

LULAC



NEWS

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Lulac Officers of Council No. 610 are shown at the ground-breaking of the LULAC AMISTEAD Project for low rent housing apartment during the month of August. Mr. Joe Betancourt, center front, is the president. Other officers shown are left to right, Henry Palacios, Vice-President, Johnny Suarez, Secretary, Joe Lara, Trustee, Ramon Garcia, Property Custodian and Jesus Trevino, Guard.

LULAC Housing Unit Ground Is Broken

The month of August 1969 will be remembered by the Sinton Lulacs as the month when the ground was broken for the LULAC Housing Unit in that city. Mr. Roberto Ornelas, Immediate Past National President of LULAC, was the main speaker. He emphasized the organization's overall theme "A Better America for All Americans" and urged local LULAC members to continue to strive to reach the goals and stand for the principles for which the organization was founded over 40 years ago.

Other speakers included Joe Garza, treasurer of LULAC Council No. 1 and brother of the organization's founder from Corpus Christi; Roland Medina, District XI Director of LULAC, Monsignor Frank Gronotte, local Catholic priest; William Bonilla, Past National LULAC President, Guy Hays, Urban Renewal Director here, and Dr. Jas. T. Smith of Corpus Council of LULAC.

Joe Betancourt, LULAC president here, was master of ceremonies. Many county and local officials were among those attending the program and ceremony.

Joe Lara, trustee of the local LULAC's, and Dora Garcia, also a trustee, did the actual ground breaking ceremony. Rev. Harry Bamberger gave the benediction.

Betancourt pointed out that since LULAC's founding in 1929 in Corpus Christi that the Mexican-Americans have sought justice through the courts and not by militant acts. He read telegrams and letters of regret that they could not attend the program here from Senator John Tower, Johnny Campos, LULAC State Director, Rep. Leroy Wieting and Senator Bill Patman.

UR Director Hays in his talk said "This is indeed a milestone for all of Sinton since this housing project is the largest single contract for housing ever started here and it will go on school and all tax rolls. It will not only provide 48 units of fine housing for local people but it will bring increased income locally. He urged everyone to continue their support of this and the UR planned projects. "You will be prouder of Sinton when these proposed projects like paved streets, other housing and other improvements are made", he said. He praised Mr. Betancourt and other LULAC leaders for their fine work in making the housing unit a reality.

Joe Garza said "This is truly a dream come true in Sinton". He pointed out that the LULAC

Council organization here is less than a year old and expressed wonder at this great accomplishment so soon.

Director Medina in his talk used man's recent walk on the moon to illustrate what men with determination can do. He said a housing project similar to the one to be built in Sinton was first a reality in San Antonio in 1931 through LULAC promotion. He complimented the Urban Renewal work here and explained it moves slowly but surely. LULAC's call attention to existing problems and then offer solutions and remedies. Head Start programs were a result of LULAC work.

Mayor Bill Cavitt also briefly addressed the crowd complimenting the LULAC's accomplishments and the work of Guy Hays and the Urban Renewal in Sinton. He presented a framed certificate of appreciation to the LULAC organization with Past National Pres, Ornelas accepting it.

Office Of Minority Business Enterprise Is Created

Thirty-six individuals of Black Mexican-American, Puerto Rican or Indian backgrounds and nine administration officials involved in various aspects of minority business enterprise, were present at the signing of the Executive Order creating the Office of Minority Business Enterprise. These are of interest to all Mexican Americans.

Small Business Administration
Hillary Sandoval, Administrator

Mr. Joe Gomez
United Steel Workers

Judge Alfred J. Hernandez

Honorable Manuel Lujan
House of Representatives

Mr. Luis Nunez
Executive Director
ASPIRA, Inc.

Mr. Eliu Romero
Taos, New Mexico

Mr. George E. Sandoval
Tucson, Arizona

Dr. John Torres
Bronx Terminal Market

Low Wage Lure South Of The Border

Editors Note: DAVID T. LOPEZ is an AFL-CIO field representative in Texas who has worked extensively along the U.S. - Mexican border as an organizer.

by David T. Lopez

From the boundless beaches where the Rio Grande joins the Gulf of Mexico at the tip of Texas, our southern border runs up the river, then turns west under New Mexico, Arizona and California, meeting the Pacific near San Diego.

The 1,800-mile-long border area between the United States and Mexico is one of sharp contrasts. There are lush orange groves and arid goat country, deep canyons and flatlands, teeming urban centers and desolate wastelands.

As far back as one cares to go, however, there has been one common denominator for the land and the people of the border: a chronic, pervasive poverty that has joined citizens of both the United States and Mexico in an endless communion of despair.

For generations, the root of the economic problem has been the worker who resides in Mexico, where the living is cheap, but who is allowed by a twisted immigration law to work in the United States.

The Mexican "commuter," as he is known, will work for as little as 35 or 50 cents an hour

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First Spade of dirt was turned for the beginning of actual construction work on the \$529,000 project to build 48 rent-supplement housing units sponsored by the League of United Latin American Citizens. Seen here are Mr. Joe Lara and Dora Garcia, Trustees of the Housing Project, who had the ground breaking honors.

Invitation Extended

TO: ALL NATIONAL LULAC OFFICERS
FROM: Alfred J. Hernandez
SUBJECT: Invitation to El Paso, Fiesta de las Flores

An invitation has been extended to the LULAC National Staff to attend the El Paso Fiesta de

las Flores on August 30-31, those members of our National Office who are able to attend, at their own expense, are urged to attend. This function is a highlight in the activities of the El Paso LULAC'S and one of our League's most enjoyable festivities.

Minutes Of The Long Beach Meeting

The 1969 National Convention of the League of United Latin American Citizens, LULAC, was called to order by the Honorable Roberto Ornelas, National President at 10:30 a.m. on Friday, June 27, 1969 at the Edgewater Inn, Long Beach, Calif. The assembly was welcomed by the Honorable Frank N. Marshall, Mayor of Stanton, California and response to the welcome was given by the Honorable Hector Godinez, Past National President of Santa Ana, California. The official Prayer of the League was said by Dr. George Garza, Past National President, and salute to the flag, led by S/1st Class Sam Hernandez, and Sgt. Ray Diaz, members of the Armed Forces, was said by all members present. Mr. Luis Willmott, Charter Member of LULAC led the assembly in the official song of the League.

The National President appointed the following Committees:

Rules Committee: Pete Villa, Council 2001, Chairman, members, Emilia Vasquez, Council 120, Leo Miranda, Council 2016, Rose Juado, Council 278, and John Campos, Council 2.

Credentials Committee: Ramona Verdugo, Council 361 Chairman, members, Bob Vasquez, Council 349, Alfonso Kennard, Jr., Council 613, Mrs. Ray Perez, Council 245, and Margarita Renteria, Council 11041.

Resolutions Committee: Manuel Lopez, Council 2, Chairman, members, David Florence, Council 2008, Manuel Martinez, Council 370, Ed Lucero, Colorado State Director, and Mrs. Manuel Juarez, Council 502.

Auditing Committee: Frank Valdez, Past National President, Chairman, members, Alfred J. Hernandez, Imm. Past National President, Dr. George Garza, Past National President, Paul Garcia, Calif. District Director, Anita Ramirez, Texas District Director, and Abraham Ramirez Nat'l Treasurer, Ex-officio member.

Awards Committee: Moe Sanchez, Council 60, Chairman, Ed Samora, Arizona Deputy State Director, Margaret Lujan, Council 300, Mary Pacheco, Paramount Council 357, and Frank Abeyta, New Mexico State Director.

Also appointed was the following committee to set guidelines, to be presented to the assembly for adoption, for use by the Awards Committee in the future: William D. Bonilla, Bertha Sifuentes, Hector Godinez, and Manuel Juarez.

Meeting recessed at 11:15 a.m. to allow committees time to meet and report in the afternoon session, meeting reconvened at 3:00 p.m. with Narcisa Espinoza, National Vice-President presiding.

Pete Villa, Rules Committee Chairman reported on the rules of the convention, which was then followed by an interim report for the Credentials Committee at which time she reported the dele-

gations in question regarding dues or lack of credentials.

The minutes of the previous National Convention were read by Dolores Guerrero, National Executive Secretary and they were approved as read.

Roll call of Officers and Councils was held and it was determined a quorum was present to proceed with the convention.

