Cms-0436.005.006.003

SELF-HELP THROUGH NEIGHBORHOOD LEADERSHIP

ECONOMIC OPPORTUNITY COMMISSION
OF SAN DIEGO COUNTY, INC.
1196 Broadway - Room 201
San Diego, California 92101

June 15, 1966

Congress of Racial Equality
c/o Dr. Charles Collins
4404 Sheldon Drive
La Mesa, California

RE: Cal Cap 66-7015/16

Dear Sirs:

We are pleased to inform you that your grant application has been approved as of June 15, 1966 and the effective date of the grant will be at least 30 days hence. The grant must be accepted by the EOC Board, and a contract prepared between EOC and the CAP Delegate Agency. As soon as a contract is signed, liabilities can be incurred as of the effective date of the grant; however, funds for the payment of these liabilities will not be available until a letter of credit is received by this office from the Treasury Department. Our previous experience indicates that the letter of credit follows approximately 3 weeks to 30 days after approval of the grant application by this office.

Enclosed is a copy of the CAP Guide; copies of the CAP Form #20, Status Report; and copies of the CAP Form #15, and Monthly Financial Report. The Status Report and the Monthly Financial Report must be submitted to this office monthly, no later than the 10th of each month following the end of the preceding calendar month. This offiee must have time to compile the information and submit it to the Regional Office, OEO.

The quarterly report is required by the 10th of each month following the close of a calendar quarter so that this office may submit its report by the 20th. If there are any questions, please contact this office.

Sincerely,

Jack Katz

Jack Katz,
Executive Director

JK:ep
EOC #6

OFFICE OF ECONOMIC OPPORTUNITY - COMMUNITY ACTION PROGRAM

STATEMENT OF CAP GRANT

GRANT NO. CAL CAP 66-7015/16

1. NAME AND ADDRESS OF GRANTEE
Economic Opportunity Commission of San Diego County, Inc.
1196 Broadway Street
San Diego, California 92101

2. GRANT AUTHORITY
- [X] SECTION 204 - 205
  - [ ] PROGRAM DEVELOPMENT
  - [X] CONDUCT AND ADMINISTRATION
- [ ] SECTION 206
  - [ ] TECHNICAL ASSISTANCE
  - [ ] TRAINING
- [ ] SECTION 207
  - [ ] DEMONSTRATION
  - [ ] RESEARCH
  - [ ] TRAINING
- [ ] SECTION 209(b) (STATE TECHNICAL ASSISTANCE)
- [ ] SECTION 311 (MIGRANTS)

3. NAME AND TITLE OF STAFF DIRECTOR
Jack Katz, Executive Director

4. EFFECTIVE DATE OF GRANT ACTION Date of Governor's consent or end of 30-day waiting period

5. END OF FUNDING PERIOD

6. TERMINATION DATE December 31, 1966

7. FEDERAL SHARE OF PROGRAM COST FOR THIS FUNDING PERIOD MAY NOT EXCEED 90 %

DETAIL OF GRANT ACTION

	PREVIOUSLY APPROVED FOR THIS FUNDING PERIOD	APPROVED THIS GRANT ACTION	TOTAL APPROVED FOR THIS FUNDING PERIOD
8. APPROVED COST FOR TOTAL PROGRAM	2,088,758	81,048	2,169,806
9. NON-FEDERAL SHARE	242,058	9,731	251,789
10. FEDERAL SHARE	1,846,700	71,317	1,918,017
11. FEDERAL FUNDS AVAILABLE FROM PRIOR FUNDING PERIOD		0 *	
12. ADDITIONAL FEDERAL FUNDS AWARDED THIS ACTION		71,317	

* *This amount of unobligated funds from previous funding period is authorized to be used to continue the program in conformity with the approved budget for the new funding period.*

STATEMENT OF OEO APPROVAL

The program proposed by the grantee is approved as noted above and in the attachments to this statement, including the general Conditions Governing Grants and requirements, if any.

APPROVED BY: SIGNATURE AND TITLE — DATE

D. M. Lubiano — Director, Western Region, Office of Economic Opportunity

GRANTEE ACCEPTANCE OF GRANT

On behalf of the grantee, I accept the grant and all modifications, conditions and requirements contained in the attachments.

ACCEPTED BY: SIGNATURE AND TITLE OF AUTHORIZED OFFICIAL — DATE

IMPORTANT NOTICE TO GRANTEE: After one copy of this grant document is signed by the Grantee and returned to OEO, the information required below will be inserted by OEO and a photo copy will be sent back to the Grantee with the payment vouchers necessary for the withdrawal of funds. (See CAP GUIDE, VOL. II, Financial Instructions)

LETTER OF CREDIT NO.	AMOUNT OF CREDIT PREVIOUSLY ESTABLISHED THIS LETTER OF CREDIT		INCREASE IN LETTER OF CREDIT FOR THIS ACTION	TOTAL AMOUNT AVAILABLE ON THIS LETTER OF CREDIT
	Prior Funding Period	*This Funding Period*		
No. 11- - -50001				

CAP FORM 14 (REV. OCT 65) PREVIOUS EDITIONS ARE OBSOLETE. GSA DC 66-6538

Office of Economic Opportunity

APPROVED BUDGET FOR COMMUNITY ACTION PROGRAM

NAME OF GRANTEE: Economic Opportunity Commission of San Diego County, Inc.

COMPONENT TITLE: Self Help Through Neighborhood Leadership

COMPONENT NUMBER: 7-36

GRANT NUMBER: CAL CAP 66-7015/16

GRANT PERIOD: Effective date to- December 31, 1966

COST CATEGORY	REQUESTED AMOUNT	APPROVED AMOUNT
1. PERSONNEL	$ 151,556	$ 68,690
2. CONSULTANTS AND CONTRACT SERVICES	12,776	6,338
3. TRAVEL	1,200	1,440
4. SPACE COSTS AND RENTALS	1,580	790
5. CONSUMABLE SUPPLIES	1,110	555
6. RENTAL, LEASE, OR PURCHASE OF EQUIPMENT	1,295	1,295
7. OTHER COSTS	1,940	1,940
TOTAL COST OF COMPONENT	$ 171,457	$ 81,048
NON-FEDERAL SHARE	$ 17,551	$ 9,731
FEDERAL GRANT UNDER TITLE II-A	$ 153,906	$ 71,317

A. EXPLANATION OF CHANGES IN BUDGET:

General reduction of the budget to 6 months to conform to the start of the program year which is January, 1967.

1. Under Personnel, staff salaries cut down to 6 months, fringe benefits calculated at 10% of personnel cost.
2. Under consultant and contract services, costs reduced to 50%.
3. Under travel, staff mileage reduced to 6 months; internes mileage added at 100 miles/week x 35 internes x 24 weeks x 10¢.
4. Space costs and rentals reduced to 6 months.
5. Consummable supplies also reduced to 6 months.
6. No Change in cost of equipment.
7. No change in other costs.

(Continue on reverse.) (CONTINUED)

B. CHANGES IN WORK PROGRAM:

None

(Continue on reverse.)

C. CONFORMITY WITH APPROVED BUDGET: *Project funds shall be spent only in accordance with the budget of the approved community action program, and any changes in the budget must be submitted to OEO in writing and must be approved in advance of the proposed expenditures; changes within the budget for any component project, however, may be made without OEO approval so long as the amount spent for any cost category does not exceed the amount shown in the approved budget by more than 10 percent or $500, whichever is larger.*

CAP FORM 25 (FEB 65) GSA DC 65-1291B

Explanation of Changes in Budget continued

Local share reduced to $9,731 and emanates from the following:

consultant services	$ 6,038
staff mileage	500
conference costs	100
space costs	790
office supplies	113
office furniture	250
other costs	1,940
Total	$9,731

SPECIAL CONDITIONS

Within 30 days after Director's approval, the delegate agency through the grantee shall provide to OEO the names of the 35 leadership trainees, their employment status, marital status, ethnic background, and area of residence.

Moreover, the delegate agency through the grantee shall submit to OEO within the above specified time the schedule of classes and the curriculum.

