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Citizens' Interracial Committee of San Diego County
609 Robinson Building - 520 "E" Street
San Diego, California 92101 239-0871

EMPLOYMENT TASK FORCE
MINUTES
September 17, 1968

The meeting was called to order at 12:30 p.m. by Mr. Carrol W. Waymon. Three new members were introduced: Mr. Robert Moss and Mr. Solomon Madrid from the City Schools, and Mr. Leslie Downs, a new staff member on the Mayor's Committee for Jobs.

Those present introduced themselves. The following attended:

Jan Bohren	Interagency Agency Board-U.S. Civil Service
Keith Humphrey	Sheltered Workshops
C. L. Ambler	National Steel and Shipbuilding
Ed Thomas	ACCESS
L. J. Jamison	"
Edith Freeman	"
Lou Henderson	Division of Apprenticeship Standards
Ken Goodman	City of San Diego, Personnel Office
Fenn Ellery	
Bernard Cassidy, S. J.	Christ the King Church
Henry Hodge	Mayor's Council on Youth Opportunity
Donald Taylor	MAAC
Vicente Partida	"
William Steinberg	San Diego Community Colleges
Ken Gibson	Skills Center - S. D. City Schools
Max Hernandez	SER
Richard Calvin	So. Calif. First National Bank
Richard Wong	Neighborhood Youth Corps
John Calderas	State Service Center
Fred Patterson	Urban League
Joe Casillas	Mayor's Committee for Jobs
Les Downs	"
Sid White	"
Herb Rubottom	"
Ernie Bueno	Market Street Service Center
Rufus DeWitt	Southeast Y.M.C.A.
Beatrice Davidson	MAAC Linda Vista Service Center
Jay Ford	Salvation Army - Family Service
George Stevens	Systems Management Counselors
Chuck Adams	METRO
Robert Moss	San Diego City Schools
Soloman Madrid	"
Carrol Waymon	CIC

(Several other members were in attendance. The list will be corrected at the next meeting.)

It was moved, seconded and passed that the minutes of the last meeting be approved as written.

Mr. Ken Goodman reported that the City of San Diego was agreeable to the use of the Release Statements. The only foreseeable problem might be someone obtaining the cards and charging a fee, but Mr. Goodman stated if this should occur, it could be dealt with at that time.

Mr. Jan Bohren announced that to date there had been no feedback from the Release Statements previously distributed. A slight modifica-

tion has been made so the forms can be used for all Civil Service applicants within the County. He felt a flyer, giving instructions on the use of the proposed "general" form of Release Statement could be developed and the mailing aspect could be worked out.

Mr. Waymon suggested the Committee continue its work on the "general" form and additionally charged the Committee to set up a workshop, in about a month, to instruct those who will be using the forms. Mr. Ed Trujillo was added to the committee.

The Rancho Bernardo Industrial Park Committee report, in two sections, was presented by Mr. Chuck Adams. Section I dealt with the more abstract aspects of the Committee's concern:

Section I

The Committee met on August 12, 1968 at the State Service Center. Mr. Adams was designated permanent chairman. They decided to address themselves to National Cash Register. To maximize their efforts in obtaining jobs for minorities, they determined:

1) They would need the authority, insofar as manpower is concerne to speak for all the agencies on the Task Force.
2) That agencies of Task Force make no separate approaches to NCR relating to employment and/or training.
3) That previously commenced efforts for skills bank, coordination, etc. continue but for the present, the committee, by their report, ask for the cooperation and coordination of all agencies of Task Force as follows:
   A) Task force agree that the work of this committee be CLIENT oriented.
   B) Agencies which provide direct service, share their information with each other as it relates to potential employees, trainees, hard-core, etc.
   C) That the committee be given the authority to assure employers that insofar as Task Force Agencies, no proliferated efforts for employment will be made and that we all commit ourselves to a coordinated effort through this committee or its designees.

Section II dated 9-11-68

The Committee spoke with Mr. Tinker and Mr. Bill Holloway pertaining to business at NCR. Out of 306 employees, there are 39 minorities working. Additional breakdown of figures was given.

Mr. Adams reported on questions and conversation of the meeting. One of the questions asked was, "Why so few Mexican-Americans (11) when there are so many in the South Bay area and in Southeast?" Answer: "Why would we want to reach as far as San Ysidro when it takes 30 minutes from Logan Heights to NCR and it takes close to an hour from San Ysidro?"

It was established at this meeting that the bus company and NCR had been meeting for over six months. NCR established that their shifts start at 7 and 8 a.m. They said the bus company knew this. The second shift begins at 3:42 (30 minutes for lunch and 12 minutes for walking to and from cafeteria). The first shift is from 7 a.m. to 3:42 p.m. The second shift is from 3:58 to 12:18 a.m. One bus at 3:40 p.m. to deliver and pick up between shifts. There are only two persons working on the second shift at present.

Mr. Tinker suggested that NCR would help take a survey of current employees who will be using public transportation with the view toward

setting up a carpool in the event the bus company doesn't agree to the 7 a.m. bus. NCR committed themselves to donate toward the expense of this carpool. Mr. Tinker would also be willing to review prior rejections (Urban League referrals who had been refused jobs because of lack of transportation) and turn names over to the committee for hiring.