Mrs. Narcisa, Espinoza, National Vice-President reported which was held on the previous day to discuss the various problems existing between the adult segment of the organization and Junior LULAC. She reported the seminar was attended by National Officers of both the Junior and Senior LULAC and chaired by Ramiro Robles, National Chairman for Youth, and the following recommendations were made to be presented to the assembly:

(1) That the National Constitution of LULAC be amended to include a National Vice-President for Youth, and elected Deputy State Director for Youth, and elected Deputy District Director for youth, and an elected Council Vice-President for Youth.

(2) That the National President of Junior LULAC be a voting member of the National Supreme Council.

(3) That we do not change the ages of eligibility for Junior LULAC membership and recommend that if the need arises, the councils may be organized in age groups to include one council of youth ages 14 to 17, and another council for ages 18 to 21.

(4) That the National Officer in Charge of Youth, stress more selectiveness in the Supervisors appointed for Junior LULAC at the local level and that the present requirement in the constitution calling for monthly reports by supervisors, with copies to the District and State Director respectively be vigorously enforced.

(5) That State and National Conventions for Junior LULAC be held at the same time and the same place as that of the Seniors, that Supervisors of Junior LULAC not be allowed to come to the National or State Conventions in dual roles of delegates to the Senior Convention and Supervisors of their delegation; and that no Junior delegation be accepted at a state or national convention without at least one adult supervisor from each District within the Junior LULAC organization.

(6) That we re-emphasize the use of associate members, where available and required, as supervisors of Junior LULAC.

(7) That all Junior LULAC Councils, District, State and National Officers be required to notify their respective supervisors, at least one week in advance of any meeting or activity planned by the group, except under very emergent conditions, and further, failure to comply,

the supervisors not allow the activity or meeting to be held.

(8) That supervisors of Junior LULAC Councils adhere to the letter of the constitution with respect to the objectives of leadership, training, and character development in guiding the respective councils.

Action on the above recommendations was deferred until after the certification of the delegations is made by the credentials committee.

Nominations for the 1971 National Convention site was opened and the following sites were nominated: El Paso, Texas, Houston, Texas, Denver, Colorado, and Galveston, Texas. Mr. Bachicha, Deming, New Mexico requested nominations remain open to allow the Albuquerque, New Mexico delegation to arrive and submit their nomination, request was granted.

Meeting recessed at 5:00 p.m. and reconvened on Saturday, June 28, 1969 at 9:00 a.m. The Chairman presented awards to the members of the National Staff, and also to Mr. George Scott of LTV of Dallas, Texas, in appreciation for the contributions of his company to the betterment of the Mexican-American in their project of mobility in the Lower Valley.

Ramona Verdugo, Credentials Committee Chairman reported on the delegations with several delegations still in question, she moved her report be approved and the delegations in question be allowed to clear with her committee and with the business manager regarding dues, motion seconded by Tony Cruz, motion carried. Voting power of the convention was as follows: 72 Councils, 15 District Directors, 9 State Directors, 3 past National Presidents, and 5 National Officers.

Mr. Carlos Larralde, History Major at the University of Southern California addressed the convention and requested LULAC take affirmative action in seeing that the history of the United States be written to reflect the tremendous contributions made to the cultural, social, economical and educational developments of our country by persons of our ethnic background.

Dr. George Garza, Constitutional Revision Chairman reported on the proposed revision of the Constitution and made available for the delegation 100 copies for use in the discussion of the revision.

(1) Page 3, Art. IV, Sec 1 (a) should read "All persons . . . eighteen years to twenty five years of age or older in Senior LULAC. . ."

(2) Page 4, Art. IV, Sec. 3, should read "Contributions of \$3.00 or more annually. . .", Subsection (a) to be reworded to include non-citizen residents of the U.S.

(3) Page 5, Art. IV, Sec 5 (e) include "Local Councils have the right to name as many Honorary Members of their respective Council as deemed necessary and appropriate, a majority vote of the council is necessary to confer this membership."

Meeting recessed at 12:00 noon and reconvened at 3:15 p.m. with Joe R. Pacheco, National Vice-President presiding.

Abraham Ramirez, National Treasurer gave a summary of the financial statement. He further reported on the operation of the National Treasury in conjunction with the National Business Manager and presented comparative analysis of the financial

status of the league:

He further made the following recommendations:

(1) That a more equitable distribution of duties be made between the Treasurer and the Business Manager to alleviate the tremendous work - load of the Business Manager and that these two officers continue to be from the same City; (2) That there be a separation of the billing function, the fund collecting and depositing function, and bank reconciliation function; (3) That the dues structure be effectively revamped and that the dues be increased to reflect a more relevant basis in view of the increase in the standard of living; (4) That a National Office be placed on a salary basis to keep up with the current demands on your National Staff; (5) That the LULAC housing program be so structured to effectively give your National Treasurer the fiscal control it now lacks, to have to go along with the obligation it now has to be responsible for millions of dollars worth of housing construction mortgages.

Arnold Quintero made a motion seconded by Danny Sendejas, that the Treasurer's report and his recommendations be adopted, motion carried.

Frank Valdez, Auditing Committee Chairman reported for the committee and stated the books had been found in good order and Abraham Ramirez, Jr., National Treasurer be commended for his good work. He further made the following recommendations: (1) Business Manager or person billing not be persons designated to receive money; (2) Treasurer to be person to receive money; (3) That an independent audit be made of the Treasurer's books prior to convention; (4) Bills incurred by the National Office have a 60 day deadline for submission after incurred; (5) That a Committee be appointed by this Convention to study a revamping of the dues structure and report at the next National Supreme Council meeting; (6) That the National Treasurer pursue action that will bring about an IRS 501. C4 Ruling for the League and pursue the same for every state (currently LULAC has a 504 ruling which does not entitle donations to be deductible from the donors income taxes. (7) That LULAC housing projects submit Auditor's reports to Treasurer for review and audit be held prior to National Convention; (8) That LULAC fiscal year begin June 1 and end May 31; (9) That a committee be appointed to contact and request from Mrs. Feliz Tijerina to turn over all records and books pertaining to the LULAC Educational Fund, Inc. In the event she fails to comply with request, that then the corporation be dissolved. He moved the report be accepted and the recommendations be adopted, motion seconded by Anita Ramirez, Motion carried.

Pete Villa moved the Rules Committee Report as presented to the assembly during Friday's session be approved, motion seconded by Roland Medina, motion carried.

Dr. Garza, Chairman of Constitution Revision continued with his report. Alfonso Kennard Sr., made a motion seconded by Rosa Perez that the revision of the Constitution be deferred to next year to give the councils time to study the proposal as it could not possible be discussed without prior study, motion was defeated. The following amendments were then made:

(4) Page 8, Art. V, Sec 2

(a) (9) Change the title of the National Director of Youth Activities to "National Vice-President for Youth".

(5) Page 8, Art. V, Sec 2 (a) (10) delete completely.

(6) Page 9, Art. V, Sec 2 (e) to read, "Quorum: 1/3 of the voting members of the Supreme Council. . ."

(7) Page 7, Art. V, Sec 1 (d) to read, "Certified delegations from 1/3 of the Active Councils . . ."

(8) Page 10, Art. V, Sec 4 (a) (3) to read "Deputy State Director for Youth", the rest of Sec. 4 (a) to move down one number each.

(9) Page 11, Art. V, Sec 4 (e) to read "Quorum: 1/3 of the voting members. . ."

Discussion of the constitution was interrupted to introduce a delegation of representatives of the United Mexican - American Students Organization (UMAS), accompanied by Bill Garcia, Junior LULAC Texas State Director. They requested an opportunity to address the assembly, Mr. Partida made a motion seconded by Manny Ornelas that they be given thirty minutes to address the convention.

Bill Garcia made the following four resolutions which had been submitted or consideration by the UMAS to Junior LULAC and had all been approved:

(1) That LULAC support all educational programs to get young Chicanos into higher education using as a model the EOP program and Bill 2115 in California.

(2) That LULAC support the efforts of the Farm Workers Association for increased wages, benefits, etc, and that LULAC come out publicly in this issue.

(3) That LULAC support an expansion of the Chicano Legal Defense Funds throughout the Southwest so that there may be legal services, both in Civil and Criminal law on a neighborhood basis.

(4) That LULAC expand their housing program so as to accommodate Chicano students in colleges and universities throughout the Southwest. Bill Garcia then introduced Alberto Juarez and Sy Abrego, both members of UMAS, and each in turn spoke on the feelings of young Mexican-American adults to the inadequacies of established, matured Mexican - American organizations, who failed or refused to recognize the many needs of the Chicano. They requested guidance and leadership from LULAC, and stated that while they recognized some of the fine work of the League they were also very critical of the lack of response to their educational needs.