APPLICATION FOR COMMUNITY ACTION PROGRAM

BUDGET FOR COMPONENT PROJECT *(Continued)*

B-2.0 CONSULTANTS AND CONTRACT SERVICES

-2.1 CONSULTANT SERVICES

NATURE OF SERVICES	BASIS FOR FEE ESTIMATE	FEE TO BE PAID	
See p 20 of narrative, Budget Summary, for services to be rendered	$8 per hr. for specialty prof. consultants $3.50 per hr. for other professional and supervisory services	$ 12,176	
	SUB-TOTAL CONSULTANT SERVICES	$ 12,176*	local

B-2.2 OTHER CONTRACT SERVICES

NATURE OF SERVICES	BASIS FOR COST ESTIMATE	FEE TO BE PAID	
Bookkeeping and auditing service	$50 per month based on quoted estimates. If this service is in excess of $600 per year, San Diego CORE will pay the balance	$ 600	Fed
	SUB-TOTAL, OTHER CONTRACT SERVICES	$ 600	
	TOTAL, CONTRACT SERVICES	$ 12,776	

B-3.0 TRAVEL

ITEM	BASIS FOR COST ESTIMATE	COST	
Mileage for Director and Assistant Director	200 miles per week at 10¢ per mile	$ 1,000	local
Conference Travel	Travel & conference costs for at least two in-state conferences on community development and anti-poverty measures.	200	local
	TOTAL, TRAVEL COSTS	$ 1,200*	

-4.0 SPACE COSTS AND RENTALS

ITEM	BASIS FOR COST ESTIMATE	COST	
Office rent, janitorial ser., equipment and upkeep	75% of rent, janitorial ser., utilities, etc. for S.D. CORE office, 2965 Imperial Ave.	$ 810	local
Renovation, classroom rental and custodial costs	Minimum of $10 per week classroom rent	770	local
	TOTAL, SPACE COSTS AND RENTALS	$ 1,580*	

B-5.0 CONSUMABLE SUPPLIES

ITEM	BASIS FOR COST ESTIMATE	COST	
Telephone service costs	Estimated increase over present costs	$ 180	local
Office supplies	$75 per staff member per yr.	225	Fed
Postage	$40 per mo.	480	Fed
Office supplies	$75 per staff member per yr. in excess of that authorized by the O.E.O.	225*	local
	TOTAL, CONSUMABLE SUPPLIES	$ 1,110	

B-6.0 RENTAL, LEASE, OR PURCHASE OF EQUIPMENT

ITEM	BASIS FOR COST ESTIMATE	COST	
I.B.M. Lg. Car. Typewriter	U.S. Gen. Admin. Office Price	$ 468	Fed
Elect. Stencil Duplicator	" " " " " "	383	Fed
Spirit Duplicator	" " " " " "	194	Fed
Additional Office Furniture	Estimates secured by S.D. CORE	250*	local
	TOTAL, RENTAL, LEASE, OR PURCHASE OF EQUIPMENT	$ 1,295	

B-7.0 OTHER COSTS

ITEM	BASIS FOR COST ESTIMATE	COST	
Newsletters, leaflets, broch.	Experience of S.D.O.E.O & S.D. CORE	$ 1,200	local
Other public relations	Experience of S.D. CORE	240	local
ooks & instr. materials	Estimate of professional educators	500	local
	TOTAL, OTHER COSTS	$ 1,940*	
	GRAND TOTAL, COST OF COMPONENT PROJECT	$ 171,457	

*Contribution in money or in services of the Scholarship, Education and Defense Fund, S.D. CORE

Office of Economic Opportunity
APPLICATION FOR COMMUNITY ACTION PROGRAM

FORM APPROVED.
BUDGET BUREAU NO. 116-R019

CAP 1. SUMMARY OF APPLICATION

1.1 TYPE OF APPLICATION

- [ ] INITIAL APPLICATION
- [X] ADDITION OF COMPONENT PROJECTS
- [ ] AMENDMENT TO PREVIOUSLY APPROVED PROGRAM
- [ ] OTHER *(Specify)*

DO NOT FILL IN: *(For Administrative Use)*

1.2 IDENTIFICATION OF APPLICANT

NAME OF APPLICANT AGENCY
Economic Opportunity Commission of San Diego County, Inc.

MAILING ADDRESS
1196 Broadway, Room 201

POST OFFICE	STATE	ZIP CODE
San Diego	Calif.	92101

1.3 TYPE OF APPLICANT

1.3.1 PUBLIC AGENCY *If applicant is a public agency, check if it is a:*

- [ ] CITY
- [ ] COUNTY
- [ ] STATE
- [ ] TRIBAL COUNCIL
- [ ] INSTITUTION OF HIGHER EDUCATION
- [ ] OTHER *(Specify)*

1.3.2 PRIVATE NONPROFIT ORGANIZATION *If applicant is a private organization, check if it is a:*

- [X] NEWLY ESTABLISHED NONPROFIT ORGANIZATION
- [ ] NONPROFIT ORGANIZATION WITH A PRIOR CONCERN WITH POVERTY
- [ ] INSTITUTION OF HIGHER EDUCATION
- [ ] OTHER *(Specify)*

1.4 AREA TO BE SERVED BY THE COMMUNITY ACTION PROGRAM
San Diego County

COUNTY(IES) IN WHICH AREA IS LOCATED
San Diego

STATE(S)	CONGRESSIONAL DISTRICT(S)
California	35, 36, 37

1.4.1 POPULATION OF AREA

URBAN	RURAL	TOTAL
890,000	143,011	1,033, 011

1.5 PERIOD OF GRANT *How long will the Community Action Program be financed by the grant requested in this application?*

NO. OF MONTHS: 12

1.6 COMPONENT PROJECTS INCLUDED IN THIS APPLICATION
(Use separate form if more space is required below.)

COMPONENT PROJECT NO.	BRIEF DESCRIPTIVE TITLE OF COMPONENT PROJECT	TOTAL ESTIMATED COST OF COMPONENT	TITLE II-A PORTION ONLY: FEDERAL GRANT REQUESTED	TITLE II-A PORTION ONLY: NON-FEDERAL SHARE TO BE PROVIDED
	Self-Help Through Neighborhood Leadership	$171,457	$153,906	$17,551
	TOTAL ESTIMATED COST OF ALL COMPONENT PROJECTS	$171,457		
	COST ATTRIBUTABLE TO TITLE II-A ONLY		$153,906	$17,551

1.7 ACCEPTANCE OF CONDITIONS

On the basis of all forms, exhibits, and supplementary statements attached hereto, application is hereby made for a grant pursuant to Title II-A of the Economic Opportunity Act in the amount specified above to support the Community Action Program proposed in this application. It is understood and agreed by the undersigned that any grant received as a result of this application is subject to the conditions contained in the COMMUNITY ACTION PROGRAM GUIDE. Assurance is given that the personnel policies of the applicant agency and of any delegate agencies will conform to the standards set forth in PART B, Section 8 of the CAP GUIDE (Selection of Personnel).

TYPED NAME AND TITLE OF INDIVIDUAL AUTHORIZED TO SIGN
Jack Katz, Executive Director

SIGNATURE: Jack Katz

TELEPHONE NO. *(Include area code)*
714 239-9281

DATE
April 20, 1966

Office of Economic Opportunity
APPLICATION FOR COMMUNITY ACTION PROGRAM

FORM APPROVED.
BUDGET BUREAU NO. 116-R019

CAP 2. PROGRAM CHARACTERISTICS

NAME OF APPLICANT AGENCY
Economic Opportunity Commission of San Diego County, Inc.

DO NOT FILL IN: *(For Administrative Use)*

2.1 PROVISION OF NON-FEDERAL SHARE

Attach a statement describing how the non-Federal share of total estimated program cost will be provided. The statement shall describe separately for each component:

a. The amount of the non-Federal share to be provided in cash and in-kind.

b. The basis for estimating the fair value of each of the in-kind contributions.

c. The name and nature of the agency or organization making a contribution to the non-Federal share (whether from public or private sources), and whether there are any conditions attached to the receipt of the local share.

2.2 INCREASE IN NON-FEDERAL CONTRIBUTION

Attach a statement, including necessary data, explaining that the contributions from non-Federal sources for this Community Action Program (described in Item 2.1) are in addition to the aggregate expenditures or contributions for similar purposes from non-Federal sources which were being made prior to the submission of this application.

2.3 RESIDENT PARTICIPATION

Attach a statement describing the ways in which the maximum feasible opportunity to participate in program development, conduct, and administration will be provided to residents of the areas and members of the groups to be served. The statement shall describe:

a. The ways in which such residents and members have participated in the preparation of this application.

b. The roles that will be played by such residents and members in program direction, policy-making, and advisory capacities in carrying out the program proposed by this application.

c. The ways in which opportunities will be provided for participation by such residents and members as program employees.

2.4 MOBILIZATION OF RESOURCES

Attach a statement describing the efforts being made to mobilize public and/or private resources through coordination of existing and proposed activities. The statement shall describe:

a. The ways in which existing public programs concerned with the problem of poverty will be coordinated with the Community Action Program.

b. The ways in which existing private activities concerned with poverty will be coordinated with the Community Action Program.

c. The ways in which the different component projects of the Community Action Program will be linked to one another and to existing public and/or private programs. This shall include an indication of why the component projects to be undertaken were selected (in terms of the characteristics and location of poverty in the community and in light of possible alternative projects).

2.5 ASSURANCE OF COMPLIANCE ON CIVIL RIGHTS

Attach a fully executed copy of the Civil Rights Assurance Form for the applicant agency.

2.6 CHECKPOINT PROCEDURE ON COORDINATION

Attach a statement describing how the checkpoint procedure on coordination, as set forth in Part F of the CAP GUIDE, has been followed, and identifying the character of support by local public and private agency officials for the community action program and any existing problems of program inter-relationship.

