals that a bias exists in County employment, either due to the over-emphasis on written tests by Civil Service or overt discrimination by screening or appointing authorities, or both. Last October, I distributed a confidential memorandum to each department head pointing out the importance of insuring that the County in work and practice adhered to non-discrimination. Only four of the 37 departments responded...a reply was not specifically requested.

"Although this might be a proper referral to the yet unformed Human Relations Commission, I think the Civil Service Commission and staff should first be given an opportunity to respond. I will ask that the report be referred to them for their comments and conclusions. These should specifically include their opinion on whether Civil Service testing procedures may unnecessarily disadvantage minorities, whether more use of para-professionals should be encouraged, and whether job announcements are adequately noticed."

In a letter to the Board of Super-

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Boy Scouts hope to reach 30% low-income youth

The National Council of the Boy Scouts has asked the Office of Economic Opportunity for help in sensitizing Boy Scout staff to needs and circumstances of low-income youth.

According to the EOC newsletter, The Fat O, the goal is to reach 30 per cent of inner-city and low-income rural youth. Scouting now reaches 30 per cent of those eligible in affluent neighborhoods but only 15 per cent of those eligible in target areas.

The Boy Scouts call the new emphasis "Boypower '76," and OEO has directed the EOC Community Action Agencies to establish a partnership with Boy Scouts to extend scouting to low-income youth.

The San Diego Boy Scout staff is interested in opening 25 new Explorer Posts which sponsor individual and group projects for preparation for interesting and well paying careers.

San Diego now has Explorer Posts for medical, oceanographic and telecommunication careers. For more information call Tom Ross of the San Diego Boy Scout staff at 298-6121.

Unified Coalition-building trade talks break off; Coalition sends telegrams for federal assistance

Talks between the San Diego County Unified Coalition and building trades unions and contractors associations of San Diego have come to an impasse because, according to Joe McGuire, consultant to the Coalition, "we felt they weren't bargining in good faith."

McGuire said the Coalition has sent telegrams to Washington, regional and local offices of HEW, HUD, Federal Contract Compliance, and FHA.

He said representatives from those offices will probably come in to see what the exact situation is and then decide whether to enforce a federal plan or take other action.

Sections of the Hometown Plan were discussed before talks stopped but neither group had agreed upon anything significant, McGuire said.

The Hometown Plan called for minority ethnic group representation equal to the percentage of total population in San Diego for each craft and classification specialties within each craft. The plan sets a five-year deadline for the stipulations.

Ethnic imbalance grows in San Diego schools

BY C. SHUFORD SWIFT

Today there are 19 elementary schools in San Diego with over 75 per cent Black and Brown students. In 1966 there were only 16 such schools. The Report of the Citizens Committee on Equal Educational Opportunities (Lindsley Report) in 1966 found "the trend in San Diego is to an increasing number of schools with minority group imbalance."

The 1969-70 Pupil Ethnic Survey confirms that finding. Thus, despite the School Board's "determination to use whatever means are in keeping with sound educational policies to retard the growth of racial ethnic segregation and to use all reasonable means to reduce racial/ethnic segregation in the schools of the district" and despite several modest efforts such as the Fremont-Silvergate Model Schools program and the Voluntary Racial/Ethnic Transfer program, segregation is increasing.

Desegregation plans "must meet one single criterion: they must work now." -- Judge Simpson, Fifth Circuit, U.S. Court of Appeals, 1969.

According to the latest Pupil Ethnic Survey, minorities make up about 24.7 per cent of the student population in kindergarten through high school. Using the same survey data, it would be necessary to reassign approximately 8,000 minority students and 8,000 other white students in order that no school would have over 25 per cent minority population.

The Fremont-Silvergate program involves transporting 180 students--all volunteers. In the Voluntary Racial/Ethnic Transfer Program, 1797 permits were issued. Approximately 350 of these students are providing their own transportation to schools of their choice.

The district provides transportation for 1454. For effective desegregation, for effective change, 16,000 students must participate. The almost 2,000 volunteers now involved in transfer programs is completely inadequate.

When the Supreme Court ruled against segregated education in 1954, it was not because segregation itself was illegal, or was de jure, or defacto --but simply because segregated education was unequal education.

As the Lindsley Report found in San Diego, "Education in an imbalanced school is in fact impaired, regardless of the precise definition of 'education' chosen."