As Mr. Abrego concluded his remarks, the time allotted had been used, so Danny Sendejas made a motion Seconded by Arnold Quintero that we allowed to address the assembly, motion

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Low Wages . . .

(continued from page 1)

so he is eagerly sought out by employers while many United States residents are unemployed most of the year.

When a union on the border strikes there is an endless supply of "commuter" strikebreakers, delighted to work at the federal minimum wage.

(continued next issue)

The superior man is the providence of the inferior. He is eyes for the blind, strength for the weak, and a shield for the defenseless. He stands erect by bending above the fallen. He rises by lifting others. - Robert Ingersoll

LULAC NEWS

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(L to R) Mike Vigil, Denver SER Public information officer, Ruben Valdez, Denver MDTA Director, Louis Trujillo, Colorado OJT Director and Rudy Maestas, OJT Coordinator.

The occasion was the official opening of the OJT office in Pueblo, Colorado. Rudy Maestas, the new Coordinator has recently been named to that important post.

SER OJT services the cities of Colorado Springs and Pueblo, Colorado. It hopes to develop more OJT contracts in other rural areas in the State.

Minutes . . .

(continued from page 2)

carried, whereby the third representative was introduced to give a brief report of the activities of UMAS, which deals basically with the educational needs of Mexican-Americans students, he presented statistics and educational programs for university students and their regard to the Mexican-American in the Southwest, and cautioned that until these programs are developed by competent Mexican-Americans aware of the problems no relevant progress will be made, he further warned that young adults were exasperated by the token greasers and vendidos among the adult leadership of the Mexican-Americans and again commented on the sensitivity of their problems and that they would work to change and remove the existing obstacles with or without the help of other established organizations.

When the UMAS representatives had completed their message, John Campos, incoming Texas State Director made a few remarks concerning various derogatory comments made by the speakers towards the member of LULAC, stating he did not appreciate LULAC members being referred as "token greasers" and "vendidos".

Meeting recessed at 5:30 p.m. and reconvened at 9:45 a.m. on Sunday, June 29, 1969.

Discussion on the proposed revision of the Constitution continued with Dr. Garza, Chairman, and the following amendments were passed:

(10) Page 10, Art. V, Sec 4 (b) (1) to read "However, no District may be designated that has less than three Councils, and no District may have more than ten Councils. Whenever two Councils exist in an area, the State Director shall appoint a Coordinator and a District Director shall not be elected until the third Council is created."

(11) Page 11, Art. V, Sec 5 (d) "Quorum: 1/3 of the active Local Councils. . ."

(12) Page 12, Art. V, Sec 6 (a) (3) to read "Deputy District Director for Youth", and Sec. 6 (a) all after (3) to be renumbered accordingly.

(13) Page 12, Art. V, Sec 6 (d) to read "Quorum: 1/3 of the voting members of. . ."

(14) Page 14, Art. V, Sec 7 (f) (1) Change "weekly or bi-weekly" to "at least twice a month".

(15) Page 18, Art. VI, Sec 1

(c) to read "National Vice-President for Youth; . . and (1) (e) to be deleted."

(17) Page 19, Art. VI, Sec 5 (a) to read ". . . or other expedient medium of communications. A candidate for national office must be supported by the entire delegation of his council".

(18) Page 24, Art. VI, Sec 8 (f) should read "National Vice-President for Youth".

(19) Page 28, Art. VII, Sec 1 (c) should read "Deputy State Director for Youth"

(20) Page 28, Art. VII, Sec 3 should read "A person may not seek the office of State Director for which he has already served two years. If he has any opposition."

(21) Page 28, Art. VII, Sections 5 and 6 shall reflect as amended above for the positions of District Director and Council President.

(22) page 31, Art. VIII, Sec 1 (c) should read "Deputy District Director for Youth"

(23) Page 31, Art. VIII, Sec 4 and 5 and 6 to read "A person cannot seek the position of Council president, if he has held this position for two years, if he has nay opposition".

(24) Page 31, Art. IV, Sec 1 (c) to read "Vice President for Youth"

(25) Page 40, Art. XI, Sec 4 (d) delete this section entirely.

(26) Page 41, Art. XI, Sec 4 (b) delete this section entirely.

(27) Page 41, Art. XI, Sec 5 (a) to provide that Districts and Councils may be audited by the Board of Trustees or by a committee appointed by the Council president or the District Director."

Amendments made to the proposed By-Laws:

(1) Page 5, Sec 2 (g) delete all which reads "however, no registration fee shall exceed \$20.00 per delegate."

(2) Page 8, Sections (b), (c), and (d), include in each of these paragraphs, "All Charter Members of the Organization shall have a voice and a vote at all National State, and District Conventions".

Arnold Quintero made a motion seconded by Danny Sendejas that the recommendations of the Auditing Committee be made part of the new Constitution wherever workable, motion carried.

Belen Robles made a motion seconded by Alfonso Kennard that the proposed Constitution as revised by Dr. Garza with the amendments submitted and approved by the assembly be approved subject to ratification by the Councils; and further that a

copy of the proposed constitution be mailed to every council in the League and they be given thirty days before they vote for or against the ratification of said constitution, motion seconded by Rosa Perez, motion carried.

Election of 1971 National Convention Site followed, being that nominations were still opened, Albuquerque, New Mexico was placed in nomination, El Paso withdrew in support of Albuquerque and there being no further nominations, elections were held. After the first ballot no one place had a majority so a run-off was held between Denver and Albuquerque, and Denver was selected.

Manuel Lopez moved we reaffirm McAllen as the 1970 convention site, motion seconded by Mike Rodriguez, motion Carried, McAllen will be the 1970 National Convention Site.

Nominations for the position of National President were opened and the following were nominated, Alfred J. Hernandez, Joe Garza, Jim Silva, and Tony Bonilla, Danny Sendejas made a motion seconded by Ramiro Robles that nominations cease, motion carried; Alfred J. Hernandez was elected on the first ballot.

Nominations were made for the position of National Vice-President, those nominated were: Ed Pena, Alfredo (Lelo) Jacques, and Douglas Clark. Part way through the election, Douglas Clark withdrew in favor of Alfredo Jacques. Alfredo Jacques was elected by a motion from Ed Pena who conceded before the voting was completed, that it be by acclamation, motion carried.

Nominations for the position of National Vice - President were made and the nominees were Julia Zozaya and Narcisa Espinoza. Julia Zozaya was elected.

Frank Montoya was elected by acclamation, without opposition, for the position of National Director of Youth Activities.

Manuel Barnales, Junior LULAC National President was introduced and he briefly addressed the assembly and expressed appreciation for the cooperation he received from the National Staff during this past year, and since he had just been re-elected requested the cooperation of the Seniors in the coming year.

Ann Vasquez spoke under the Good and Welfare of the League and urge that all delegates should make every effort to remain in attendance until the convention is completely over, as most delegates had left immediately after the election of the National President.

All Incoming National Officers, State Directors, and Deputy State Directors were installed into office.

Joe Benitez moved the assembly instruct the National Supreme Council to consider a housing proposal prepared by Urban Renewal, Motion seconded by Council 8002, motion carried.

There being no further business, Convention adjourned at 3:45 p.m.

A.E. Law Changed For 14-15 Year Olds

Secretary of Labor George P. Shultz has modified the child labor regulations for hazardous agricultural employment to allow 14 and 15-year-old students of vocational agriculture to be hired as tractor and farm machinery operators.

The change applies only to youth who hold certificates verifying that they have successfully completed vocational agriculture training programs in safe tractor operation or safe farm machinery operation approved by the U.S. Department of Health, Education, and Welfare.



Ramon Garcia, a SER trainee in the MDTA project in Santa Ana, California, works hard at learning his new vocation. Ramon is one of a group of young men participating in the project. His progress, as well as that of the entire group, has been remarkable.

The Santa Ana project provides its trainees with recruitment, counseling and placement services in cooperation with the State Employment Service.

This is one more example of how good training and hard work through Operation SER, has reached hardcore Mexican-Americans previously thought beyond help.

SER has helped to dispell the idea that a high school education or diploma is essential to learning or preparing for a good substantial job.