Office of Economic Opportunity
APPLICATION FOR COMMUNITY ACTION PROGRAM

FORM APPROVED.
BUDGET BUREAU NO. 116-R019

CAP. 3 APPLICANT AGENCY

NAME OF APPLICANT AGENCY
ECONOMIC OPPORTUNITY COMMISSION OF SAN DIEGO COUNTY, INC.

DO NOT FILL IN: *(For administrative use)*

3.1 GOVERNING BODY

What kind of governing body or policy making body is responsible for the community action program (Board of Directors or Trustees, Policy Board, etc.)? Attach a description of the governing body, its relationship to its own staff, and its relationship to other agencies in the community, using diagrams where feasible. Include an explanation of how members are elected or appointed to the governing body, both initially and as the terms of present members expire.

3.2 ROLE OF GOVERNING BODY

Indicate the responsibilities exercised by the governing body by checking the appropriate box or boxes.

[X] NAMES KEY EXECUTIVE STAFF
[X] MAKES MAJOR POLICY DECISIONS
[X] APPROVES APPLICANT'S BUDGET
[X] APPROVES THE COMMUNITY ACTION PROGRAM DESCRIBED IN THE APPLICATION

OTHER *(Specify)*

Does the governing body have the power to authorize expenditures for the community action program without the need for concurrence by any other person or group? [X] YES [ ] NO *If the answer is "No", attach an explanation.*

3.3 MEMBERSHIP OF GOVERNING BODY

List each member of applicant agency's governing body, the position he occupies on such body and the organization which such member represents or with which he is affiliated, if any.

NAME OF MEMBER OF APPLICANT'S GOVERNING BODY	TITLE OR POSITION OF MEMBER ON APPLICANT'S GOVERNING BODY	OTHER ORGANIZATION WHICH MEMBER REPRESENTS OR IS AFFILIATED WITH *(if any)*
Charles E. Reid	Chairman	National Association for the Advancement of Colored People
Tom J. Johnson	Vice Chairman	Civic Review Committee
DeGraff Austin	Treasurer	Board of Supervisors San Diego County
David H. Thompson	Secretary	Citizens Interracial Committee of San Diego County
Robert Dent	Director	Board of Supervisors San Diego County
Mike Schaefer	Director	Council of the City of San Diego County
Mrs. Louise Dyer	Director	Board of Education of the S.D. Unified School District
Robert Peer	Director	San Diego County Advisory Committee of Mexican Americans
Arthur J. Gumbrell	Director	Association of San Diego School Administrators
Dean R. McCoy	Director	Community Welfare Council
George W. Smith	Director	Board Members, San Diego City Unified School District

(Use Continuation Sheet if necessary.)

3.4 BIOGRAPHICAL DATA ON STAFF DIRECTOR

Has the director or principal administrator of the staff of the applicant agency been selected? If answer is "YES", attach biographical data as required in Part F of the CAP GUIDE.

[X] YES [ ] NO

3.5 IDENTIFICATION OF APPLICANT

Insert the identification number assigned to the applicant agency by the Internal Revenue Service in the space provided.
Have made application

INTERNAL REVENUE SERVICE IDENTIFICATION NUMBER
95-2394901

3.3 (Continued)

James Mulvaney	Director	United Community Services
James A. Hawes	Director	Central Labor Council
Richard Gautereaux	Director	League of California Cities, San Diego Division
Ray Halpenny	Director	South and East Associated Chamber of Commerce
Jack Port	Director	Board of Education, San Diego County
Tom Hom	Director	Council of the City of San Diego
Ben Rivera	Director	G. I. Forum
Charles Samarron	Director	Council of Latin American Clubs
Mrs. Etelvina Verduzco	Director	Mexican-American Community in South Bay
Harold Brown	Director	Congress of Racial Equality
Bert Ritchey	Director	Urban League
Mrs. Lorraine Gerhardt	Director	League of Women Voters
Rev. G. M. Phelps	Director	Southeast Ministerial Alliance
Mrs. Jackie Meshack	Director	Southeast Anti-Poverty Planing Council
Frank Gonzales	Director	Community Action Council, Otay, Woodlawn Park, San Ysidro
Charles Ferruggia	Director	Harbor, Community Action Council City of San Diego
Weldon Knight	Director	Imparial Beach Community Action Council, City of Oceanside
Peter Magana	Director	Oceanside Community Action Council, City of Oceanside
Mrs. Eva Crawford	Director	Emerson Community Action Council, City of San Diego
Mrs. Lotasca Graham	Director	Golden Hill Community Action Council, City of San Diego
Fred Martinez	Director	National City and Lincoln Acres, Community Action Council City of National City

Office of Economic Opportunity
APPLICATION FOR COMMUNITY ACTION PROGRAM

FORM APPROVED.
BUDGET BUREAU NO. 116-R019

CAP 5. COMMUNITY INFORMATION

NAME OF APPLICANT AGENCY
Economic Opportunity Commission of San Diego County, Inc.

DO NOT FILL IN: *(For Administrative Use)*

5.1 COMMUNITY TO BE SERVED *Describe community boundaries in terms of city(ies), county(ies), state(s), Indian reservation(s), etc., which are included. Attach a map showing the boundaries of the community.*

City of San Diego, County of San Diego, California

5.2 COMMUNITY SUBDIVISIONS *Have you divided the community into an area or areas with heavy concentration of poverty? If so, indicate such areas as "A", "B", "C", "D", etc. on the above specified map and state below the basis for deciding on the boundaries of such areas. For example, are the areas Census tracts, enumeration districts, school attendance districts, planning areas, etc.?*

Southeast Area: Census tracts H-033, K-051, K-047, K-048, K-049, K-050, I-035, I-036, I-039, I-040. See P. 6 of narrative application for full details.

5.3 INCIDENCE OF POVERTY *Provide the latest readily available information on the community with respect to as many of the following categories as feasible. If you have subdivided the community into areas, as described above, also provide the information for each area. Substitute or add other categories and related statistics as necessary to demonstrate the incidence of poverty.*

Attach a statement describing the sources and time period of the information. Information obtained from the 1960 U. S. Census of Population and Housing may be noted by placing an asterisk (*) to the right of the ITEM name below. See the CAP GUIDE for suggested sources of information.

	ITEM	COMMUNITY TOTAL (City San Diego)	AREA "A" (Southeast Area)	AREA "B"	AREA "C"
5.3.1 POP.	TOTAL POPULATION	573,224	57,102		
	PERCENT OF POPULATION LIVING IN RURAL AREAS	0 %	0 %	%	%
5.3.2 FAMILY INCOME	TOTAL NUMBER OF FAMILIES	138,537	13,490		
	TOTAL NUMBER OF FAMILIES WITH INCOME * LESS THAN $3,000	19,892	3,511		
	PERCENT OF ALL FAMILIES WITH INCOME LESS THAN $3,000	14.4 %	26.0 %	%	%
	FAMILIES WITH INCOME LESS THAN $1,000	5,280	811		
	FAMILIES WITH INCOME FROM $1,000 - $1,999	6,105	1,148		
	FAMILIES WITH INCOME FROM $2,000 - $2,999	8,507	1,552		
5.3.3 UNEMPLOYMENT	MALES 14 AND OVER IN CIVILIAN LABOR FORCE	125,313	12,109		
	PERCENT OF SUCH MALES WHO ARE UNEMPLOYED	6.7 %	12.1 %	%	%
	FEMALES 14 AND OVER IN CIVILIAN LABOR FORCE	68,410	6,335		
	PERCENT OF SUCH FEMALES WHO ARE UNEMPLOYED	7.3 %	14.1 %	%	%
5.3.4 WELFARE	PERSONS UNDER ~~21~~ 18 (incl. military cases)	188,120	23,931		
	PERCENT OF PERSONS UNDER 21 RECEIVING A.F.D.C. PAYMENTS	? %	737 est. %	%	%
	PERSONS AGED 65 AND OVER	43,352	3,072		
	PERCENT OF PERSONS 65 AND OVER RECEIVING OLD-AGE ASSISTANCE	? %	922 est. %	%	%

(Continued on Page 2 of this form.)

CAP 5. COMMUNITY INFORMATION *(Continued)*

NAME OF APPLICANT AGENCY: Economic Opportunity Commission of San Diego County, Inc.

