

CHARACTERISTICS OF THE POPULATION

In 1962 - 47 million families

9.3 million (20% of the total) containing more than 30 million persons had total money income per family of under \$3,000 per year

5.4 million (9% of the total) containing more than 17 million persons had total money income per family of under \$2,000 per year

| SELECTED CHARACTERISTICS | PERCENT OF ALL FAMILIES | PERCENT OF POOR FAMILIES |
|---------------------------------------|----------------------------|-----------------------------|
| Age of head of family: | | |
| 14-24 years | 5% | 8% |
| 25-54 years | 65% | 42% |
| 55-64 years | 16% | 15% |
| 65 and over | 14% | 34% |
| Education of head of family: | | |
| 8 years or less | 35% | 61% |
| 9-11 years | 19% | 17% |
| 12 years or more | 26% | 15% |
| more than 12 years | 20% | 7% |
| Sex of head of family: | | |
| Male | 90% | 75% |
| Female | 10% | 25% |
| Labor force status of head of family: | | |
| Not in civilian labor force | 18% | 44% |
| Employed | 78% | 49% |
| Unemployed | 4% | 6% |
| Color of family: | | |
| White | 90% | 78% |
| Nonwhite | 10% | 22% |
| Regional location of family: | | |
| Northeast | 25% | 17% |
| North Central | 29% | 25% |
| South | 30% | 47% |
| West | 16% | 11% |
| Residence of family: | | |
| Rural farm | 7% | 16% |
| Rural nonfarm | 22% | 30% |
| Urban | 71% | 54% |

From Indicators, journal of the U.S. Health, Education, and Welfare

FEDERAL PROGRAMS NOW IN EFFECT

| YEAR | LEGISLATION | 1965 ESTIMATED EXPENDITURE IN MILLIONS |
|------|---|--|
| 1917 | <u>SMITH-HUGHES LAW</u> - Vocational Education-primarily for agriculture and home economics | \$34.8 |
| 1920 | <u>VOCATIONAL REHABILITATION ACT</u> * Assists states in their programs for the rehabilitation of the physically and mentally handicapped to the point where they are able to perform useful work. | |
| 1946 | <u>GEORGE-BARDEN ACT</u> - Vocational Education-primarily for agriculture and home economics | |
| 1956 | Vocational Education Provisions ammended to include practical nursing training and fishing trades and industry education | |
| 1958 | <u>NAT'L DEFENSE EDUCATION ACT</u> - for skilled technical training in national defense occupations | \$35.3 |
| 1961 | <u>AREA REDEVELOPMENT ACT</u> - alleviation of unemployment in chronic labor surplus areas <ol style="list-style-type: none"> 1. Provides training in any area leading to gainful employment, and for subsistence benefits during training up to 16 weeks. 2. Loans are authorized, where no other funds are available, to distressed rural or urban areas for commercial or industrial purposes. | \$ 9.0 |
| 1962 | <u>MANPOWER DEVELOPMENT AND TRAINING ACT</u> <ol style="list-style-type: none"> 1. Provides for unlimited types of training on countrywide basis for the unemployed, with up to 52 weeks of subsistence payments. This is largely limited to unemployed heads of families with 3 years working experience. 2. Youths aged 19-22 are eligible to receive up to \$20 a week, younger youths can receive training but no payments. 3. Provides for research by U. S. Dept. of Labor on future employment needs, patterns, etc. | \$411.0 |
| 1963 | <u>MORSE-PERKINS VOCATIONAL EDUCATION ACT</u> - Broadened vocational training under earlier acts, ending old emphasis on home economics and agriculture. Also provides for construction of training facilities. | \$106.1 |
| 1964 | <u>ECONOMIC OPPORTUNITY ACT</u> - (Anti-Poverty Program) <ol style="list-style-type: none"> 1. <u>Youth Job Corps</u> - training and education in residential centers for unemployed drop-outs aged 16-21 | \$947.5 |

Economic Opportunity Act Continued

2. Neighborhood Youth Corps - also for 16-21 year olds, but in their home town. Jobs in public or non-profit agencies that won't be done otherwise or which contribute to conservation or development of natural resources.
3. Work Study Program - part-time employment of the same nature as above provided for youths who would otherwise drop out of college.
4. Adult basic Education Programs - over 18
5. VISTA Volunteers - domestic Peace Corps
6. Special Programs to Combat Poverty in Rural Areas - loans and grants to families & special fund to assist migrant workers.
7. Community Action Programs - Federal aid for locally devised schemes to combat poverty. To stimulate cooperative effort of community groups to suit specific situations. This is the heart of the anti-poverty program. Any community agency offering services to poor people is eligible to propose programs.
8. Loans - to small businesses ineligible for other aid.
9. Work training or basic education for ADC families.