Albuquerque Council 8002

WHEREAS, the Civil Rights Act of 1964, established conditions related to the promulgation of equal rights for all citizens of these United States of America regardless of race, color, creed or national origin, and

WHEREAS, the Civil Rights Act of 1964 applies to all projects and activities assisted by Federal (monetary) assistance with requirements pursuant to the titles and sections of said Civil Rights Act for compliance applicable to all geographic areas of the nation, and

WHEREAS, the enactment of the Civil Rights Act of 1964 and its various sanctions apply to all individuals, public or private institutions and agencies as described in said Civil Rights Act,

NOW, THEREFORE, BE IT RESOLVED, by the League of United Latin American Citizens, Council 8002, that the Honorable Richard M. Nixon, President of the United States of America, be urged to advise the Honorable Robert H. Finch, Secretary of the Department of Health, Education and Welfare, to establish the most immediate and enforceable timetable and desegregation standards for all institutions of education receiving federal assistance, monetary or otherwise.

BE IT FURTHER RESOLVED, that the Honorable Richard M. Nixon, President of the United States, direct all members of his cabinet with jurisdiction over the various sections of the Civil Rights Act of 1964, to take immediate and affirmative action to enforce compliance of said Act for the benefit of all those citizens affected by the conditions and actions which perpetuate their living in segregation and degradation in these our United States of America.

IN ADVANCEMENT OF THIS RESOLUTION, Council 8002, requests the Director of LULAC, New Mexico District #1, to call an emergency meeting of the District for Saturday, July 12, 1969, at 1:00 P.M. at LULAC Council 8002 Headquarters, 1-015 Tijeras N.W., Albuquerque, New Mexico. to promote further action on this resolution, and that copies of this resolution are to be sent to the Councils of the Delegation of the State of New Mexico urging their support of all facets of this resolution.

ATTEST:

Frank Chavez
President
LULAC Council 8002

Ronald Montoya
Secretary

He's a great little home-maker. And college education. And sea cruise.



Your National office address is still the same:

NATIONAL BUSINESS OFFICE
P. O. BOX 53587 HOUSTON, TEXAS 77052



Jess Vela, SER Paramount MDTA Director, speaks at the graduation ceremonies of his MDTA class at Cerritos College, Norwalk, California.

The SER class has made an impact in the local community as well as with the College. Once again, the SER concept of culturally sensitive training programs has demonstrated its effectiveness.

The men in the photograph have been given the basic tools with which to meet the employment challenges that will face them as they go into the world of work.

Statement By The President On Minority Enterprise

I have often made the point that to foster the economic status and the pride of members of our minority groups we must seek to involve them more fully in our private enterprise system. Blacks, Mexican-Americans, Puerto Ricans, Indians and others must increasingly be encouraged to enter the field of business, both in the areas where they now live and in the larger commercial community -- and not only as workers, but also as managers and owners.

Providing better job training and making more jobs available is only part of the answer.

We must also provide an expanded opportunity to participate in the free enterprise system at all levels -- not only to share the economic benefits of the free enterprise system more broadly, but also to encourage pride, dignity and a sense of independence. In order to do this, we need to remove commercial obstacles which have too often stood in the way of minority - group members--obstacles such as the unavailability of credit, insurance and technical assistance. Involvement in business has always been a major route toward participation in the mainstream of American life -- Our aim is to open that route to potentially successful persons who have not had access to it before.

Encouraging increased minority-group business activity is one of the priority aims of this Administration.

The Federal Government has long been involved in various programs to support the development of new business enterprises, and to help struggling new ones become more stable. By

one count, there are now 116 such programs, operated by no less than 21 different departments and agencies. These are largely uncoordinated.

Recently, the Small Business Administration launched a program for the stimulation of minority group enterprise. This program has been well received, and deserves continuing support. With better coordination, a broader range of government resources and assistance can be made available.

Many private, voluntary organizations, and many major corporations, have done outstanding work in assisting the development of new business enterprises among minority groups. Often, however, their efforts have not had the government support that they deserve.

As recommended by the Urban Affairs Council, I intend to establish within the Department of Commerce an Office of Minority Business Enterprise. Under the leadership of Secretary of Commerce Stans, this new office will be the focal point of the Administrations' efforts to assist the establishment of new minority enterprises and expansion of existing ones. It will seek to concentrate government resources, and also to involve the business community and others in order to enlist the full range of the nation's resources.

This new office will be headed by an Assistant to the Secretary of Commerce, and it will have the direct, personal attention of the Secretary. On its own, it will seek to develop new business opportunities. It will coordinate the efforts of other gov-

LULAC NEWS

ernment agencies in encouraging minority enterprise. It will mobilize financial and other resources, both public and private. It will provide the centralized leadership which in the past has not been sufficiently evident. It will seek to provide a better focus of government programs at the local level, in order to give them the impact intended. It will constantly review both existing and possible new programs for the encouragement of minority business enterprise, and will make recommendations for further Executive and Legislative action as appropriate.

I have today issued an Executive Order directing the Secretary of Commerce to coordinate Federal programs related to the strengthening of minority business enterprise, and authorizing him to take the necessary steps to do so effectively. The order also provides for the creation of an Advisory Council for Minority Business Enterprise, and for the establishment by the Secretary of Commerce of an information center for the compiling and dissemination of information on successful minority business enterprise programs.

This is not a substitute for the many other efforts that continue to be needed if we are to make headway against the ravages of poverty. It is a supplement, dealing with a special but vital part of the broader effort to bring the members of our minority groups into full participation in the American society and economy. Its success will be measured by tangible results, not by the volume of studies.

What we are doing is recognizing that in addition to the basic problems of poverty itself, there is an additional need to stimulate those enterprises that can give members of minority groups confidence that avenues of opportunity are neither closed nor limited; enterprises that will demonstrate that blacks, Mexican-Americans and others can participate in a growing economy on the basis of equal opportunities at the top of the ladder as well as on its lower rungs.



The Denver Colorado SER MDTA project is one of the most advanced in the organization in that State. Pictured here, we see students hard at study in Basic Education and communication skills.

One of the goals of the SER project is to prepare the students with the basic requirements with which to meet the world of work as they prepare for a better future.

Reaching such students had been difficult in the past, but SER through its use of culturally sensitive methods has been very effective in reaching the hardcore Mexican-American throughout the Southwest.

Such success stories are daily being repeated in each of the 23 SER offices.

Lulac Demands Immediate Enforcement

The League of United Latin American Citizens last night passed a resolution to be sent to President Nixon calling for a united effort in keeping the nation's school desegregation guidelines firm, and inflexible, so said Mr. Henry Gabaldon, Publicity Director, LULAC Council 8002.

The resolution came as the result of rumored action by President Nixon in easing civil rights enforcement and called for an immediate District meeting of LULAC Councils to discuss the effects of any changes to the desegregation guidelines.

In presenting the resolution, Mr. Gabriel Rodriguez and Eloy

Gonzales, sponsors of the resolution, urged that it be adopted. Mr. Rodriguez stated that "Easing of civil rights enforcement in particular as to education would be a national and international disgrace and betrayal of all minorities of our country". Mr. Gonzales said, "If our nation is in fact to be one America for all Americans with the same equal opportunities for all our citizens, then we must now allow any exceptions to the guidelines set for desegregation of schools. To do so would be a flagrant disregard of the efforts which led to the enactment of our Civil Rights Legislation and continued efforts to eliminate the causes and conditions which perpetuate second class citizenship." Mr. Frank O. Chavez, President of LULAC Council 8002 also urged the passage of the resolution, stating, "The development of the individual, no matter his race, creed, or color, demands that education be strengthened and accorded all citizens. If the federal role as to school appropriations are to be granted, then also the laws of the land must be enforced and our national values must be safeguarded."

The highlight of the resolution read in part: "That the Honorable Richard M. Nixon, President of the United States, direct all members of his cabinet with jurisdiction over the various sections of the Civil Rights Act of 1964, to take immediate and affirmative action to enforce compliance of said Act for the benefit of all those citizens affected by the conditions and actions which perpetuate their living in segregation and degradation in these our United States of America."



A HAPPY ENDING

Seen here are the Immediate Past National President, Mr. Roberto Ornelas and his beautiful wife, Norma. Mrs. Ornelas is seen holding a plaque given to her by her husband, "For Putting Up With Him For The Last Two Years" while he was the National President. Directly in front is seen the silver service given to Roberto and Norma by members of the National staff. In the picture also we see none other than that congenial National Business Manager, Mr. David Adame.

ATTENTION ALL DISTRICT DIRECTORS

Please mail your name, address and district number to the National Business office and your State Directors.

STOP!

SCHOOL
DAYS AHEAD





At this same meeting, after dialog has been established, everyone joins in to give their views. Chairman of the meeting for the Seniors was Mr. Ramiro Robles from the Mountain city of El Paso.

For The People ... By The People

HOUSTON -- Both Negroes and persons of Spanish or Mexican descent are greatly under-represented in non-education State and local government jobs in the Houston metropolitan area with the disparity being particularly evident in white-collar positions, the U. S. Commission on Civil Rights reported today.