(For Administrative Use)

	ITEM	COMMUNITY TOTAL	AREA "A"	AREA "B"	AREA "C"
5.3.5 EDUCATION	PERCENT OF PERSONS ENROLLED IN SCHOOL *(14 and 15 years old)*	unknown %	unknown %	%	%
	PERCENT OF PERSONS ENROLLED IN SCHOOL *(16 and 17 years old)*	unknown %	unknown %	%	%
	TOTAL NUMBER OF PERSONS 25 YEARS OLD AND OVER	303,293	27,183		
	PERSONS 25 AND OVER WITH LESS THAN 8 YEARS OF EDUCATION	33,956	7,775		
	PERCENT OF PERSONS 25 AND OVER WITH LESS THAN 8 YEARS OF EDUCATION	11.2 %	28.6 %	%	%
5.3.6 SELECTIVE SERVICE	PERSONS AGED 18 TO 25 WHO WERE EXAMINED BY SELECTIVE SERVICE	unknown	unknown		
	PERSONS REJECTED BY SELECTIVE SERVICE *(4F and 1Y)*	unknown	unknown		
	PERCENT OF PERSONS EXAMINED WHO WERE REJECTED BY SELECTIVE SERVICE *(4F and 1Y)*	%	%	%	%
5.3.7 HEALTH	BIRTHS PER YEAR 1960	14,604	2,262		
	DEATHS PER YEAR OF INFANTS UNDER 12 MONTHS 1960	353	58 Est.		
	INFANT DEATHS AS A PERCENT OF BIRTHS PER YEAR	2.4 %	2.6 %	%	%
5.3.8 HOUSING	ALL HOUSING UNITS Incomplete	192,269	18,018		
	NUMBER OF HOUSING UNITS WHICH ARE SUBSTANDARD Plumbing, Deteriorating	21,890	4,681		
	PERCENT OF ALL HOUSING UNITS WHICH ARE SUBSTANDARD Dilapidated	11.4 %	26.0 %	%	%
5.3.9 MINORITY GROUPS	*(Specify group and number of persons in each.)*				
	Negro	34,435	24,648		
	Other Races	10,277	2,718		
	White: Spanish Surnames	38,043	12,278		
	Total	82,755	39,644		
5.3.10 OTHER	*(Specify category and number of persons in each.)* 5.3.5 Education: Percent				
	of persons 25 and over				
	College graduates	10.8	2.4	Median of	
	Median School years completed	12.2	9.1	Median	

CAP FORM 5 (Page 2 of 2) JAN 6 GPO: 1965 O—787-468 GSA DC 65-11591

Office of Economic Opportunity
APPLICATION FOR COMMUNITY ACTION PROGRAM

FORM APPROVED. BUDGET BUREAU NO. 116-R019

CAP 7. COMPONENT PROJECT: CONDUCT AND ADMINISTRATION

This form is to be used to apply for a conduct and administration grant under Section 205 of Title II-A Economic Opportunity Act of 1964.

NAME OF APPLICANT AGENCY: Economic Opportunity Commission of San Diego County, Inc.

COMPONENT PROJECT NO.: 7-

DO NOT FILL IN *(For Administrative Use)*

7.1 BRIEF DESCRIPTIVE TITLE OF PROJECT

7.1.1 SUMMARY OF PROJECT *Describe the component project, using only the space below:* This project has the dual objectives of developing a cadre of 35 young community leaders each year and of helping this team of minority group leaders to become directly engaged in community action in the fields of employment, housing, family stability, education, etc.

7.1.2 WORK PROGRAM *Attach a description of the work program for this component project, following the requirements for such a work program contained in the CAP GUIDE.* See narrative pp. 8-12.

7.1.3 AREA AND GROUP TO BE SERVED

7.1.4 LOCATION AND TYPE. *Describe the location within the community of the people to be served directly by this component project and the type of population to be served (pre-school, aged, families with children, etc.)*

See narrative pp. 6 and 7.

7.1.5 POPULATION TO BE SERVED *How many people will be served directly by this component project?* Approximately 50,000 residents of the Southeast Area.

How many of these are poor? See narrative pp. 6 and 7.

7.2 DELEGATION OF ACTIVITIES TO OTHER AGENCIES

The following information is to be provided if any part of this component project is to be carried out by an agency or organization other than the applicant.

NAME AND ADDRESS OF DELEGATE AGENCY
Education, Scholarship and Defense Fund
San Diego Congress of Racial Equality
2965 Imperial Ave., San Diego, Calif.

TYPE OF AGENCY *Is the delegate agency a (check one):*
☐ PUBLIC AGENCY ☒ PRIVATE NONPROFIT ORGANIZATION ☐ INSTITUTION OF HIGHER EDUCATION
☐ OTHER *(Specify)*

7.2.1 SCOPE OF DELEGATION *Attach a statement describing:*
a. The degree of responsibility that the delegate agency will have in carrying out the component project. See narrative p. 13 & pp. 17-19
b. The qualifications of the delegate agency to undertake and complete the component project. See narrative pp. 3 and 4
c. The way in which the applicant agency will supervise and/or coordinate the activities of the delegate agency. See narrative p. 22

7.2.2 ASSURANCE OF COMPLIANCE ON CIVIL RIGHTS *Attach a fully executed copy of the Civil Rights Assurance Form for each delegate agency.*
See attached "Compliance on Civil Rights"

7.3 PREVIOUS APPLICATION

Has this component project, in substantially its present form, ever been the subject of a previous application for Federal financial assistance?
☐ YES ☐ NO *If "Yes", attach an explanatory statement.*

7.4 BUDGET

COST CATEGORY	ESTIMATED COST
1. PERSONNEL Wages and benefits	$ 151,556
2. CONSULTANTS AND CONTRACT SERVICES	12,776
3. TRAVEL and conferences	1,200
4. SPACE COSTS AND RENTALS	1,580
5. CONSUMABLE SUPPLIES, postage, telephone	1,110
6. RENTAL, LEASE, OR PURCHASE OF EQUIPMENT	1,295
7. OTHER COSTS Bookkeeping, newsletters, P.R., classroom costs, books	1,940
TOTAL ESTIMATED COST OF PROJECT	$ 171,457
NON-FEDERAL CONTRIBUTION	17,551
FEDERAL GRANT REQUESTED UNDER TITLE II-A	$ 153,906

7.4.1 BUDGET DETAIL *Attach a statement giving the basis for estimating the cost of this component project, in accordance with the instructions set forth in the CAP GUIDE. Where convenient, the cost estimates should be shown on CAP Form 23 (Budget for Component Project).*

See attached CAP Form 23

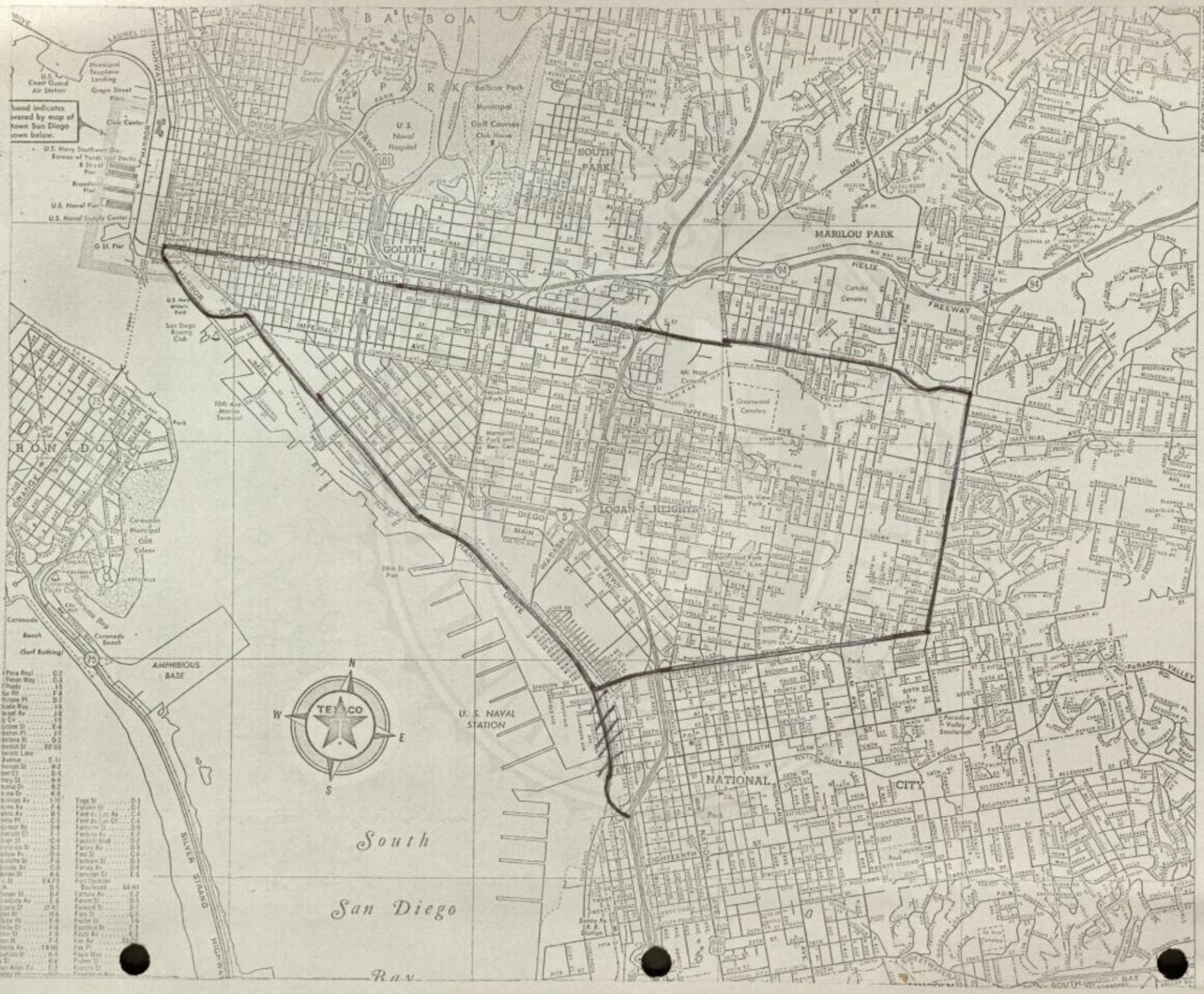
7.4.2 PERIOD OF GRANT *How long will this component project be financed by the grant requested in this application?*