It is unquestionably true that most black schools - though by no means all - are in fact inferior to most white schools. --President Nixon, March 24, 1970.

President Nixon confirmed this in his March 1970 statement on segregated education when he said, "It is unquestionably true that most black schools - though by no means all - are in fact inferior to most white schools."

Since segregation is itself an unsound educational practice, it would appear that it would have been sufficient for the School Board to have simply pledged itself to "sound education policies" in 1965 and 1967,

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Project H.E.R.E. needs help in work with ex-mental patients

Project H.E.R.E., a recently inaugurated pilot program which works with ex-mental patients under the auspices of Neighborhood House Association, need volunteers.

H.E.R.E. involves 117 Board and Care Home residents in 18 Homes in Southeast San Diego -- that makes a lot of people with a lot of potential for creative and productive activity.

Volunteers are needed in five areas: to assist with transporting residents to and from classes and events; to lead or help with crafts, multipurpose, yoga and exercise classes; to accompany residents and H.E.R.E. staff on outings and at special events; to act as a friendly visitor for one or two residents; or to initiate and operate an in-home program on a weekly basis.

Also needed are cards, games and sewing materials of all sorts. For more information about Project H.E.R.E. call Ruth Addison at 233-5341, or come to the volunteer training session every Monday from 9:30 to 11:30 a.m. at 3740 Ocean View Boulevard.

County survey shows discrimination in jobs

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visors dated September 17, 1970, Chief Administrative Officer Fred J. Morey said:

"As a result of this study, the County is intensifying its effort to hire more minority employees at higher level administrative and supervisory positions and several such appointments have recently been made.

"Your Board has made provision for a seven and one-half per cent pay differential for qualified employees in positions requiring bilingual ability. This extra compensation for Spanish-speaking ability is attracting more Mexican-Americans to the County service.

"In addition, the County is attempting to employ more minority citizens through specialized recruiting, revised testing procedures and new programs such as those for County Aids and Homemakers. We are also developing training to assit present employees to increase their skills and improve their chance of promotion.

"A follow-up survey should be made in May, 1971, to evaluate the results of these efforts."

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Ethnic imbalance grows in San Diego schools

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Desegregation would have followed as a natural consequence.

What is segregation costing the San Diego taxpayers in dollars? The most important cost--inadequate, inferior education--cannot be measured. But the taxpayer is providing $4,337,395 for compensatory education through Federal funds.

Local funds of between $2,000,000 and $4,000,000 are spent on various special programs. While it is difficult to assign a specific portion of the $6,000,000 to $8,000,000 that goes into various forms of compensatory education to the results of inadequate education caused by segregation, it can be seen that the cost is appreciable.

How effective are compensatory education programs? Sacramento City Schools have had both compensatory programs and an integration program for several years.

A study completed in 1969 showed that while middle class white students gained about three grade levels in three years (1.9 at the end of the first grade to 5.0 at the end of the fourth grade), students in a compensatory program gained only about 1.8 grade levels (from 1.5 to 3.3).

Students reassigned from de facto segregated schools to schools with few minority students gained 2.2 grade levels in three years.

This is still not equivalent to the progress of at least three grade levels that is desired, but it is markedly better than the progress made in the compensatory program. This agrees with the Coleman Report findings of 1966 that "none of the (compensatory) programs appear to have raised significantly the achievement of participating pupils."

The fact remains..."That none of the (compensatory) programs appear to have raised significantly the achievement of participating pupils." Integration did.--Coleman Report. (A survey of 4,000 schools in 1966.)

That 1,797 minority students took advantage of the ethnic transfer program, with about 350 paying for their own transportation, and no white students took advantage of this program, indicates that in San Diego too, a substantial number of minority people and probably all white people believe that segregated schools provide an inferior education.

San Diego is not limited in its possible solutions to the problem of desegregating the schools. Pairing schools (assigning one school to handle primary grades, another to handle middle grades, etc.), redrawing school attendance boundaries, reassigning students to improve racial balance are the usual methods available.

But because San Diego must rebuild or replace 26 pre-Field Act schools, we also have the opportunity to explore such creative solutions as relocating schools (which can help preserve the neighborhood concept) and the building of educational centers.

Once again emphasizing that transporting students is not the only method available to San Diego in order to provide quality education, what might the cost of such a program be? Already the district is spending $455,000 for pupil transportation, with only $106,000 of that for ethnic transfer.