He said 90% of the Spanish-Americans currently working at NCR have come from Escondido. The also stated that no minorities are working in the clerical department but that none had applied and NCR wants more minority persons in this department.

NCR is in the process of building houses valued at $24,000 which will be located behind the plant site and on the grounds around the development center.

Discussion was held on the various points of Section II of the report. Mr. Sid White stated several facts: NCR has put on 4 additional people (from Urban League interviews) since the report, Hewlett-Packard had one minority person working, wrapping packages, and 10 girls were hired last Monday for NCR sheet metal department with 7 of them reporting for work this Monday.

The following are the essence of other comments, concerns, and questions from the floor:

> What type of jobs are they getting? Are they menial or meaningful? Are they of financial benefit?
>
> The Transportation feedback is different. NCR hiring might be stagnant for a year. They are saturated at 206-310 people and there will be no more hiring for a while.
>
> If NCR are shy of their goal, we should know.
>
> What in numbers is NCR going to do? We need a firm answer.
>
> We ought to find out what Hewlett-Packard is going to do.
>
> Can we get another hiring plan from NCR?
>
> Mr. Holloway is confused. We ought to pin him down.
>
> Was the Committee told anything about relocations of persons to be in the general area of NCR?
>
> Entry salaries are too low to enable employees to get a House at the price mentioned.
>
> Starting salaries are $1.85 an hour and after six weeks, $2.00 and that's it. Bus fare would run $18.00 a month--too expensive for what they get.
>
> Many NCR minority people are middle-class who live in the Clairemont area who don't need the jobs as much as the Southeast people. NCR doesn't recognize the problems, they are insensitive, don't want to understand.

In view of the conflicting information and unresolved points, Mr. Waymon asked the Committee to tie down some of these things and he suggested the RanchoBernardo and Transportation Committees get together and bring back a report for the next meeting. Housing will be taken up at a future meeting.

Mr. John Calderas elaborated on Section I, paragraph 3, items A and B, which request the Task Force agencies to cooperate and coordinate their efforts toward client orientation and toward sharing their information. Central to the Committee's thinking were these facts: there are many agencies dealing with services to minority people; there is much duplication but little coordination of services; there are too few agencies interested in human services; there is a need to identify the

community--the poor, underemployed, hard core.

Mr. Calderas visually charted the course of one such individual, showing how he might go from agency to agency and never have his needs met. He showed how each agency he contacted might be unaware of his visit to another agency and/or unaware of what had transpired during the visit.

Inasmuch as Task Force is concerned with bettering the lot of the minorities, the Committee suggested:

> the formation, on a small scale, of a "Model" group, located in the Community, composed of 4 or 5 Agencies. This group would function as an experimental lab for a period of six months. The managers of the agencies in the "Model" should sit down together, review their proceedures, criteria, etc. and establish a means by which they can use the Center's resources for sharing information with the others and at the same time retain their own clients.
>
> Through this "Model", the minority person, many of whom have multiple problems, would have access to the resources of all the agencies in the "Model."

Discussion from the floor followed. The sense of some of the comments and questions were:

> Would it mean we would check with each agency before we take action?
>
> We should ask each new client "where have you been?"
>
> People come in for two reasons: Services and Jobs. You'd have to set up different ground rules. You can't stop people from shopping for jobs.
>
> People don't know about the Service Centers. They aren't utilized to the fullest extent. We should find some way to make them go into the Service Centers.
>
> This Committee failed because it didn't ask enough questions. The "Model" managers could get together once a month and plan organized job development for each Center, for example: "what organization should we hit this month?" They could even plan six months ahead.
>
> It's embarrassing when people come in, as one person did yesterday, and say, "Why don't you people get organized?"
>
> Should the Committee develop this or does CIC want to check with each agency?
>
> It seems we have two questions: 1) Is there a need? 2) Where should it be based?
>
> Every agency and service center and individual has a pathological possessiveness of clients and programs. They won't want to give up their sovereignty.
>
> Each group would still do the work and get credit for what they do. Many people go to one agency. If they don't get helped, they just go home and sit.
>
> Employment is just one phase. The purpose is to see the people be sent where they can best be served. A woman may be looking for a job because her husband is injured when in reality what should be done is to try to get the husband rehabilitated. It may be welfare the person needs.
>
> The solution is oversimplified. There is the matter of funding agencies for services performed--dollars per capita. Leaders of the agencies here should commit themselves in

writing to this approach.

Not all agencies function the same way. Some handle only referrals. They have very few jobs but have the knowledge of where the jobs are. But there is no feedBACK.

Mr. Waymon charged the Committee to go ahead on the idea, further define and refine it, outlining eight factors to keep in mind:

1. Definitions of "Services"
2. Name of the Agency.
3. The "How" or method or technique.
4. Where
5. Self-identity
6. "The Problems"
7. Present Roles (survey made by Mr. Joe Casillas)
8. Referrals

He suggested the Committee keep bringing it in so that Task Force could reassess it.

Mr. George Stevens asked if the Task Force could invited companies like Rohr, Convair, etc. to send representatives to speak to the group on their companies' ethnic breakdown in the same manner that the Mayors of various cities had done in the past. Mr. Waymon stated this could be pursued when Task Force clears some of the present agenda backlog.

A list of Task Force Committees will be mailed to members with these minutes. Mr. Waymon stated only those committees appointed after July 23, 1968 are official.

The meeting was adjourned.