July 1, 1966 through June 30, 1967

NUMBER OF MONTHS

12 months

CAP FORM 7 JAN 65 GSA DC 65-11593


BALBOA PARK
U.S. Coast Guard Air Station
Municipal Seaplane Landing
Grape Street Pier
Civic Center
U.S. Navy Southwest Div. Bureau of Yards and Docks
B Street Pier
Broadway Pier
U.S. Naval Pier
U.S. Naval Supply Center
G St. Pier
Bond indicates covered by map of Down San Diego shown below.
Balboa Park Municipal Golf Courses Club House
U.S. Naval Hospital
SOUTH PARK
GOLDEN HILL
MARILOU PARK
HELIX
Catholic Cemetery
Mt. Hope Cemetery
Greenwood Cemetery
Memorial Park and Ben. Cem.
Nevada View Park
LOGAN HEIGHTS
CORONADO
Coronado Municipal Golf Course
Coronado Yacht Club
Coronado Beach
Coronado Beach (Surf Bathing)
AMPHIBIOUS BASE
U. S. NAVAL STATION
TEXACO
South San Diego Bay
NATIONAL CITY
Paradise Valley Sanitarium
Paradise Valley Rd.
SILVER STRAND HIGHWAY
IMPERIAL AVE.
HARBOR DR.
MISSION BAY FREEWAY
MOTE FAIRMOUNT AVE.
WABASH
FOR CONTINUATION OF STREET
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M

OFFICE OF ECONOMIC OPPORTUNITY
Community Action Program

Assurance of Compliance with the Office of Economic Opportunity's Regulations under Title VI of the Civil Rights Act of 1964

Education, Scholarship and Defense Fund
San Diego Congress of Racial Equality (hereinafter called the "Applicant")
(Name of Applicant or Delegate Agency)

AGREES THAT it will comply with title VI of the Civil Rights Act of 1964 (P. L. 88-352) and the Regulations of the Office of Economic Opportunity issued pursuant to that title (45 C.F.R. Part 1010), to the end that no person in the United States shall, on the ground of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity for which the Applicant receives Federal financial assistance either directly or indirectly from the Office of Economic Opportunity; and HEREBY GIVES ASSURANCE THAT it will immediately take any measures necessary to effectuate this agreement.

If any real property or structure thereon is provided or improved with the aid of Federal financial assistance extended to the Applicant either directly or indirectly by the Office of Economic Opportunity, this assurance shall obligate the Applicant, or in the case of any transfer of such property, any transferee, for the period during which the real property or structure is used for a purpose for which the Federal financial assistance is extended or for another purpose involving the provision of similar services or benefits. If any personal property is so provided, this assurance shall obligate the Applicant for the period during which it retains ownership or possession of the property. In all other cases, this assurance shall obligate the Applicant for the period during which the Federal financial assistance is extended to it either directly or indirectly by the Office of Economic Opportunity.

THIS ASSURANCE is given in consideration of and for the purpose of obtaining either directly or indirectly any and all Federal grants, loans, contracts, property, or discounts, the referral or assignment of VISTA volunteers, or other Federal financial assistance extended after the date hereof to the Applicant by the Office of Economic Opportunity, including installment payments after such date on account of applications for Federal financial assistance which were approved before such date. The Applicant recognizes and agrees that such Federal financial assistance will be extended in reliance on the representations and agreements made in this assurance, and that the United States shall have the right to seek judicial enforcement of this assurance. This assurance is binding on the Applicant, its successors, transferees, and assignee, and the person or persons whose signatures appear below are authorized to sign this assurance on behalf of the Applicant.

Date March 23, 1966

Education, Scholarship and Defense Fund
San Diego Congress of Racial Equality
(Name of Applicant or Delegate Agency)

By Kenneth Pennington Jr.
(President, Chairman of Board, or comparable authorized official)

2965 Imperial Avenue
San Diego, California 92102
(Mailing address)

CAP FORM 11 APR 65 GSA DC 65-15366

APPLICATION FOR COMMUNITY ACTION PROGRAM
BUDGET FOR COMPONENT PROJECT *(Continued)*

B-2.0 CONSULTANTS AND CONTRACT SERVICES

B-2.1 CONSULTANT SERVICES

NATURE OF SERVICES	BASIS FOR FEE ESTIMATE	FEE TO BE PAID
See p 20 of narrative, Budget Summary, for services to be rendered	$8 per hr. for specialty prof. consultants $3.50 per hr. for other professional and supervisory services	$ 12,176
	SUB-TOTAL CONSULTANT SERVICES	$ 12,176*

B-2.2 OTHER CONTRACT SERVICES

NATURE OF SERVICES	BASIS FOR COST ESTIMATE	FEE TO BE PAID
Bookkeeping and auditing service	$50 per month based on quoted estimates. If this service is in excess of $600 per year, San Diego CORE will pay the balance	$ 600
	SUB-TOTAL, OTHER CONTRACT SERVICES	$ 600
	TOTAL, CONTRACT SERVICES	$ 12,776

B-3.0 TRAVEL

ITEM	BASIS FOR COST ESTIMATE	COST
Mileage for Director and Assistant Director	200 miles per week at 10¢ per mile	$ 1,000
Conference Travel	Travel & conference costs for at least two in-state conferences on community development and anti-poverty measures.	200
	TOTAL, TRAVEL COSTS	$ 1,200*

B-4.0 SPACE COSTS AND RENTALS

ITEM	BASIS FOR COST ESTIMATE	COST
Office rent, janitorial ser., equipment and upkeep	75% of rent, janitorial ser., utilities, etc. for S.D. CORE office, 2965 Imperial Ave.	$ 810
Renovation, classroom rental and custodial costs	Minimum of $10 per week classroom rent	770
	TOTAL, SPACE COSTS AND RENTALS	$ 1,580*

B-5.0 CONSUMABLE SUPPLIES

ITEM	BASIS FOR COST ESTIMATE	COST
Telephone service costs	Estimated increase over present costs	$ 180
Office supplies	$75 per staff member per yr.	225
Postage	$40 per mo.	480
Office supplies	$75 per staff member per yr. in excess of that authorized by the O.E.O.	225*
	TOTAL, CONSUMABLE SUPPLIES	$ 1,110

B-6.0 RENTAL, LEASE, OR PURCHASE OF EQUIPMENT

ITEM	BASIS FOR COST ESTIMATE	COST
I.B.M. Lg. Car. Typewriter	U.S. Gen. Admin. Office Price	$ 468
Elect. Stencil Duplicator	" " " " " "	383
Spirit Duplicator	" " " " " "	194
Additional Office Furniture	Estimates secured by S.D. CORE	250*
	TOTAL, RENTAL, LEASE, OR PURCHASE OF EQUIPMENT	$ 1,295

B-7.0 OTHER COSTS

ITEM	BASIS FOR COST ESTIMATE	COST
Newsletters, leaflets, broch.	Experience of S.D.O.E.O & S.D. CORE	$ 1,200
Other public relations	Experience of S.D. CORE	240
Books & instr. materials	Estimate of professional educators	500
	TOTAL, OTHER COSTS	$ 1,940*
	GRAND TOTAL, COST OF COMPONENT PROJECT	$ 171,457

*Contribution in money or in services of the Scholarship, Education and Defense Fund, S.D. CORE

CAP FORM 23 (Page 2 of 2) JAN 65 GPO: 1965 O—787-469 GSA DC 65-11596

PREFATORY REMARKS

Urban ghettos in California are ethnic enclaves comprised predominantly of Negroes, but with some Mexican-Americans and Caucasians usually fringing the more densely Negro slum center. Poverty, low education, high unemployment, hopelessness and resultant apathy, are common to large segments of each group. Despite the commonality of their problems, these racial groups are often divisive, unorganized and resentful of each other.

The problem is really the interracial one of securing basic human rights, but it has focused on the Negro because the oppressions he has faced are so severe that he has been forced to move to dramatic counter measures. The so-called Negro revolt, if successful, promises measures which will elevate not only the Negro but the Mexican-American, other non-Caucasians, as well as the poor Caucasians. Hence, the project to be described here will focus on the Negro, since the historical stigma of his color singles him out and makes his plight more desperate. It should be made clear, however, that the aims and objectives of this project apply equally to all the unfortunates of whatever race facing the pains, frustrations and disharmony of the crowded, poverty-ridden ghetto in Southeast San Diego.