The information was contained in a report, "For All the People... By All the People", based on a study of State and local government employment, outside the field of education, in seven metropolitan areas, including Houston, Detroit, Atlanta, Baton Rouge, Memphis, Philadelphia and San Francisco-Oakland.

Mrs. Harold H. Young, chairman of the Texas State Advisory Committee to the Commission, released the report locally at a press conference called to discuss its findings and recommendations.

The study found that members of minority groups were concentrated in low paying, low skilled local and State government jobs with limited opportunity for advancement. In many localities they are denied access to responsible government positions and are totally excluded from employment except in the most menial capacities.

The Commission recommended, in its report, increased Federal action and the adoption by State and local governments of programs of employment equality to correct what it described as the failure, on all levels of government, to assure equal job opportunities in State and local government employment to members of minority groups.

On the national level, the Commission recommended amendment of the Civil Rights Act of

1964 to bring now exempt State and local governments under the nondiscrimination in employment requirements of that act.

It also noted that the Federal Government has itself "failed to exert leadership to protect the rights of minority group members of State and local government" and recommended the passage of legislation authorizing the withholding of Federal funds from any State or local public agency discriminating against any employee or job applicant who is, or would be compensated in part by, or involved, in administering programs or activities assisted by such funds.

For State and local governments the Commission recommended the adoption and maintenance of programs of employment equality that would assure that current employment practices are nondiscriminatory and that the continuing efforts of past discrimination are undone.

Specific steps were suggested for affirmative action programs in the areas of recruitment, selection of employees, placement and promotion, discipline and facilities.

The Commission pointed out that State and local governments have a responsibility to alter any laws, regulations and practices which stand in the way "of achieving the equality of public employment which is required by the equal protection clause of the 14th amendment."

The seven areas covered in the study were selected because of their diversity and geographic distribution and because each contains a substantial Negro population. In addition, substantial numbers of Spanish Americans live in San Francisco and Houston and America's largest Oriental American population lives in

San Francisco.

Of the cities surveyed - in only two -- DETROIT AND PHILADELPHIA -- did the number of Negro employees at any level come close to matching the percentage of Negroes in the population.

Spanish Americans have been more successful in obtaining higher level jobs than Negroes but less successful than majority group members, the report said.

In the city of Houston, Negroes constitute 23 percent of the population and hold 19.1 percent of the local government jobs. Spanish Americans represent 6.8 percent of the population and hold 8.7 percent of the jobs.

The statistics for Harris County show Negroes with 19.8 percent of the population and 6.6 percent of the county jobs. For Spanish Americans comparable figures are 6 percent and 3.1 percent.

Negroes are 19.5 percent of the Houston metropolitan area's population and have 5.6 percent of the State Government jobs in the area. Spanish Americans are 6.4 percent of this population and they have 6.2 percent of the State jobs.

Of the 1,608 Negroes employed by the city, 978 or 61 percent were laborers while 91 or 5.7 percent held white-collar jobs. While Negroes were heavily concentrated in lower level occupations, they were also concentrated in certain functions. More than 80 percent of the Negro workers were employed in community development (i.e. streets, sewers, etc.) and public utilities, areas where the majority of jobs are blue-collar. There were few Negroes in most of the other functional areas. For example, only 2 percent of the employees were Negro in financial administration and general control an area where the vast majority of jobs are white-collar.

Negroes also held very few jobs in the police and fire departments. Although 23 percent of the total population was black, only 3.5 percent of Houston's policemen were black. None held a rank above the level of patrolman. In the fire department, 3.5 percent of the firemen were black. Four Negroes held supervisory positions.

Spanish Americans held 8.7 percent of the city jobs. Although they were underrepresented in white-collar jobs they occupied a wider range of occupations than did Negroes. However, they, too, were concentrated in community development; nearly 60 percent of the 735 Spanish American employees worked in this function.

Out of 1375 policemen, 88 or 6.4 percent were Spanish Americans. However, only 6 of the 155 policemen above the level of patrolman were Spanish American. In the fire department, 27 of 1,326 firemen or 2 percent were Spanish Americans. Again they held few supervisory positions; only 4 of the 388 above the level of firemen were Spanish Americans.

In Harris County both Negroes and Spanish Americans were underrepresented in public jobs relative to their proportions of the population. Negroes held 6.6 percent of the 2,041 jobs but were 20 percent of the county population. Spanish Americans, who were 6 percent of the population, held only 3 percent of the public jobs. However, both groups were present in most occupations although very sparsely among officials and managers.

The County Sheriff's office with a total of 193 employees employed 6 Negroes and 7 Spanish Americans. However, of the 137 uniformed police officers, there were 4 Negroes and one Spanish



MORE NATIONAL CONVENTION COVERAGE

During a break in the many meetings and conferences here we see a number of assorted people stopping to have their picture taken. No need to mention them, everyone knows who they are.

American. None of the administrative or supervisory officers were Negro or Spanish American.

Negroes were grossly under-represented in State agencies in the Houston metropolitan area. They held only 5.6 percent of the State jobs, but comprised 20 percent of the area population. They held less than one percent of managerial positions and only 3 percent of professional jobs. In contrast, 12 percent of all laborers were Negro, as were 43 percent of all general service workers.

Approximately 30 percent of all Negro State employees were employed in the health and hospitals field, and another 31 percent in community development. Negroes were poorly represented among public safety workers. There were no Negroes in a total of 124 uniformed policemen in the Texas Department of Public Safety.

Spanish American employment with State agencies in the Houston metropolitan area was slightly less than their percentage of the population (6.2 and 6.5 percent respectively). At the same time they held only one percent

of the managerial jobs compared to 11 percent of the laborer jobs.

Sixty percent of the Spanish American employees worked in the community development function. However, none of the 90 officials and managers, 43 of 657 professionals, and only 7 of 137 clerical workers in this function were Spanish Americans. As was the case for Negroes, there were no Spanish Americans among the 124 uniformed policemen of the Texas Department of Public Safety.

The U.S. Commission on Civil Rights is an independent bipartisan factfinding agency created by Congress in 1957. Rev. Theodore M. Hesburgh, C.S.C., President of the University of Notre Dame, is Chairman of the Commission.

The Texas State Advisory Committee to the Commission is one of 51 such units whose members serve without compensation to provide the Commission with information concerning civil rights activities in their communities and to disseminate information about Federal laws and programs.

Interagency Committee On Mexican-American Affairs

In June of 1967 President Lyndon Johnson created the Interagency Committee on Mexican-American Affairs. This is the committee on Mexican-American citizen's affairs and the state of our Mexican-American citizens in this country.

This Interagency Committee has been working since then to identify the needs of the Mexican-Americans and to guide these people to the federal programs which can assist them. This Committee also recommends new programs which need to be set up for the Mexican-Americans, the nation's second largest minority group with 1,600,000 Mexican-American citizens in Texas.

This Interagency Committee on Mexican-American Affairs fill a great need, but there is a problem. It was created by Presidential order in June of 1967, and its authority was to have run out in June of this year. However, special provisions have extended the organization and keep it alive on almost a day-to-day basis.

What must be done now is to pass a law to make the Interagency Committee on Mexican-American Affairs a permanent organization. I have joined Senator Joe Montoya of New Mexico in co-sponsoring such a bill.

Fellow Texans, just a quick glance at the statistics will show the need of Mexican-American

citizens to have these special programs. Nearly 80 per cent of the working Mexican-Americans have either unskilled or semi-skilled jobs. Nearly 50 per cent of all Mexican-Americans fall below the poverty line of \$3,200 a year in income. These people who make up 5 per cent of the total population of the nation now own less than one per cent of the nation's businesses.

The establishment of a permanent Committee, and the passage of my own bill, the Southwest Human Development Act, will do much to raise the economic level of our Mexican-American population. My economic Southwest Human Development Act will create jobs to enable Mexican-Americans to have a more meaningful, productive life and to add to the economy while they're raising their standard of living.

These two bills are natural companions to my Bilingual Education Act which I passed in 1967. The Bilingual Education Act provides for the education of Mexican-Americans in their native language of Spanish, as well as the national language of English. Another bill I have before the Senate will do much to improve the health of many Mexican-Americans. I have introduced a Migrant Health bill which will improve the health care for the migrant workers of this country.

ATTENTION ALL COUNCILS

Please send the results of your local council elections giving names and addresses of your new offices to the National Business office.

Note: If you have already complied with this request please disregard this notice.