1964 CIVIL RIGHTS ACT

Title VII - Equal Employment Opportunity
 Title X - Community Relations Service - under Dept. of Commerce; offers assistance in settling discriminatory practices based on race, color, or national origin.

1965 AID TO APPALACIA - will aid 360 low-income counties in 11 states. \$1.1 billion
 Each state decides whether it wishes to participate. A commission of representatives from each state will decide priority of projects in the following areas:

| | |
|---|-------|
| Construction of highways | \$840 |
| Soil conservation | 17 |
| Construction & operation of health facilities | 69 |
| Development of timber lands | 5 |
| Restoration of mining areas | 36.5 |
| Development of water resources | 5 |
| Construction of vocational schools | 16 |
| Construction of sewage treatment plants | 6 |
| Grants to be used by communities to cover their share is Federal matching fund programs such as library services, airports, & flood control | 90 |

1965 AID TO EDUCATION ACT - primarily provides aid to public elementary schools with large concentrations of poor children; also provides for purchase of books, improvements of libraries, and establishment of supplementary educational centers accessible to public and private school use. \$1.3 billion

All-Day meeting on Poverty Program

Sponsored by State League

In Chicago February 10, 1965

Jane Dilley, Barbara Tilley, Barbara Bedford attending from Decatur

Father James Jones, Director of Development of the Episcopal Charities, Diocese of Chicago, discussed "A Sense of what it means to Be Poor," by telling us the life story of a Negro man. Father Jones had spent several hours the night before talking with this man, in an attempt to help him solve a problem of drinking. Through this moving story of one ~~individual~~ individual, Father Jones was able to point out some of the general characteristics of poverty.

1. A feeling of being empty or hollow--"what's the use?"
2. Feeling of anonymity--not knowing perhaps where you were born, or who your relatives are. Lack of heritage of land or family.
3. Trauma of death occurred somewhere in the lives of many of the poor.
4. The poor come from culture groups in conflict with their peer culture group.
5. The poor come from neighborhoods without resources (such as parks, libraries, sanitation facilities, etc.).

Father Jones commented on the double standard of employment. We expect the poor to take any job offered them, while middle class people would not consider a "job beneath them." He also had some harsh words for clinic medicine, claiming it most often is bad and almost always is humiliating. Speaking to those who would try to help, he said we need to understand and interpret the lack of response to what we try to do. We build character and integrity by fighting anonymity and we fight anonymity by showing a person he is loved.

Father Jones was a fascinating man and speaker, but we felt he said very little that we did not know before. However, this was more the fault of the topic assigned to him, than any fault of his own.

Thomas Jackson, director of the Illinois Office on Economic Opportunity, discussed the anti-poverty act and how it is being implemented in Illinois. He made the point several times that there is no Illinois program as such--this is a federal program carried out in individual communities and with the help of those communities. His office serves as a technical assistance agency, helps communities start a program, serves to publicize the act, can do some surveys. He stressed that the act is designed to get at the causes of poverty--thus many programs are aimed at youth, in order to stop the perpetuation of poverty within families.

He described the various programs covered by the Anti-Poverty Act of 1964. A summary of his remarks is included on the next page.

ANTI-POVERTY PROGRAMS

Job Corps (old CCC), provides residential centers for young men and women, 16 through 21, offering basic education, skill training and work experience. Rural and urban centers, with urban offering higher degree of training. Two rural established in Illinois, Crab Orchard and Shawnee Forest, with approximately 150 at each. Administered by Office of Economic Opportunity. Workers receive \$30 per month during training, additional \$50 after training, and government will match any amount up to \$25 sent to a dependent.

Work Training Program, Neighborhood Youth Corps. Providing full- or part-time work experience and training for youths, 16 through 21, enabling them to stay in or return to school, or increase employability. First in Ill. has been set for 200 youth at the Dixon State School. Administered through U.S. Dept. of Labor. (Dixon project \$160,000.)

Work-study Program, providing part-time employment of college and university students from low-income families. Institutions must choose to participate. Administered by Dept. of Health, Education, Welfare.