Transportation costs for integrating for schools might be from $1,500,000 to $3,000,000 depending upon how creatively the District used other methods to reduce imbalance. However, even if the cost were the full $3,000,000, this would be less money than is now being spent on programs to compensate for many of the effects of segregation.

Furthermore it is only about two cents from each school tax dollar. Sound education calls for an end to segregated education. Sound administration of the educational tax dollar calls for an end to segregated education. The courts are calling for an end to segregated education. Social justice calls for an end to segregated education. Let's get on with it.

CITIZENS UNITED FOR RACIAL EQUALITY
279-8809

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.....speakers bureau
.....writing/production of newsletter
.....fund raising
.....community organization

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Sometimes we receive requests for use of our open mailing list from groups dealing with solutions to racial problems. Please indicate on which list your name should be included ..... open mailing list ..... restricted list.

CURE
279-8809

Published monthly by Citizens United for Racial Equality, Inc., 520 "E" Street, San Diego, Calif.

The purpose of this newsletter is to provide a forum for the dissemination of information and the expression of opinion among those concerned with combating racism. CURE believes the opinions herein need to be expressed, although they may not represent official policy of CURE.

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BY MRS. LYNN FAYMAN

Where the Action Is ...

EOC no-host "Lunch" meets 11:30 Thursdays at Sportsman

The Economic Opportunity Commission "Lunch" is held each Thursday at 11:30 a.m. to bring together men and women from every aspect of the War on Poverty. It's no host, no sponsor, no representation, and, as the EOC newsletter Fat O puts it, "you don't need clearance from Washington to tell us about what you're doing and how we can help."

The Lunch meets at the Sportsman, 5079 Logan Avenue where $1.35 covers lunch, tax and tip.

December 3 there will be a special 4-hour seminar on Community Action on Unemployment. Because of the special nature of the program, reservations are necessary.

December 10 the topic will be Law and Order -- with Justice.

Integrated Cookbook almost ready; on sale early December

The Integrated Cookbook has passed the scrutiny of a home economist and proofreader with flying colors and will go on sale early in December --just in time for holiday shoppers.

American Indian, Mexican, Soul Food, Jewish, Japanese, and many more recipes fill the book which sells for $3.00 per copy (includes tax).

To order copies send your name, address, telephone number and number of books you wish to CURE COOKBOOK, 520 "E" Street, Room 502, San Diego, California 92101. Make checks payable to CURE.

EDUCATION VOUCHER PLAN TALK

The Education Voucher Plan will be the subject of a talk by Dr. John Ford, a local doctor and member of the State Board of Education, on Dec. 2, at 9:30 a.m. at the Southcrest Recreation Center, 40th and Alpha Streets.

The open meeting is sponsored by the Human Relations Committee of the San Diego County Medical Society Auxiliary.

TUTORS NEEDED AT LINCOLN HIGH

Volunteers with a strong background in any academic subject are needed to tutor one evening a week in the evening tutorial program at Lincoln High School from 7 to 9 p.m.

Those who wish to help are asked to contact Mrs. Barbara D. Anderson, coordinator of the tutorial program, at work 264-3171, or at home 262-5416, or call the Community Service and Extended Day office at 264-2045.

Coordinator sought for volunteer bureau; rewarding but no pay

For the lack of a nail...the battle was lost
For the lack of a volunteer coordinator – CURE can't fulfill a community need.

CURE urgently needs to find a person to coordinate its volunteer bureau. Requests are not being filled. They need to be. People are offering to work, but we don't have the personnel to make the necessary contacts and follow-up.

Open up a whole new world for yourself! This is a fun job dealing with people. Matching talents with community needs - this is where the action is.

The job involves maintaining an information file and linking those with needs to those wishing to work. It is a volunteer job without pay, but to the right person that enjoys working with people the rewards can be satisfying and worthwhile. Are you this person?

Please call 279-8809 for more information.

PALA RESERVATION INDIAN BENEFIT TO BE HELD DEC. 20

The second Mick Russell benefit for Indian children of the Pala reservation will be held Sunday, December 20 from 2 p.m. to 2 a.m. at Albie's Beef Inn, 1201 Hotel Circle, Mission Valley.

A $2 donation includes a buffet supper. All drinks are $1. Only those over 21 years old may attend.

Guests are asked to bring used toys and clothing. There will be continuous live music, door prizes and surprises.

Tickets are available at Albie's. Their phone number is 291-1103.

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