A group is seen at the LULAC Housing meeting and Seminar. This was one of the better Seminars of the entire National Convention.

Arizona L.U.L.A.C. Newsletter

SBA SEMINAR

Mr. John Glascock, President of LULAC Chandler Council #1006 and also State Chairman of SBA, coordinated a Seminar on Small Business Loans at the American Legion Post #41 on July 31, 1969.

Representatives of SBA present and acting as panelist were Mr. Val Valdez, Special Assistant to Mr. Hilary Sandoval, National Director of SBA, Mr. Stan Goldberg, Regional Director, and Mr. Ray Duran, SBA representative for the City of Phoenix.

The purpose of the seminar was to provide the public with information relative to the procurement of SBA loans. Mr. Neil Sherman, newly appointed Director of the Packard Bell Training Center in Phoenix, and Dr. Leyba, acting as consultant to Packard Bell, were introduced at this meeting. Mr. Sherman discussed the purpose and objectives of the Training Center, which will be in operation on or about November 1, 1969. Information concerning the Center can be obtained by contacting Mr. Sherman at the LEAP Building, 302 West Washington, Telephone 252-5352.

HELPING HAND

The LULAC State Office, in cooperation with the Mexican Chamber of Commerce, extended the hospitality of the Mexican-American community to the Young Mexican Choral Group from Puerto Vallarta who performed in concert in Phoenix.

Through the efforts of both organizations, meals and lodging were provided for the group. Our thanks to Mr. Jomilo Quintana of Jomilo's Restaurant, 19 West Monroe, for providing meals, and to Mr. Leonard Calderon for providing the facility so that those who did not have an opportunity to attend their first concert could do so.

TEMPE NO. 361

The Tempe Council held a fund raising luau at Paradise Inn, Saturday, July 26. Reports from members and guests indicate that a good time was had by all.

PHOENIX NO. 284

Council #284 sponsored a get-acquainted party for the Juniors at Grant Park, Sunday, August 17, from 4 p.m. to 10:30 p.m. The event was held to stimulate interest and support in the Junior Program in their effort to

establish a Junior Council in Phoenix. Members of Council #284 wish to extend their sincere appreciation to the following firms that contributed refreshments: Barqs, Pepsi Cola, Coca Cola and 7-Up, and also to the Council members who coordinated the event and solicited donations. Our thanks to the efforts of Sally Pina, Marcella Acevedo, Adam Acuma, Carolyn Jones, Silvia Trujillo, Nico Trujillo, George Hanynes, Julia and Steve Zozaya. For the acquisition of the facility, we thank Charlie Sanchez and Frank Hidalgo. Thank you, Mr. Frank Fuentes, for the hot dogs.

SOUTH PHOENIX NO. 1005

Efforts by South Phoenix initiating a campaign for better police protection in South Phoenix have been successful. Nine more officers have been assigned to the area to provide adequate police services to the citizenry of South Phoenix.

Training Courses By SBA To Be Held During 1970

Want to know how to get bigger profits from sales or advertising techniques? Or, how to stop shoplifting in your store?

These and other topics geared to helping the small businessman over his management roadblocks will be covered in about 3,000 training courses, conferences, workshops and problem clinics to be conducted or co-sponsored by SBA during the school year ending June 1970, for small business owners and managers.

SBA announced that during fiscal year 1969, 2,648 training sessions were held by the agency and more than 90,000 people attended. These included small businessmen and women and prospective small business owners.

Subjects covered included methods of becoming an effective supervisor, selecting and training personnel, merchandising, recordkeeping, credit, and collections, budget control, taxes, and how to upgrade minority businesses.

Those interested in registering for SBA's training courses should contact their local SBA field offices. These are located in 72 metropolitan areas throughout the country.

SBA Plans Apprenticeships

Mr. Hilary Sandoval, Administrator of the Small Business Administration, said in July 15 testimony before the Senate Select Committee on Small Business, that the SBA is "in the process of planning an organized apprenticeship program for management and operation of small businesses," which would be made available to rural and inner-city youth.

The SBA Administrator said the program would include:

- efforts to seek out youthful candidates who appear to have management potential.
- a curriculum which should give the trainee needed "nut and bolt" technical training and job experience.
- a combination of job training with related academic education to cover the essentials of business management.
- counseling and business-career guidance.
- where it is determined that the trainee is ready to assume management responsibility, provision of capital to set up and own a business.

Employment Announced

A vacancy exists in the Regional Office of Operation SER in Santa Monica. If you wish to be considered for the position, a completed Standard Form 171, and a resume should be forwarded to the Chairman of the Board, Jobs for Progress, Inc., Operation SER, 1506 Third Street, Santa Monica, California 90401 by June 30, 1969.

Developer-Coordinator Director Salary: \$11,000 - \$12,000 per annum

DUTIES: The Developer-Coordinator Director will be primarily involved in the development and coordination of Operation SER activities in the States of California, Arizona, New Mexico, Colorado and Texas.

Provide educational guidance and/or assistance in the establishment of local programs of basic education, pre-vocational training, etc.

Developer-Coordinator Director under the Executive Director, is assigned to each area to assist in the promotion and co-ordination of activities within the respective states.

QUALIFICATIONS: B. A. or higher degree from an accredited college or university. The applicant must have experience in the field of educational manpower programming related to the bilingual and bicultural Spanish-speaking population of the Southwest. Must be bilingual and bicultural. In addition, the applicant must have proven administrative ability. An applicant can substitute three years experience in the above fields for the educational requirement.

APPLICANTS NOTE: Selection will be made by the National Board of Jobs for Progress, Inc., and final approval shall be made by the U.S. Department of Labor and the Office of Economic Opportunity. Note: Standard Form 171 can be obtained at any U.S. Post Office.

WEST PHOENIX NO. 1004

Council #1004 of West Phoenix held a tardeada at the SER Administration Building, Sunday. The fund raising event was held to raise monies for scholarships.



This is one of several meetings held by the Junior Lulac at which both the Juniors and the Seniors had an opportunity to start closing the "Generation Gap." Much progress was made.

New Federal Office Created

The President's Executive Order means that we are fully committed to carry on the Federal programs that have been undertaken in this field in the past. Our new assignment is to coordinate their operations, to increase their effectiveness, and perhaps to build on them.

There are five basic directives in the President's Order:

1. To coordinate all Federal programs in this area, through the creation of an interagency committee representing the major agencies that now have such programs.

2. To encourage and assist the efforts of the private sector and state and local government, and to coordinate the Federal effort with these. This will require close liaison with business and trade associations, universities, foundations, professional organizations, and other groups working in this area. To accomplish this, we propose to collect a small, elite staff of experts in these fields.

3. To establish a central information facility that will serve as a national clearinghouse for all information about minority enterprise. This operation will play a key role in disseminating information about successful new approaches to problems, in order to help prevent wasted and mistaken efforts.

4. To establish an Advisory Council composed of knowledgeable leaders in this field in the private sector who will advise me, evaluate programs, and suggest improvements that help to achieve our objectives.

5. To do all these things in the Office of the Secretary through a new Assistant to the Secretary for Minority Business Enterprise.

I also want to point out that the objectives of this Executive Order do not require the transfer of any functions now being performed by other Federal agencies.

We at Commerce regard this as an assignment of trust and confidence, and we are grateful to the President for giving it to us.

We are aware of his deep concern in the area of minority enterprise, and we share his determination to improve the governmental effort and to encourage the private sector's dedicated efforts.

This Executive Order aims to do this. But it is much more than a directive which creates

an agency to carry out the President's purposes.

It also is an act of faith in individual initiative and the competitive free enterprise system. And most important of all, it is an expression of faith in the abilities of potential entrepreneurs in the minority groups, and a recognition of their eagerness to become profit-making participants in our competitive system.

We know that many members of our minorities possess the initiative and the competitive ability required to build and manage a successful business. But not enough of them have had the opportunity to exercise that initiative or develop that ability. Given this, they can be the equal of any business, and can help invigorate the competitive system on which our economic progress depends.

So this new Office of Minority Business Enterprise, by providing better coordination of both public and private efforts, will help give our minority members an equal chance at the starting line as entrepreneurs, as managers and owners of their own business.

I also would like to point out that this effort will produce a highly important by-product for ALL members of minority groups.

There are many responsible leaders among our minorities. But there are many other members who have never had a chance to develop their leadership qualities.

What better way to develop responsible leaders than through the ownership and management of business?

Business is one of the great training ground for leaders, because to organize and operate a business successfully REQUIRES responsible leadership.