Community Action Programs, providing financial support (90% federal, 10% local) for local anti-poverty ~~programs~~ campaigns in urban and rural areas. One approved in Ill., in Chicago, a \$4 million pre-kindergarten and community center program. Decatur's is in the process of incorporating. The 10% local can be in services, use of buildings, time, etc. After two years, the ratio changes to 50-50. All programs subject to governor's veto. Administered by Office of Economic Opportunity.

Adult Basic Education Program, provides assistance to states for special programs of literacy instruction already in existence. Administered by Dept. of Health, Educ. and Welfare. \$798,000 to Illinois, \$18 million to nation. 30,000 people helped in first year.

Rural Loans and Technical Assistance. Maximum loan of \$2500, can be spread over 15 years, 4 1/8 % interest. Administered by Dept. of Agriculture.

Assistance for Migrant Workers and their Families, in the form of grants, loans, and loan guarantees to assist states, localities, private non-profit organizations and individuals for special needs in housing, sanitation, education and day care of children. Administered by U.S. Office of Economic Opportunity.

Business Incentive Program, provides loans up to \$25,000 for small businesses not eligible under other loan programs. Administered by Small Business Administration.

WISTA Volunteers, or the domestic Peace Corps. Opportunity for those 18 or over to join the war on poverty. This group will help in all the anti-poverty programs. Set up for 4,000, already over-subscribed in volunteers. Will receive \$50 per month.

Mr. Jackson felt the Community Action Program is the key to the success of the programs.

State Meeting, Chicago, Feb 10, 1965
Human Resources

WORKSHOP REPORTS

1. Evaluation of Legislation for Federal Aid--Barbara Tilley

The leader of the group pointed out that there is a \$12 billion gap between the actual total income of the nation's poor and a desirable income (bringing all families up to the income of \$3,000 yearly). The state and federal governments will spend \$66 billion yearly for their programs. What then, the leader asked, is the justification for spending \$66 billion when it might be possible merely to transfer \$12 billion to the poor in the form of a dole? (But the leader conceded that the \$66 billion includes all Social Security, unemployment, and other public benefits.)

The group argued that money should be an investment in skills, health, psychological effect, small loans, literacy, area redevelopment, and that mere welfare existence is not the solution. The building of roads in Appalachia is an example of good government help for the development of natural resources, consolidated schools, possible industry and creating jobs for the construction and upkeep of the roads.

The Job Corps is another organization set up for youth of 16 to 21. The leader doubted the benefits of this too, since it may harm young people to take them from their own environments for two years, then return them perhaps more misfit than before.

2. Problems of Inequality in Opportunity in Education Nationally--Jane Dille

The chairman set out to structure the discussion by listing seven topics we might consider in the 1½ hour workshop: pre-school, dropouts, delinquency, vocational education, racial segregation (as the most vital problems), role of state government, role of private agencies. Instead of posing a question to set the tone for discussing the first topic it was "thrown open for discussion." The first point was a statement that we should be clear on what method of education we as the League would recommend, whether Montessori, or some other school of thought. There followed much divergence of opinion as to what the Montessori system is and whether it is practical in this situation. No conclusions.

Some former teachers present told what deficiencies they saw in these culturally handicapped students. The discussion rambled on as to how to set up local programs, problems with who will take the overall initiative (whether welfare or boards of education), where to find space for such activities. No conclusions were reached. About here the chairman tried to get us to come up with some standards for determining who is the child in need of these programs. The group couldn't seem to focus even on that and shortly the time was up. Total report: No conclusions.

3. Manpower Training Act--Problems of Unemployment--Barbara Bedford

The discussion centered more on how to present material that requires so many statistics than on the assigned topic. (In fact, one latecomer asked if she had come to the right meeting.) One group had presented a skit to dramatize the problems of unemployment. The setting was an unemployment line and the characters included a school dropout, a Negro, a Puerto Rican, an elderly person, a rural southern farm worker, the average unemployed person, etc. Each character used statistics in the conversation. Another group has used a similar presentation, only the characters returned to discuss the programs directed toward their particular problems. Both groups used fact sheets.

On the subject of statistics, the leader suggested using only figures from the Department of Labor, for the sake of consistency. Her group had found the Manpower report of the President, March, 1964, particularly helpful.