Even in 1966, American society, including San Diego, relegates the Negro to an inferior caste within that society. This is an intolerable situation, whether viewed pragmatically or ethically, and unless corrected soon by non-violent means, can only generate violence and disorder. Centuries of the degradation of racism have created a hostility turned against self and against other Negroes. This has resulted in character and personality problems, instability of family, and a divisiveness which has worked against organization of the Negroes under strong leaders. A Negro ghetto, overcrowded with unemployed or under-employed, electric with a resentment bordering on hate, desperate with economic, familial and educational frustrations, and without a powerful leadership structure, poses a

terrible threat to itself and to the wider society.

Family poverty within the present Negro caste is a syndrome, not just a lack of money, and any corrective measures must recognize this fact. The syndrome is more complex in the case of the Negro, but is also applicable to the poor Mexican-American, the poor Samoan, the poor Filipino and the poor Caucasian. Poverty cannot be cured by money alone. At this point in history, the Negro, and to a lesser extent, the Mexican American, has been so severely disadvantaged that compensatory, not equal, treatment has to be given him if he is to be quickly brought to par with his more favored white compatriot.

The unique complexity of forces operating within the non-white community and the learned mistrust and often open hostility toward the white skin that exists there makes it imperative that Negroes and the other racial minorities, even if otherwise less qualified, search out the corrective methods and provide the leadership to effect this peaceful solution.

The civil rights organizations have proved their selfless dedication to the cause of justice, hence should be viewed as ready, trustworthy allies to be used in the "war on poverty." The project herein submitted by the Education, Scholarship and Defense Fund of San Diego CORE will be completely independent of the militant civil rights activities of CORE. San Diego CORE will welcome the partnership of other interested organizations in the implementation of this project. The project is so designed that the beneficiaries, not CORE, will soon determine the policies and will administer these policies.

DESCRIPTION OF THE DELEGATE ORGANIZATION

The Congress of Racial Equality, made up of blacks and whites, finds its philosophic base in the Christian ethic most eloquently restated in modern times by Thoreau and Gandhi: evil cannot be countenanced but neither can that counter-evil, violence, be used to overthrow it. Non-violent, passive but inexorable protest and resistence is the credo and is the technique. The members of the Congress of Racial Equality are for the most part middle class, well educated Negroes and whites who take the essentially conservative position that black nationalism is no answer; that white supremacy enforced by police power is no answer; that a policy of gradual change is no answer, as the recent race riots dramatically demonstrate. The only answer, and one that must come quickly, lies in non-violent but militant pressure to break the destructive cycle of racial discrimination; i.e., employment discrimination leading to poverty; poverty and racial segregation leading to slums; slums and educational discrimination leading to poor schools; all of these factors leading to poorly prepared workers, and then a repeat of the whole cycle.

San Diego CORE has since 1962 been a chartered chapter of the National Congress of Racial Equality and its auxiliary, the Education, Scholarship and Defense Fund. National CORE is incorporated as a non-profit organization under the laws of the State of New York. The constitution of the San Diego Chapter of CORE charges ultimate authority and responsibility to the active membership with direction delegated to an Executive Committee composed of the offices and present officers listed below:

Chairman	~~Kenneth Pennington, Jr.~~ Leonard McBride
First Vice-Chairman	~~Ralph Shackleford~~
Second Vice-Chairman	~~Rosemary Laws~~
Recording Secretary	~~Peggy Finch~~
Corresponding Secretary	~~Charles C. Collins~~

Treasurer	~~Brister Murdock~~
Auditor	~~Leonard McBride~~
Auditor	~~John Feare~~

At present, the active members of San Diego CORE number 48, with 55 associate members and 137 contributing members or friends of CORE. The chapter has no specified geographic boundaries and has members from all parts of greater San Diego. Its office is at 2965 Imperial Avenue, telephone 233-3982, and its meeting place is Memorial Recreation Center, 2902 Marcy Street. Its physical, operational and psychological center is Southeast San Diego, or to use the accurate if perjorative term, the Negro ghetto of San Diego.

CORE has, since its inception in 1942, been concerned with the poverty syndrome within the Negro and other minority segments of American society. San Diego CORE has for the last three years focused its energies and efforts in battering down the racial barriers to employment. It has elected to try to break the familiar and unhappy cycle within the employment sector, reasoning that if more Negroes could get jobs, they might be able to leave the ranks of poverty, emerge from the confines of the ghetto and give their children the advantages of equal educational opportunity.

San Diego CORE will take the initiative to shepherd this project through to a solid beginning and will welcome other organizations and groups interested in joining efforts to develop this training program for indigenous leaders in Southeast San Diego. CORE sees its role as project originator and provider of volunteer specialists to train the young community leader-trainees. Eventual control will reside with representatives of the community who will be the beneficiaries of the project.

GENERAL STATEMENT OF THE PROBLEM

The problem, as it relates to the Negro, has a history of many centuries and has been described by historians, sociologists, statesmen, playwrights and poets. Suffice it to say here that the general problem describes a circle with the beginning point being the enslavement of the Negro by the white for the latter's economic advantage. The stigma of slavery, skin color and inferior education made it easy to keep the Negro as a segregated, poorly educated, economically exploitable member of a caste within the wider American society. As a direct result, the American Negro, as a group, has a markedly lower average income, an inferior education, a shocking school drop-out rate, a much higher incidence of crime, alcoholism and narcotics addiction, an unstable marriage condition and higher divorce rate, and a much higher incidence of illegitimacy of children; impoverished Negroes populate the jails, the asylums and the welfare rolls, become victims of landlords and usurers and are psychological casualties in a society which most often treats them as inferior, invisible or non-existent. Their condition of poverty is therefore exacerbated by all the other factors described, creating a psycho-social syndrome which cannot be cured simply and quickly by giving money to the poverty-stricken Negro--although that has to be a first step.

For the Mexican-American, the problem is, over the generations, less stern since the physical difference from the white majority is less marked, allowing for easier escape from the ghetto and from all the oppressive forces. For the first or even second generation Mexican and for the poorly educated, impoverished white on the fringes of the ghetto, the picture is only different in degree rather than kind; it is gray rather than black in its oppressive coloration. This delineation of the problem has focused on the Negro, but only for the purpose of emphasis. The lower class Mexican and the lower class white suffers from the same social ills as the lower class Negro and needs the same social prescription: Well Trained Neighborhood Leaders Who Can Help Him Help Himself.

DESCRIPTION OF AREA TO BE SERVED

This first year project will be limited to the Southeast Area; bounded on the North by Market Street, on the South by Division Street, on the East by Euclid Avenue, and on the West by Harbor Drive. It includes one census tract from Chollas Park (H-033), one from Centre City (K-051), two from Golden Hills (K-047 and K-048) and six from Logan Heights (I-035, I-036, I-039, I-040, K-049 and K-050).

The 1960 census showed a population of approximately 50,000 people, now probably grown to nearer 57,000. Nearly half the residents are Negro, a quarter Mexican-American and the remaining quarter Caucasian and other ethnic groups. In some census tracts, the percentage of ethnic minorities reaches as high as 93%. The more middle-class Negro has moved to the Emerald Hills and Valencia Park tracts leaving the unemployed, poorer, less educated, more hopeless Negro concentrated in the Southeast Area. The Mexican-American is more likely to have been born in Mexico and to still have a problem in command of the English language. Among the relatively few Caucasians, there is a disproportionate number who are older, unemployed and with only marginal benefits from Social Security or from County Welfare.

The median education for the adults in the Southeast Area, by 1960 census figures, barely exceeded that of the 8th grade. In tract K-049, 7% of those over 25 years had never attended school at all.

Between 3500 and 4000 families living in the Southeast Area had family incomes of less than $3,000.00 per year. This constitutes 30% at the level which the most hard-bitten statistician would classify as "poverty." When it is remembered that the Negroes and Mexican-Americans living in this slum characteristically have large families, the poverty percentage is closer to 50%, with most of the remaining residents classifiable as marginal. Recent statistics compiled by the San Diego Economic Opportunity Commission report unemployment rates of 12.1% of

employable males and 14.1% of employable females.

By 1960 census criteria, 40% of all housing in the Southeast Area was labeled sub-standard. A more recent housing investigation reported by the San Diego Economic Opportunity Commission reveals that 4,681 or 26% of all housing units are categorized as dilapidated.

These impersonal statistics tend to mask the stark fact that this is a slum, a ghetto, a place where the toilet doesn't work, a place where the house is a fire trap, a place where the father probably doesn't live at home, a place where the children are often hungry, a place where ignorance and hopelessness have created a surface apathy and a hidden explosiveness; in a word, a place much like the Watts area of Los Angeles.

OBJECTIVES OF THE PROJECT

This project is designed to prepare indigenous leaders for the Southeast Area. To the degree that it is successful, it will give the leadership, the cohesion, the community strength, pride and effectiveness necessary for development of self-help programs in the problem areas of employment, housing, family stability and education.

The project will provide formal and experential training to a team of 35 young Negroes and, in lesser proportions, Mexican-Americans and Caucasians, in the techniques of community leadership and the use of community resources. This cadre of potential leaders will each be given 208 hours of classroom instruction and 40 hours per week of supervised internship in the organization of neighborhoods as instrumentalities for social change.