Those trained in this program can help guide their people along constructive paths in many areas, social and economic. And I am confident they will.

So we are going to give some good people an increased chance at a piece of the action. We do not expect to achieve "instant success" in our efforts, but we are fully aware that "instant action" is required.

This we are going to provide, and we hope to have the support of all those here today and all others dedicated to this high purpose.

I am confident we will have that support.

SCHOOL TIME

IS SAFE

DRIVING TIME



If the people in this photograph look a little gloomy, don't blame them, they have just been informed that the doors to the convention hall are locked, no one can get in or out, and therefore; they have to eat the wonderful food of the hotel and partake of the Fabulous service.

Civil Rights Commission Declares Jobs Not Equal

WASHINGTON, D.C. --- The U.S. Commission on Civil Rights declared that State and local governments have failed to assure equal job opportunities to members of minority groups and recommended that Congress amend the Civil Rights Act of 1964 to bring these now exempt governments under the nondiscrimination in employment requirements of that act.

It also noted that the Federal Government has itself "failed to exert leadership to protect the rights of minority group members in State and local government" and recommended the passage of legislation authorizing the withholding of Federal funds from any State or local public agency discriminating against any employee or job applicant who is, or would be compensated in part by, or involved, in administering programs or activities assisted by such funds.

These recommendations are among a number contained in a Commission study of public employment in seven metropolitan areas that revealed the presence of discriminatory elements in State and local government personnel systems which restrict opportunities for minority groups.

Entitled "For All The People . . . By All The People", the study found that members of minority groups were concentrated in low paying, low-skilled jobs with limited opportunity for advancement. In many localities they are denied access to responsible government jobs and are totally excluded from employment except in the most menial capacities.

Calling attention to the growing number of State and local government employees and the increased role of these governments in the lives of their citizens, the Commission warned that a major effort to resolve the domestic crisis facing this Nation must be made at the State and local levels.

If such efforts are to be successful "minority group members must share the role of the civil servant on an equal basis and play a key part in the search for lasting solutions," the Commission said.

In terms of what has actually occurred, however, the study showed that even where members of minority groups hold high salaried decision-making jobs in

State and local governments, they often work only with the problems of minority groups and their contacts are largely limited to these groups.

For State and local governments the Commission recommended the adoption and maintenance of programs of employment equality that would assure that current employment practices are nondiscriminatory and that the continuing effects of past discrimination are undone.

Specific steps were suggested for affirmative action programs in the areas of recruitment, selection of employees, placement and promotion, discipline and facilities.

The Commission pointed out that State and local governments have a responsibility to alter any laws, regulations and practices which stand in the way "of achieving the equality of public employment which is required by the equal protection clause of the 14th amendment".

As a companion move to bringing State and local governments under the Civil Rights Act of 1964 by amending its Title VII which prohibits employment discrimination, the Commission recommended conferring the power to issue cease and desist orders on the Equal Employment Opportunity Commission, the agency created to administer Title VII.

The Commission further recommended that pending amendment of the Civil Rights Law the President should direct the Attorney General to review each grant-in aid statute under which Federal assistance is given to determine whether the law gives the agency discretion to require an affirmative program of non-discrimination in employment by recipients of its funds.

Where such discretion does exist the President should require the appropriate agencies to impose such a requirement as a condition of assistance, the report states.

If such discretion does not exist the Attorney General should inform the President whether he has the power to direct the agency to require affirmative programs, and if the Attorney General determines the President lacks such power in a particular case, the President should seek appropriate legislation to amend the statute, the Commission said.

The report focused on employ-

ment in the more than 600 State and local governments in the Standard Metropolitan Statistical Areas of San Francisco-Oakland, Baton Rouge, Detroit, Memphis, Houston, Atlanta and Philadelphia. These areas were selected because of their diversity and geographic distribution and because each contains a substantial Negro population. In addition, substantial numbers of Spanish Americans live in San Francisco and Houston and America's largest Oriental American population lives in San Francisco.

Employment in the field of education was purposely excluded from the study for a number of specific reasons, including the primary one that considerable data relating to race and job opportunities are already available. Conversely, State and local governments are the largest single group of employers in the United States for which no comprehensive information is available on the racial and ethnic composition of their work force outside the field of education.

Out of a total of 243,00 employees covered by the survey, 64,000 were members of minority groups, WITH NEGROES CONSTITUTING 92 PERCENT OF THIS TOTAL.

Data for the study were collected in 1967 and according to Howard A. Glickstein, Staff Director Designate of the Commission, a followup review has not disclosed any information that would significantly negate the overall findings or the recommendations.

In reaching its conclusion that minority group members are indeed denied equal access to State and local jobs, the Commission cited a number of findings.

NEGROES IN GENERAL have better success in obtaining jobs with central city governments than they do in State, county or suburban jurisdictions, and are more successful in obtaining jobs in the North than in the South.

NEGROES ARE NOTICEABLY absent from managerial and professional jobs even in those jurisdictions where their total employment is substantial. In only two cities (Philadelphia and Detroit) did the number of Negro employees at any level come close to matching the percentage of Negroes in the population.

WHITE COLLAR JOBS ARE MORE AVAILABLE TO NEGROES in some categories than in others. Such white collar workers are more likely to be found in health and welfare and least likely to be found in financial administration and general control.

NEGROES HAVE BEEN RELEGATED TO A large majority of laborer and general service workers jobs. In every central city surveyed except San Francisco and Oakland, they filled more than 70 per cent of all common laborer jobs.

Spanish Americans hold a substantial number of State and local jobs in the Houston area government, but hold proportionately fewer State and local jobs in the San Francisco-Oakland area governments. They have been more successful in obtaining higher level jobs than Negroes but less successful than majority group members.

Oriental Americans are more successful in obtaining State and county jobs than central city jobs. Although the distribution of Oriental Americans in professional and clerical occupations is equal to or better than that of the minority group, Oriental Americans have not obtained full access to managerial positions.

Barriers to equal public employment were found to be greatest in the ranks of the police



Signed, Sealed and Delivered. Seen here seated is Mr. Joe Lara, Trustee for the local council, as he signs the final papers on the rent-supplement housing project sponsored by the Sinton LULACS. Seen with Mr. Lara are left to right standing, Mr. Frank Gamez, Housing Coordinator for the National Office of LULAC and Mr. Joe Betncourt, Jr., President of the Local LULAC Council.

and fire departments. Some 27 per cent of all central city surveyed were in these two departments, but only seven per cent of all Negro employees were either policemen or firemen, and very few of these held officer rank.

State and local governments are in a "unique position to offer employment opportunities on a scale that few other employers can match", the Commission said in pointing out that in 1967 some 8 million persons were employed by State and local governments, with 4.4 million serving functions other than education.

However, in its study of the seven areas, the Commission found that not only were many government officials openly discriminatory in their employment policies, but ineffective recruitment efforts, arbitrary screening criteria, such as unnecessarily high education and experience requirements, invalid testing procedures, subjective evaluations of oral tests and criminal records, and other practices also systematically eliminated minority group members from good jobs in many of the government units surveyed.

Rarely do State and local governments perceive the need for affirmative action programs to recruit and upgrade minority group members for jobs in which they are inadequately represented, the report stated.

Civil service merit systems while they have broadened opportunity for public service have not in themselves guaranteed equal treatment for minority groups. Bureaucratic impediments have developed which tend to insulate those already employed from change, the report said.

It further noted:

"Most State and local governments have failed to establish even rudimentary procedures to determine whether minority group members are assured equal employment opportunity. Few governments know with any precision how many minority group members they employ and at what levels; whether minority group members are promoted at the same frequency and on the same basis as other employees; how effective their minority recruitment techniques, if any, have been; and whether their screening devices are in fact a valid indicator of satisfactory job performance."

Responsibility for the failure to achieve employment equality lies not only with the State and local governments but also with the Federal government which has not exerted the leverage

available to it through the Federal Merit Standards and other non-discrimination requirements of federally assisted programs to promote employment opportunity, the study said.

The study pointed out that the Office of State Merit Systems in the Department of Health, Education, and Welfare, is responsible for the supervision of the implementation of all aspects of Federal Standards for a Merit System of personnel administration which must meet to qualify for Federal aid programs. A non-discrimination clause has been included in these standards since 1963 but OSMS has provided no guidelines for State action to either eliminate discrimination or to increase opportunities for minority groups.

"Present enforcement of the clause provides neither effective protection, nor effective avenues of redress to members of minority groups", the study said.