Other Leagues seem to be giving less stress to automation than we are. They treat it simply as one cause of employment. Robert Theobald, Leon Keyserling and Robert Drucker were suggested as sources for material on opposing viewpoints on automation.

"HUMAN RESOURCES--EQUALITY OF OPPORTUNITY
IN EMPLOYMENT AND EDUCATION"

(Special Situation of the Non-White)

By: Joline Lessells
1631 Gregory Avenue
Decatur, Illinois

Problems of poverty, unemployment and inadequate education affect non-whites in percentages far out of proportion to their numbers:

22% of the poverty-stricken in the United States are non-white¹; yet non-whites, 19 out of 20 of whom are Negro, make up only 11% of the population.

50% of all non-white families are in the poverty category.²

The median family income of Negroes is 53% of white family income, and this percentage has been dropping steadily for many years.³

40% of southern rural Negro families earn less than \$1,000/year, as opposed to 20% of the white families in this area.⁴

Almost 3/4 of all Negro families in the South earn less than \$3000/year.⁵

Non-whites share in the vicious circle of all the impoverished. Their economic status limits the quality of education available; their education restricts the fields of employment open to them; and their employment determines their economic status. However, discrimination in all three areas increases the difficulty of the non-white in breaking out of this circle.

Unemployment among Negroes has increased in recent years. In 1948, 5.2% of Negroes were unemployed as compared with 3.2% of whites. In 1962, the gap had widened to 11% of Negroes as against 4.5% of whites.⁶ The unemployment rate for Negroes has been consistently at least twice that of whites since 1955.⁷ The current rate of 9.2% Negro/4.6% white maintains this ratio.⁸ Of the one million young people out of school and out of work, 50% are Negro.⁹

The proportion of employed Negroes regularly working part time, because of inability to find full time employment, is almost five times as high as whites.¹⁰

Eighty percent of Negro workers are at the bottom of the occupational ladder, in unskilled and semi-skilled jobs, as compared with 40% of the white labor force.¹¹

Negroes have been excluded from craft unions and union-dominated apprenticeship programs almost completely. This is especially true of the building trades unions. The most highly qualified Negro has little hope of finding a job in this area without a union card. Thus, the 1960 census showed that the proportion of Negro to white workers in 12 representative trade categories was less than 1% in 8 of these, and ranged only as high as 9.4% among the remaining four.¹²

The industrial unions, on the other hand, usually accept Negroes. However, automation is negating the benefits of union membership to some extent. Because of past discrimination, Negroes have the least seniority, and so are the first laid off when the work force is cut. They are the least skilled, and so find it difficult or impossible to find new jobs. This situation exists precisely in those areas where the greatest gains against discrimination had been made: semi-skilled jobs in mass-production industries.

In southern industries, the unionized Negro workers, although performing the same tasks as whites, are classified differently, paid lower wages and confined to a separate "line-of-promotion" which permits advancement only to semi-skilled jobs.

Skilled Negro workers are hampered by their reluctance to relocate to areas of opportunity, because of racial turmoil in the south and poor housing in the north.

Those qualified for most white-collar occupations have been usually denied such employment, except by the Federal Government.

Negro professionals are far behind whites because they are largely limited, in the case of doctors and lawyers, to a low-income Negro clientele, and in the case of teachers, to inadequately financed Negro schools and colleges.

Discrimination has been directly responsible for much of this employment problem. It has been responsible indirectly as well, through inferior education, both academic and vocational.

Inadequate preparation is the chief cause of the Negro's inability to take advantage of the equality of opportunity in employment which recent legislation has initiated. This condition prevails throughout the entire range of employment from semi-skilled labor through the professions.

One indication of the Negro's educational status is the fact that more than 1/2 of the Negro men over 25 have had less than a grammar school education. This is true of only 21% of white men.¹³

Negroes have been affected by all of the problems involved in inequality of opportunity in education for the country as a whole. However, their situation has been aggravated by -again-discrimination, in the form of segregated and inferior schools. This had been done legally in the south with such effectiveness that 3 out of 4 Negroes from rural Mississippi schools are termed functionally illiterate.¹⁴ These illiterates have moved north in large numbers, and, being unemployable, have gone on the relief rolls. For example, 85% of the ADC recipients in Chicago are Negro.¹⁵

Students at Negro teachers' colleges score well below their white counterparts because of deficient educational background. Since these students in turn teach Negro youngsters, this serves to perpetuate the condition.

