Needs a new folder heading?

[ms-0087, 008, 003.013]

Statement to the Board of Trustees of Grossmont College, February 20, 1973.

My name is Shuford Swift. I am here representing Citizens United for Racial Equality, a county-wide civil rights organization.

Speaking from that perspective it is our experience that though attitudes are changing and conditions are changing here in San Diego County, minorities are still discriminated against and that this is clearly shown by employment figures. Consequently, if we truly believe in equal opportuntiy, there is a real need for affirmative action in employmeht. As stated even more strongly in the policy, we have a moral responsibility through such a policy to provide true equal opportunity.

Though not representing California State University,San Diego, I am the Assistant to the Dean of Students there, San Diego State does have an Affirmative Action Policy with the same objective and philosophy as the program being proposed here, and I am subject to it.

Speaking from the perspective of someone subject to the policy, I understand it to mean that San Diego State will make a special effort to find qualified or qualifiable minority persons to fill any job which I might also be seeking, that if a minority person is found who is as qualified as I am, or qualifiable, and that there is every expectation that that person can do the job as well as I, that person should be given the job. I accept that. I don't see how in fairness it can be otherwise.