[MS-0087.007.016.006]

THE CITY OF
SAN DIEGO
CITY ADMINISTRATION BUILDING • 202 C STREET • SAN DIEGO, CALIF. 92101

OFFICE OF
THE CIVIL SERVICE
COMMISSION
236-6400

October 27, 1971

Keith Robinson, President
Citizens United for Racial Equality
3386 30th Street
San Diego, California 92104

Dear Mr. Robinson:

Thank you very much for your assistance and support on my proposal of an amendment to Civil Service Rule VI. At the Commission meeting on October 20, 1971 several labor organizations asked for a month postponement so that they might review it with their members. It will again be introduced at the next Commission meeting (November 10) and hopefully it will be approved and forwarded to the City Council.

Again my special thanks to your organization for your efforts, and hope that you will continue your interest in our endeavors.

Sincerely,

Mrs. Matthew Williams

Mrs. Matthew Williams, Commissioner
Civil Service Commission

MW:bbe

CURE
CITIZENS UNITED FOR RACIAL EQUALITY
~~ROOM 102, 500 E STREET, SAN DIEGO, CALIFORNIA 92101~~
3386 30th St., San Diego, CA 92104
295-5800

October 18, 1971

Mildred Waite
President
Civil Service Commission
City Administration Building
San Diego, CA 92101

Dear Mrs. Waite:

It is our understanding that the Civil Service Commission on October 20, 1971 will be deciding whether or not to recommend to the City Council the proposed change to rule VI of the Civil Service Commission rules. This change, the addition of paragraph (4) to Section 4 of rule VI, is one which CURE most strongly favors.

The idea of selective certification is an entirely valid approach to the problem of racism in the hiring procedures of the many departments of the city. It is in keeping with the spirit of affirmative action which is just now beginning to be felt throughout many levels of government in the San Diego area, and it is an important means toward achieving the kind of fair treatment all citizens of San Diego have a right to expect.

We urge you to help San Diego move forward by seeing that the new rule is adopted.

Thank you,

Keith Robinson
President

cc: Kimball Moore
Ray Blair
Frank Curran

CURE

CITIZENS UNITED FOR RACIAL EQUALITY

XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX
3386 30th St., San Diego, CA 92104
295-5800

January 13, 1972

Mayor Pete Wilson and
San Diego City Council
City Administration Building
San Diego, California 92101

Dear Mayor Wilson and City Council:

CURE commends the action taken by you and the council January 11th in passing the resolution directing the development of affirmative action programs for municipal employment and contract compliance.

We encourage your continued efforts in dealing with past due and latent problems of our community!

Sincerely,

Keith Robinson
President

Wednesday, January 12, 1972

Job Equality Plan Revived By Council

City councilmen yesterday revived an equal employment program for racial minorities that had been turned down last fall by the previous council.

The vote on the proposal by Councilman Leon Williams was 8 to 2.

As a result, the council has ordered the city manager, personnel director, and civil service representative to work on a program aimed at making the city's employment of minority groups equal to their percentage of the population within five years.

A spokesman for several women's groups told the council that women should be included in the minority category along with those mentioned in Williams' resolution — Negroes, Mexican-Americans, American Indians, Filipinos, and Orientals.

CITES UNDERUTILIZATION

The spokesman, Judith Filner, said the San Diego chapter of the National Organization for Women of which she is secretary "assumes" it is the intent of the council to include women in this program.

"NOW finds a clear indication of the under-utilization of women at all levels in the city work force. In 1971, for example, 91 per cent of city employes in the top three managerial levels were male," she said.

Williams, at an earlier council briefing, had said his resolution was not meant to combat sexual discrimination but rather ethnic discrimination and that it would not be reasonable to say that women, who make up about 50 per cent of the population, should comprise half the city's work force.

Mayor Pete Wilson suggested that a separate resolution may have to be drafted in regard to women.

Councilman Jim Bates called the present proposal a limited though "positive step."

"We'll get some kind of affirmative action plan for women soon," he said.