In the field of higher education, at least, there have been some discrepancies in the "separate but equal" policy. In 1962, in one southern state, the state-supported Negro colleges received less than 1/2 the number of dollars per student granted to the white institutions. Tuition was free in four of the five white colleges, but in only one of the four Negro colleges. Doctorates were offered in a large number of fields to white students; almost the only advanced degrees available to Negroes were Masters in Education. For instance, in that same year, while over 33,000 BS degrees in engineering were awarded throughout the country, just 183 were offered in the southern Negro colleges.¹⁶ This may be a factor in the difficulty now being experienced by industries actively seeking Negro engineers. In 1964, over \$11,000,000 were allotted to white southern colleges for agricultural research; southern Negro colleges received no funds for this purpose.¹⁷

Desegregation has been proceeding very slowly. In 1965, 11 years after the Supreme Court decision, just over 2% of all Negro students in the 11 southern states were in schools attended by whites.

Segregated education has been achieved almost as effectively in the north through residential segregation. This process plays a large part in increasing the number of culturally handicapped Negro children. Only 1/4 of the land cleared in urban renewal projects is used for housing.¹⁸ The Negroes thus displaced move to already crowded quarters outside the renewal area, which results in more overcrowded and substandard living conditions. This situation is becoming steadily worse as the number of dwelling units in the so-called Negro areas decreases. It has been estimated that if the population density of some of Harlem's worst blocks were true of the rest of New York City, the entire population of the U. S. could fit into three of New York City's boroughs.¹⁹ Granted that this is an extreme case, it differs only in degree from the condition

in many large cities. Their Negro ghettos approximate Harlem, where 49% of the housing was termed "deteriorated" or "dilapidated" in the 1960 census,²⁰ and where the infant mortality rate was twice as high,²¹ and the maternity mortality rate was four times as high,²² as those of New York City in general. Yet, Negroes pay from 10% to 30% higher rent for equivalent or worse housing than whites.²³ Those who become financially able to move out of these areas are hindered in their efforts to relocate by residential discrimination.

Most urban Negroes are forced to live where their children must attend central city schools, which are far inferior to suburban schools. Dr. Conant's study showed that expenditures per pupil in most big city slum schools average only about half those in most schools in the suburbs. They live under conditions which must automatically continue to produce culturally deprived children. One third of the children in this country have been so classified; most of these are non-white.²⁴ These children receive a second-rate academic education, when their need, at least for the present, is for vocational training. However, it has been estimated that only about 18% of high school students in urban areas are getting any sort of preparation for work.²⁵ Until recently, just 4% of the total national school expenditure was earmarked for vocational training.²⁶

Several authorities have stated that the average Negro with four years of college will earn less in his lifetime than the average white worker with an eighth grade education.²⁷ This illustrates the effect of discrimination in employment, both in hiring and in up-grading; it points up the inferior education with which most Negroes have had to be content; and, to a large extent, it accounts for the lack of motivation which prevents many Negroes from taking advantage of whatever equality of opportunity does exist.

Inequality of opportunity affects non-whites in other areas. There are 1,500,000 Negro farmers in the south. The price support programs, which cover crops vital to the Negro farmer, are administered by county committees from which Negroes are barred. Negroes consistently get smaller loans than whites. Negro farmers are served only by Negro extension agents, who are denied access to courses and research facilities available only in white colleges. Negro children are excluded from the annual 4-H Congress in Chicago, although there are "special awards" for them in the southern states.²⁸ These inequities exist in the province of the Department of Agriculture, an arm of the Federal Government.

The migrant farm worker situation, involving approximately 3,000,000 people, is another example. The largest percentage of these are Negroes and Mexican-Americans. Some are Puerto Ricans and American Indians. In 1961, the average migrant worker was employed 119 days and earned \$710.²⁹ Migrants are excluded from minimum wage laws and unemployment compensation. Although the National Safety Council lists agriculture as the third most hazardous industry, only three states and Puerto Rico have compulsory workmens' compensation

covering agricultural workers.³⁰ Migrants are not eligible for welfare payments because they cannot meet residency requirements. For this same reason, they cannot vote and, to a large degree, they are denied public health services. Twenty-seven states, including Texas and Michigan, two of the three largest users of migrant farm labor, have no housing or sanitation regulations affecting migrants.³¹ States that do have such regulations have no means of enforcing them. Practically all migrant children are retarded in school, many as much as five years, due to lack of attendance.³² In 1959, despite child labor laws, 457,000 children were working in the fields.³³