There should be no dissembling or confusion on this last point. These leadership internes will not be prepared as recreation leaders, or Boy Scout leaders or other such innocuous positions. These young community leaders will become the action arm for the five Community Action Councils planned for the Southeast Area and will work for the controlled, orderly but rapid change needed if violent outbursts are to be prevented. They will be trained to harness the power that comes with unity and to use this power to generate jobs, to attack the causes of poverty, to disperse minority families throughout all areas of San Diego, to solidify family structure, to seek remedy for the present inferior slum schools, and to work in all meaningful ways toward the integration of the residents of the Southeast Area into what President Lyndon Johnson described as the Great Society.

Some of the specific means by which this project will be effective in coping with the poverty problems in a minority ghetto are listed in the infinitive form and given brief description to bring into clearer focus the generalized objectives noted above.

1. To assess individual and family problems and to program solutions to them.

Systematic canvass of the disadvantaged families will be made by the leader-internes to assess individual problems, to advise on routine matters, and to present the more difficult problems to a panel of volunteer specialists representing various community resources. Follow-through on these cases will be done by the community leader-trainees.

2. To increase employment opportunity for racial minorities.

An aggressive campaign to seek out employers willing to hire Negroes and other minorities will be launched by the internes in community leadership. Jobs so generated will be posted with the Urban League, the California Employment Service and other community agencies concerned with the placement of Negroes, Mexicans and other disadvantaged groups. Follow-up of the unemployed so referred will be made by these leadership trainees, and in cases of discrimination, referral will be made for action by the F.E.P.C.

3. To secure job internships for minority youth.

The young neighborhood leaders will solicit employers to give Negro, Mexican-American and other minority youth a chance to learn business or industrial skills in non-paying or subsidized work experience. This subproject will be tied in with the Neighborhood Youth Corps of the Urban League and other Work Opportunity portions of the Economic Opportunity Act, and with the training programs under the Manpower Development and Training Act.

4. To work toward desegregation of housing.

Systematic search by the leadership-internes will be made to find realtors and landlords in the white community willing to sell or rent homes to Negroes and other minorities throughout every sector of San Diego. Financial, legal and psychological advice and assistance to the non-white breaking out of the ghetto will also be provided by leadership team members. The

panel of volunteer specialists will give counsel and support to the trainees in this frontal attack on segregation in housing.

5. To help develop ethnic pride.

Classes in Negro and Mexican history and culture will be organized for both youth and adults. The young community leaders will act as recruiters for these classes and instructors of them.

6. To search out, provide aid and follow-up of high school drop-outs.

Members of the cadre of young community leaders will seek out and provide information and encouragement to the casualties of the school system on how to secure further training or at least get started in some significant pursuit.

7. To help develop minority-owned businesses and service agencies.

The leadership-internes will contact those members of minorities interested in starting small businesses or organizing service agencies and arrange instructional sessions with representatives of the Federal Small Business Administration, chambers of commerce, bank officials, etc., for information on loans and for legal and business advice. Wherever feasible, these persons will be encouraged to start their businesses in the white community.

8. To foster establishment of lines of communication for dialogue between the ghetto and the white power structure.

The young leadership-trainees will establish a close reciprocal relationship with the police, welfare and other local government agencies so they can interpret these agencies to the residents of the ghetto and in turn explain the psychological dynamics of minority groups and their behavior to the policemen, welfare and other agency workers.

9. To develop an efficient, effective and non-degrading system of referrals to community services.

Since the people with whom they will be working will often be plagued with

illness and/or be in the throes of legal and domestic problems, the young neighborhood leaders will be thoroughly briefed on the availability of health, legal and domestic relations assistance to be secured at a nominal fee or without cost. They will give aggressive assistance to those experiencing difficulty in securing these services.

10. To search for and provide release of talent.

The neighborhood leaders will systematically search for intellectual and other talent among minority students and will help these youngsters and their families find means of bringing this talent to full fruition. They will also develop a system whereby the more talented youth give free or paid tutorial service to those students less endowed. This will be tied in with the Work-Study programs under the Economic Opportunity Act.

11. To organize neighborhood self-improvement groups.

The leadership-cadets will organize neighborhood groups and help them plan ways and means of improving their own lot and in applying pressure at the right places to secure the services they deserve from the local government agencies, the public utilities and other groups whose functions directly affect the general welfare.

12. To help find sources of financial backing.

The able Negro and Mexican is often checked from creating enterprizes by inaccessibility of capital. The team of young community leaders will encourage and, if necessary, help organize Negro and Mexican credit unions, saving and loan associations or even a bank owned and controlled by ethnic minorities.

13. To make arrangements for legal services.

The neighborhood leader-trainees will be posted on bail-bond procedures, legal aid services, rights of the accused, availability of public defenders, methods of legal appeal, etc., and will become lay protectors of the legal

rights of the people in their neighborhood.

14. To provide for dissemination of information on local, State and Federal programs of aid to the disadvantaged.

The leadership cadets will be briefed on all legislation designed to attack poverty, protect civil rights, give equal protection under the law, and to extend benefits to the disadvantaged within the society. The neighborhood leaders will not only pass this information on to their constituents but will assist them to take full advantage of these programs.

Plans have already been made to coordinate the work of this project in neighborhood leadership with the five Community Action Councils now being established by the San Diego Economic Opportunity Commission within the Southeast Area. Seven leadership internes will be assigned as action teams for each of these five Community Action Councils. As noted above, this project will be meshed with the Neighborhood Youth Corps program of the Urban League and with all other Federal, California and San Diego measures to aid the disadvantaged. The project is in fact an employment training program as well as preparation of a cadre of indigenous leaders for the slum areas, for the graduates of this program will be ready to step into full-time para-professional leadership positions. They will undoubtedly be hired to fill the leadership jobs which will be created by the many projects still to be developed under the provisions of the Economic Opportunity Act. They will by virtue of this training become excellent candidates for organizational and leadership positions in the domestic Job Corps and for work abroad in the Peace Corps.

PROGRAM SPECIFICATIONS

The Education, Scholarship and Defense Fund, an auxiliary of the Congress of Racial Equality which is purely non-political, non-profit and tax free, will take the initial responsibility of establishing operating policy and administration of this policy. Since San Diego CORE, as the parent organization, will be the contracting agent, it will continue to have fiscal supervision over the project and will have continuing power to confirm the appointment of the permanent staff. However, as soon as possible, a grass roots committee will be formed to take over the policy determining function, to act as a screening board for selection of community leader-trainees and to give advice and counsel to the permanent staff.

This Policy Committee will number 35, with each member representing approximately 1500 of San Diego's 49,256 Negroes, Mexican Americans and Caucasians in the Southeast Area. The Logan Heights, Chollas Park, Golden Hills and Centre City census tracts will be roughly divided into thirty-five 300-family clusters. Each cluster will elect one member to the Policy Committee. Of the 35 persons, each of the five area councils will be represented with at least one person from each council. In this way, there will be built-in community involvement and absolute assurance that the beneficiaries of the project will have major responsibility for policy determination. The Policy Committee will meet monthly to hear a progress report from the Project Director and to make policy decisions on current issues and problems.

The project will give maximum attention to the 3500 plus families with incomes of less than $3000.00 per year. This will represent an average load of 100 such families per neighborhood leader-trainee. In addition, each trainee will have 200 families within his cluster who will be canvassed and given whatever help their problems demand. The point being made here is that each leadership-interne will be assigned 300 families, but, hopefully, many of them will not need time-consuming attention, allowing more time to be devoted to those with stern and unyielding problems.

The planning, organization and day-by-day administration of the project will be done by a Project Director and Assistant Director. The only other staff member will be a stenographer-clerk. The Project Director, his assistant and the stenographer-clerk should be hired as quickly as possible after the project has received approval. The Project staff will then proceed to make the 35 geographical subdivisions of the Southeast Area, arrange for a meeting of families in each of the 35 subdivisions and have each of these 300-family clusters elect a member to the Policy Committee.

With the Policy Committee acting as a screening body, the Project Director and his assistant will then recruit 35 community leader-trainees, one to work with each of the 35 clusters. The minimum qualifications for selection as a trainee should be these:

1. Ethnic minority man or woman, preferably between the ages of 21 and 35, who, in the judgment of the Project Director and the Policy Committee, have qualities predictive of leadership potential. Eight or nine Caucasians should be among the trainees both to represent the 25% white population in the Southeast Area and to experiment with racially integrated leadership.
2. Have a personal dedication to the rapid but orderly integration of minority groups into all facets of American society.
3. Have the personality traits to allow them to be aggressive without being unreasonable; to rapidly establish positive relationships with the people with whom they will work; to quickly learn how to teach; and to engender the trust of both the minority groups they represent and the white majority with whom they will have to deal.
4. Be unemployed or under-employed at an income level below that stipulated by the Economic Opportunity Act of 1964.