Another avenue that offers an opportunity for Federal leverage is through the Department of Housing and Urban Development. Contracts with local agencies for two of its largest programs, public housing and urban renewal, contain clauses prohibiting discrimination in local agency employment and requiring each local agency to take affirmative action to insure equal employment opportunity. However, Federal housing agencies have made virtually no efforts to enforce such clauses and neither have they assured that affirmative action has been taken to increase opportunities for minorities, the study stated.

The U.S. Commission on Civil Rights is an independent bipartisan factfinding agency created by Congress in 1957. Rev. Theodore M. Hesburgh, C.S.C., President of the University of Notre Dame, is Chairman of the Commission.

4H CLUB WEEK

CLIP & SAVE

Roster of Elected National Officers 1969-1970

NATIONAL PRESIDENT

Alfred J. Hernandez
515 Kress Building
Houston, Texas 77002
AC 713 CA7-8080 or CA8-1183
Home: AC 713 OX5-4644

IMMED. PAST NATIONAL
PRESIDENT

Roberto Ornelas
1131 W. Donovan
Houston, Texas 77018
AC 713 OV1-2741

NATIONAL VICE PRESIDENTS

Mr. Alfredo Jacquez (Texas)
606 Alethea Park Drive
El Paso, Texas 79902

Mrs. Julia Zozaya (Arizona)
418 W. LaMirada Drive
Phoenix, Arizona 80541
AC 505 261-4331
Home: AC 505 276-4603

NATIONAL DIRECTOR OF YOUTH ACTIVITIES

Mr. Frank Montoya (California)
833 Pine Street
Corona, California 91720
AC 714 735-2688

APPOINTED NATIONAL OFFICER (Pending Supreme Council
Approval)

EXECUTIVE DIRECTOR

Mr. Tony Alvarez
1320 Milam Street
Houston, Texas

Miss Dolores Guerrero
Executive Secretary
2335 Avenue E
Beaumont, Texas 77701
TE2-1696 or TE3-8042

Mrs. Belen B. Robles
Secretary
3336 Fillmore Street
El Paso, Texas 79930
AC 915 565-8709
533-9351 ext. 233

Mr. Moses "Moe" Sanchez
National Director of Publicity
P. O. Box 53587
Houston, Texas 77052

Mr. Abraham Ramirez, Jr.
Treasurer
3303 Louisiana, Suite 213
Houston Texas 77006
AC 713 526-3666

Mr. David Adame
Nat'l. Business Manager
P. O. Box 53587
Houston, Texas 77052

Mr. Ed Pena,
National Legal Advisor
13517 Collingwood Terrace
Silver Spring, Maryland 20904

Mr. Manuel V. Lopez
National Director of Legal Aid
308 International Bldg.
San Antonio, Texas 78205
AC 512 225-1371

National Director of OEO
(To be Announced)

Mr. Douglas Clark
National Director of
Civil Rights

R.R. #1, Box 607
Oswego, Illinois 60543

Mr. Richard Zazueta

National Director of Migrant
Worker Programs

1517 S. Black Canyon Highway
Phoenix, Ariz. 85007

Mr. Ed Lucero
National Director of
Economic Development
10370 West 18 Place
Denver, Colorado 80215

Mr. Eugene Marin
National Director of Education
525 W. Edgemont
Phoenix, Ariz. 85003

Father Henry Casso
National Chaplain

Holy Family Church
152 Florencia St.

San Antonio, Texas

Mr. Roberto Ornelas
National Director of Housing

1131 W. Donovan
Houston, Texas 77018

ELECTED STATE DIRECTOR-1969-1970

ARIZONA

Mr. Steve M. Zozaya
418 W. La Mirada Drive
Phoenix, Arizona 80541

CALIFORNIA

Mr. Jess Vela
14118 Salada Road
La Mirada, California 90638
AC 213 941-3342

COLORADO

Mr. Ed Lucero
10370 West 18 Place
Denver, Colorado 80215

ILLINOIS

Mr. Manuel Juarez
526 Meeker Avenue
Joliet, Illinois 60432
722-2911

INDIANA

Angelo De Soto (Mr.)
P.O. Box 445
Hammond, Indiana 46325

IOWA

Mr. John Terronez
1216 N. Concord
Davenport, Iowa 52804

MICHIGAN

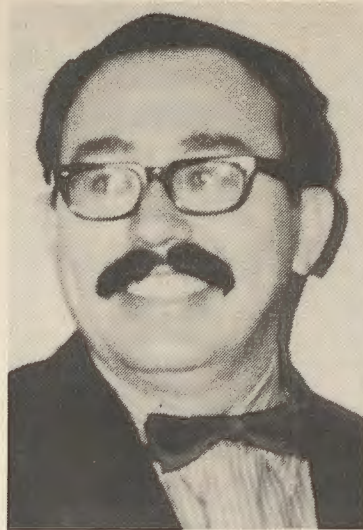
Not Available

MINNESOTA

William Rodriguez (Mr.)
847 Aurora
St. Paul, Minnesota 55104

NEW MEXICO

Raymundo Saucedo (Mr.)
P. O. Box 461
 Lordsburg, New Mexico 88045



Andres Moises Appointed To Nat'l. BSA Council

Andres Moises Gallegos, a member of the President's Council on Youth Opportunity in Washington, D.C., has been appointed to membership in the National Council of the Boy Scouts of America. The announcement was made by Mr. H. G. Foster, Vice President of American Airlines in Chicago.

Mr. Gallegos will be part of the Urban Relationships Committee of the National Council. The Council will review Boy Scout National material and policies as they relate to Scouting in the inner city and suburban areas.

Mr. Gallegos holds degrees in Philosophy, Theology and Linguistics. He serves as Southwest Regional Coordinator for the President's Council on Youth and is Chairman of the United States Catholic Conference Task Force on Urban Problems. Mr. Gallegos and his wife, the former Aurelia Tarin live in Washington, D.C.

In the past year Mr. Gallegos thru the President's Council has visited the National Headquarters of the major Youth Serving organizations and requested more involvement in serving Mexican-American youth.

Hilary Sandoval To Attend Open House

Small Business Administrator Hilary Sandoval, Jr., Acting Assistant Administrator for Minority Enterprise Arthur McZier, and Washington SBA Regional Director B. Winford Smith will attend an "open house" ceremony at Jessies Drugs, Inc., 1319 H Street, N. E., Washington, D. C., Thursday evening, August 21, 1969.

Jessies Drugs, Inc., is a new minority-owned business made possible by a \$100,000 loan from SBA. It provides employment for nine minority individuals, and is the first Walgreen agency in the District of Columbia.

"This new firm has already been in business for about a month," SBA Administrator Sandoval pointed out, "and citizens of the community evidently regard it as a valuable asset to the



Seen here left to right are Mr. Arnold Quintero, President of Houston, Texas Council No. 60 and Mr. Hilary Sandoval, head of the Nation's Small Business Administration.

Roster of National Officers

NEW JERSEY

Not Available

NEW YORK

Not Available

TEXAS

Mr. John L. Campos
327 International Bldg.
San Antonio, Texas 78205
AC 512 233-6155

WASHINGTON, D.C.

Mr. Nick Reyes
6500 Luzon
Washington, D.C. 20012

WISCONSIN

Mr. Alex Cruz
404 Randolph Street
Racine, Wisconsin 53404

DEPUTY STATE DIRECTORS - 1969-1970

ARIZONA

Not Available

CALIFORNIA

Mr. Tony Reza
14702 Brink Avenue
Norwalk, California

COLORADO

Not Available

ILLINOIS

Mr. Andrew Salazar
5424 W. Van Buren
Chicago, Illinois 60644

INDIANA

Not Available

IOWA

Miss Ila Plasencia
1825 Pear Drive W.
Des Moines, Iowa

MICHIGAN

Not Available

MINNESOTA

Not Available

NEW MEXICO

Arthur C. Trujillo (Mr.)
9412 Dona Rowena, N.E.
Albuquerque, New Mexico 87111

NEW JERSEY

Not Available

NEW YORK

Not Available

TEXAS

Mr. Jose Raul Kennard
P.O. Box 1037
El Paso, Texas

WASHINGTON, D.C.

Not Available

WISCONSIN

Not Available

neighborhood. Each new minority-owned business that is opened helps to close the tremendous gap in business ownership which now exists between minority individuals and other Americans," he added.

The open house, to which the

public is invited, will be an informal affair, according to owner Henry Jessie. It will last from 7 to 9 o'clock, and those who come will have an opportunity to shop, and also to greet Federal, city and civic officials who have been invited to take part.

NOTICE!

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Number. Send To LULAC News P. O. Box 53587,
Houston, Texas 77052