American Indians are affected by poverty and inequality of opportunity to an even greater extent than Negroes and other non-whites. Their family incomes range from 1/5 to 1/3 of the national average. Among the five wealthiest tribes, the average family income is \$1,200 per year, including oil lease royalties. Ninety percent live in substandard housing.³⁴ When the Navajo reservation was established in 1867, there were 8,000 Navajos. In 1951, there were 60,000, living in an area which experts claim could not possibly be made productive enough to support more than 35,000 people.³⁵ Infant mortality accounts for 21% of deaths among Indians, as compared with a rate of 6% for the country. The main reasons for this are malnutrition and an unsafe water supply. Life expectancy is 42 years. Unemployment among Indians is ten times the national average; this means that almost half of their potential labor force is unemployed. The Indian educational level is the fifth grade. Almost 12% of their children are not enrolled in school.³⁶

These two latter groups, migrants and Indians, pose some unique problems, involving such factors as extraordinary mobility, cultural differences and government treaties. However, aside from these special circumstances, all non-white groups share one common condition. The chief obstacle to their achieving equality of opportunity in employment and education--and the reason for their disproportionate share of welfare statistics--has been racial discrimination. The extent to which this factor is eliminated will determine the extent to which non-whites will benefit from Economic Opportunity programs and legislation.

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for Decatur League files HR
LOCAL LEAGUE Decatur
STATE Illinois

Report on Consensus on DEVELOPMENT OF HUMAN RESOURCES

Send your report to the national office (copy to state) as soon as possible after determining consensus--the final deadline is March 1, 1966.

CONSENSUS QUESTIONS

1. The following criteria could be applied to federal programs providing equality of opportunity for education and employment:
 - a) The nationwide effort to achieve equality of opportunity in education and employment should include participation of government at all levels, and private institutions as well.
 - b) Programs should be carefully tailored to the educational or employment needs of the people they are intended to reach.
 - c) People for whom community action programs are designed should be involved in the planning and implementation of those programs.
 - d) Programs should assist people to become self-supporting, contributing members of society.
 - e) The programs should be nondiscriminatory.
 - f) The programs should be administered by qualified personnel.
 - g) Research, pilot projects, and continuing evaluation should be encouraged and, where feasible, built into programs.
 - h) Programs may be closely related but should avoid unnecessary duplication.
 - i) State and local governments should contribute to the extent their resources permit; at the same time, adequate federal funds for the establishment and continuation of programs should be available if necessary.

Does your League approve or disapprove in part or in full of each of these standards? Should any of them be changed or elaborated? Should there be additions to the list?

Our League approved the above criteria with the following additions:

- b. add "and to the future needs of the community and country."
- e. add this note "(We have interpreted this to mean racial)."
- f. add "with an ability to communicate with those the programs are intended to reach."

CONSENSUS QUESTIONS (continued)

The following additional criterion should be inserted after g.

"Careful pre-planning and administrative work should take place before individual projects are put into action."

One unit felt f. did not need any explanation or qualification. This unit also felt that in i. "State and local governments" should be changed to "state and local sources."

2. Should the problems of depressed areas which cut across state lines be handled regionally? If so, what kinds of administrative arrangements could or should be established? What kinds of development programs should be established?

It was unanimously agreed that these problems should be handles regionally.

There was firm agreement that 1) strong state participation, both in planning and in financial responsibility, should be insured and required, and that 2) evaluation at all levels of the administration of the Act and the program itself is important and should be continuous.

As to kinds of development programs, our League felt that 1) programs definitely should encourage private industry and should not be competitive with existing private industry, 2) careful administration should take place to insure the full use of existing programs, such as the Elementary and Secondary Education Aid Act and the Manpower ~~and Training~~ Development and Training Act, and 3) transportation facilities, water resources, and conservation are important aspects and should be emphasized.

CONSENSUS QUESTIONS (continued)

3. Should the federal government provide advice and other forms of assistance to communities facing problems of integration in employment and education? If so, what kinds of help should be given?

The members seemed to feel that the government should stand ready to give technical assistance to communities which ask for it, and offer it to those who seem to need it, and should have funds available to provide this assistance.