These 35 community leader-trainees will embark on a one year program of training

and community involvement under the close supervision of the Project Director and Assistant Director. For two evenings per week they will have two hours of class work following this diversified curriculum:

1. Background information on the problems of the disadvantaged.
2. Socio-economic description of the Southeast Area.
3. Techniques of neighborhood organization.
4. Principles of leadership.
5. Methods of teaching.
6. Techniques of interviewing.
7. Community resource agencies, their services and methods of referral.
8. Federal, State and local legislation affecting the disadvantaged.
9. Methods of canvassing for jobs, housing, etc.
10. Problems of family life and resources for solution.
11. Negro and Mexican history and culture.
12. Power relationships and how to deal with them.
13. Salvaging the school drop-outs.
14. Organization of sources of financial support.
15. Legal problems of the minority groups and recourses open to them.

For forty hours per week, in addition to two evenings per week of formal training, the comminity leadership internes will do assigned neighborhood work to meet the specific objectives defined in the section Objectives of the Project. Before the end of the year of training and community involvement, evaluation will be made to determine the need for continued training for this initial group. Present assumption would be that this group would have achieved basic preparation and experience in community leadership and, therefore, a second group of 35 could be selected for the second year of operation of this project. By this progression, 35 young community leaders will be trained each year, and, in the process of their training and direct work with

the community, many inroads will have been made in the fight against the poverty syndrome among San Diego's Negroes and other ethnic minorities. Probably of equal importance, a grass roots leadership structure will be established within the Southeast Area which will do much to both eliminate the cause and build a leadership bulwark against the futile and destructive riots such as occurred in Watts. If the project is demonstrably successful, it should be expanded to provide the same leadership and the same benefits to other poverty areas: Central Area, Northeast Area, Coastal Area, South San Diego and Paradise Hills.

ADMINISTRATION AND PERSONNEL

As defined, this project will give full employment to a Project Director, an Assistant Director and a stenographer-clerk and will give partial employment to 35 trainees per year. Wherever possible, the personnel of the Project will be drawn from the community which they will serve. It will give direct monetary benefit to the staff and to the trainees, a value not to be minimized but secondary to the anti-poverty measures carried out by the community leader-trainees.

The Project Director and his assistant should both be college graduates who have risen from the lower social strata of the minority sub-culture. Such a background will assure an ability to speak the language of the deprived slum dweller as well as that of the white and black power structure. Preferably, they should be local to San Diego so there is an intimacy of knowledge of the problems unique to San Diego. Any applicant deserving consideration should have demonstrated concern and involvement in the struggle for equal employment opportunity, equal educational opportunity, desegregation of housing, and in the building of racial pride. The applicant should be known for drive, energy, patience and dedication to the goals of equality and justice. He, or she, should be perceived by the people of the Southeast Area as one effective in dealing with men of wealth and power but as a champion of their cause, not as a collaborator or, to use the perjorative term, an "Uncle Tom." The applicant should have the basic education and have been active enough in community affairs to make specific training for the position of Project Director or Assistant Director unnecessary.

The stenographer-clerk should be a young, well-trained girl, preferably Negro or Mexican-American. She should be particularly adept in human relationships since she will be receptionist and will have to handle all office calls in the frequent absence of the Project Director. She should be able to meet the same typing and shorthand standards as those established by local civil service for the position

of stenographer-clerk.

The Project Director, Assistant Director and stenographer-clerk will, after review of applications and interview screening, be selected by the Executive Committee of San Diego CORE, augmented by the Executive Director of the Citizens Interracial Council, the Executive Director of the Urban League, the President of the N.A.A.C.P., the President of the G.I. Forum, the President of the Council of Latin-American Clubs, the Chairman of the Southeast Ministerial Alliance and the five representatives from Community Action Councils. Confirmation of these appointments for a second year will be made by the Project Policy Committee. The community leader-trainees will be recruited by the Project Director with the advice of members of the Project Policy Committee. They will be selected and/or dismissed from training upon the recommendation of the Project Director and confirmed by majority vote of the Policy Committee.

In addition to the paid staff members and trainees, there will be professional specialists who will volunteer their time as contribution in kind to San Diego CORE's portion of the Project's budget. A partial listing of those volunteering professional service follows:

David Kroll, L.L.B.	Legal Resources
John R. Feare, M.A.	Interviewing Techniques
Charles C. Collins, Ph.D.	Teaching Methods
Anna M. Collins, A.B.	Library Development and Research
David Feldman, Ph.D.	Background Information on the Southeast Area
Ann Yost, A.B.	Social Welfare Resources
Richard Robinson, M.A.	Educational Resources
Abel B. Sykes, Jr., M.A.	Negro History and Culture
Donald Shannon, M.A.	Mexican History and Culture
Andrew Neher, M.A.	Sociological Factors
~~Kenneth Pennington, Jr., M.A.~~	~~Leadership Techniques~~

PROGRAM SPECIFICATIONS

The Education, Scholarship and Defense Fund, an auxiliary of the Congress of Racial Equality which is purely non-political, non-profit and tax free, will take the initial responsibility of establishing operating policy and administration of this policy. Since San Diego CORE, as the p parent organization, will be the contracting agent, it will continue to have fascal supervision over the project and will have continuing power to confirm the appointment of the permanent staff. However, as soon as possible, a grass roots committee will be formed to take over the policy determing function, to act as a screening board for selection of community leader-trainees and to give advice and counsel to the permanent staff.

This Policy Committee will number 35, with each member representing approximately 1500 of San Diego's 49,256 Negroes, Mexican Americans and Caucasians in the Southeast Area. The Logan Heights, Chollas Park, Golden Hills and Centre City censue tracts will be roughly divided into thirty-five 300-family clusters. Each cluster will elect one member to the policy committee. Of the 35 persons, each of the five Area Councils will be represented with at least one person from each Council. In this way, there will be built-in community involvement and absolute assurance that the beneficiaries of the project will have major responsibility for policy determination. The Policy Committee will meet monthly to hear a progress report from the Project Director and to make policy decisions on current issues and problems.

This project will give maximum attention to the 3500 plus families with incomes of less than $3000.00 per year. This will represent an average load of 100 such families per neighborhood leader-trainee. In addition, each trainee will have 200 families within his cluster who will be canvassed and given whatever help their problems demand. The point being made here is that each leadership-interne will be assigned 300 families, but, hopefully, many of them will not need time-consuming

EVALUATION

Evaluation of the project will be accomplished in several ways. Each quarter, the Project Policy Committee will submit a subjective assessment of the progress of the program. They will rate the effectiveness of the Project Director and his assistant, and each representative of a neighborhood cluster will make a critical analysis of the community leader-trainee assigned to work with his constituency. These reports will be submitted through the Executive Committee of San Diego CORE to the local Economic Opportunity Commission.

The Project Director will keep a simple diary of activities in which all aspects of the project are described. This record will be available for perusal by the Policy Committee, the Executive Committee of CORE and the Executive Director of the San Diego Economic Opportunity Commission.

The certified accounting firm engaged will control all disbursement of funds requested by the Project Director and will prepare monthly budget reports as well as an annual audit. These will be reviewed by the Treasurer and the two Audit Officers on the Executive Committee of San Diego CORE. Any deviations from the project budget will be reported to the Executive Director of the Economic Opportunity Commission.

Two months before the end of the initial year, the Project Director will submit a summary report of the accomplishments and will give justification of any recommendation for continuance of the project. This summary report will have an evaluative endorsement added by the augmented Executive Committee of San Diego CORE and will be forwarded for study and decision by the San Diego Economic Opportunity Commission.

SELF-HELP THROUGH NEIGHBORHOOD LEADERSHIP
2965 Imperial Avenue
San Diego, California
July 5, 1966

NEWS RELEASE

For further information call 233-3982 or 465-4879

HAL BROWN TO TRAIN LEADERS: San Diego civil rights activist Harold K. Brown has been selected to serve as the Director of the O.E.O. Project "Self-Help Through Neighborhood Leadership." The project is designed to train 35 men and women each year in community leadership. The Director, his assistant, and a large group of volunteer specialists will provide formal training and supervised experience to the paid leadership interns to be drawn from 35 neighborhood clusters within the Southeast Area.

Mr. Brown is a familiar figure to all of San Diego. His civil rights activities have made him as well known and respected by mayor, councilmen, and other community leaders as he is by the so-called "man in the street." He has been a local and national officer in CORE, charter advisory committee member of the San Diego Citizen's Interracial Committee, member of the Economic Opportunity Commission, and, most recently, a sponsor of "Dialogue," a forum for interracial communication.

Mr. Lenord McBride, San Diego CORE Chairman, announced that the ten members of the personnel selection committee had voted unanimously to invite Mr. Brown to serve as Director of the project. McBride reported that Urban League Director John Johnson had best expressed the feeling of the Selection Committee when he said: "This project will be fortunate indeed to get a man as uniquely qualified as Harold Brown."

McBride made the reminder that an assistant director and a stenographer-clerk, the other two members of the permanent staff of the project, are still to be chosen. He stated that the Selection Committee will meet at 8:00 P.M. On Thursday, June 7 at 2965 Imperial Avenue to interview applicants for these positions.