Councilmen Henry Landt and Allen Hitch voted against the measure. They adopted the same negative stand they had taken on Nov. 16 when a like proposal was defeated

CURE
CITIZENS UNITED FOR RACIAL EQUALITY
XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX
3386 30th St., San Diego, CA 92104

February 8, 1972

Mayor Wilson and Council:

I am Mrs. Mary Eunice Oliver, Vice President of Citizens United for Racial Equality. I live at 2151 Emerald St. I'm here to speak for the Board of Directors of CURE.

You are already in receipt of our letter which explains that we are in favor of a strong Affirmative Action program. I will not take much of your time this afternoon as I have little to add to the arguments which you have already heard, but we do want you to know that CURE urges you to adopt a well-written Affirmative Action plan that will accomplish the goals of equal employment opportunities for ethnic minority persons.

We believe it is vital that all citizens be able to participate in the operation and function of our government. We want you to use your power, today, to open these opportunities for all our citizens.

thank you

CURE
CITIZENS UNITED FOR RACIAL EQUALITY
~~ROOM 403 30th STREET SAN DIEGO CALIFORNIA 92104~~
3386 30th St., San Diego, CA 92104
295-5800

February 6, 1972

Mayor Wilson and
City Council
City Administration Bldg.
San Diego, CA 92101

Honorable Mayor and Council:

CURE, an organization of 500 primarily white San Diegans, commends you for attempting to deal with some of the crucial problems facing our city. Your recent adoption of an Affirmative Action resolution was an indication that you will be trying to solve problems affecting the minority community as well as the majority community.

CURE urges you to adopt a strong and well-written Affirmative Action plan, created through true cooperative effort between city administration and the minority community. It must reflect and include solutions compatible with citizens of the community. Citizens of the minority community have had programs planned "for them" long enough. It is vital for this part of our community to be included in the governmental processes and their ideas be included in the Affirmative Action plan that is adopted.

We believe this is your opportunity to make San Diego a moving example to the nation of the ways sincere government officials can find solutions to long-standing problems.

Thank you,

Keith Robinson

Mr. Keith Robinson
President

cc: council
City Mgr.

City Adopts Minority Parity Hiring Program

(Continued)

said the program was developed jointly by his staff working closely with the Ad Hoc Citizens Committee for Equal Employment.

The program itself sets a goal of eliminating 20 per cent of disparity the first year, 40 per cent the second year, 60 per cent the third year, 80 per cent the fourth year and 100 per cent the fifth year.

Minorities are defined as Negro, Mexican-American, Filipino, American Indian and Asian-Oriental.

Moore explained that under the program, the ad hoc committee will continue to serve and will assist in monitoring the program.

The program calls for Moore, city personnel officer A. A. Bigge and the Civil Service Commission to "establish and intensify efforts to recruit, select and promote minority candidates for employment in all classified and unclassified levels."

Union

Y 9, 1972

Guidelines For Minority Hiring OKd

City Will Bring Staff To Parity With Population

By HOMER CLANCE

A five-year program designed to bring minority employes on the city's payroll to parity with minority population was adopted yesterday by a 7 to 2 vote of the City Council.

Councilmen Allen Hitch and Henry Landt voted against the resolution creating the plan which is referred to as an Affirmative Action Program. Mayor Wilson and Councilmen Gil Johnson, Maureen O'Connor, Leon Williams, Floyd Morrow, Jim Bates and Bob Martinet voted for the measure, which was rejected by a split vote of the council last fall.

"I'm going to oppose the motion," said Hitch. "In the time I've been here, there has been progress made — we have done a great deal in minority hiring. I don't believe we should go to a percentage basis."

EDUCATION KEY

"Education is the main key to all jobs," said Landt. The program, he added, requires that job opportunities be made available to minorities at all salary levels and job classifications.

"I'm for equality in a person getting a job, but he's got to be qualified for it. But for this plan here, I'm against it."

"I think we should set goals and strive for them," said Morrow. "Men grow to the job. If you take the positive approach, we'll get there."

"This represents a setting of goals," said Wilson. "At present we are out of balance (in minority hiring.) There is nothing in this program to indicate any lessening of standards. Setting goals is something that is worthwhile."

JOINT EFFORT

"I'm very much in favor of the Affirmative Action Program," said Williams. "For the sake of getting this thing going, I will move we adopt the resolution." His motion was seconded by Johnson.

City Mgr. Kimball Moore

(Continued on B-4, Col. 4)