Two minority opinions were noted; 1) financial assistance should be available as well, e.g. to help a community pay the salary of an executive secretary for its Human Relations Commission, and 2) the government should not approve or encourage local communities to desegregate schools by bussing elementary pupils out of their neighborhood school districts.

4. What means should the federal government have at its disposal to enforce nondiscrimination in education and employment?

It was generally agreed that, while the members would not want any of the existing powers withdrawn, it is as yet too early to evaluate any of them. It was strongly felt that the withholding of funds should only be used as a last resort.

The feeling was also expressed by a number of members that the traditional independence of the local school board should be upheld as much as possible.

CONSENSUS QUESTIONS (continued)

5. What conclusions has your League reached about the advisability and effectiveness of present federal programs to provide equality of opportunity for education and employment? Which kinds of programs do you support? oppose? Do you think additional and/or different programs are needed?

There was general agreement that;

- 1) All programs dealing with young children should be strongly supported. Headstart received unanimous support.
- 2) Teacher training should be upgraded. It was felt that desegregation of higher education would aid this.
- 3) It is impossible to evaluate most of the programs discussed because they have not been in effect long enough.

At one unit there was agreement that desegregation of housing would be valuable in implementing other programs. The same unit put considerable emphasis on the principle of involving the poor in the planning of local programs. Another unit specifically endorsed tutoring programs through Community Action. This unit also expressed the feeling that many programs should be carried on by the local community without federal aid.

Tilley

SURVEY OF PROVISIONS FOR EQUALITY
OF OPPORTUNITY FOR EDUCATION AND EMPLOYMENT
IN DECATUR

LEAGUE OF WOMEN VOTERS
DECATUR, ILLINOIS

APRIL 1967

THIS IS WHAT ONE MIGHT CALL A "LIVING DOCUMENT."
IT IS NOT FINISHED; WE MERELY STOPPED. FROM
TIME TO TIME APPENDICES ARE SCHEDULED TO APPEAR
--HOPEFULLY NOT PRIMARILY TO CORRECT ERRORS AND
MAKE CHANGES, BUT TO ADD RELEVANT INFORMATION.

THE LEAGUE ASKS THOSE WHO READ THIS MATERIAL TO
BRING TO ITS ATTENTION ERRORS OF FACT OR AREAS
OF OMISSION BY CONTACTING MRS. DON KASTNER,
(1527 WEST MAIN STREET) CHAIRMAN, DEVELOPMENT
OF HUMAN RESOURCES.

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NATIONAL - CIVIL RIGHTS ACT OF 1964
STATE - ILLINOIS FAIR EMPLOYMENT PRACTICES COMMISSION
DIVISION OF VOCATIONAL REHABILITATION
LOCAL - FORMATION OF HUMAN RELATIONS COMMISSION

GLOSSARY

| | | |
|-------|---|--|
| CAP | - | COMMUNITY ACTION PROGRAM |
| CAC | - | COMMUNITY ACTION COMMITTEE |
| DMCOC | - | DECATUR-MACON COUNTY OPPORTUNITIES CORPORATION |
| EOA | - | ECONOMIC OPPORTUNITY ACT |
| OEO | - | OFFICE OF ECONOMIC OPPORTUNITY |
| MDTA | - | MANPOWER DEVELOPMENT AND TRAINING ACT |
| ESEA | - | ELEMENTARY AND SECONDARY EDUCATION ACT |

THE FOLLOWING PERSONS WERE GRACIOUS IN GIVING TIME AND INFORMATION TO HELP US MAKE THIS REPORT:

BY PERSONAL INTERVIEW

MRS. WM. BISHOP, MR. CARROLL ARNOLD, MR. JOE LIVESAY, FATHER TROJACK, MRS. INABELL KIRBY, MR. JOHN DEVER, MR. NORMAN RUSSELL, MR. EUGENE KELTNER, MR. BURL STONER, MISS WILMA LUX, MR. REED, MR. QUILLAN, MRS. BOUGHN, MRS. ESTHER POST, MR. DONALD WOODS, MISS ROSEMARY DONOHUE, MISS MARCIA SMITH, MRS. WILLIAM WINTERBERGER, THE DMCOC BOARD OF DIRECTORS

TELEPHONE & LETTER

MISS SHIRLEY FRESHMAN, MRS. COX, MRS. GAIL CHILDS, DR. GREG LANGAN, MR. NED FREEMAN, MR. FRANZY EAKIN, MR. HOWARD BROWN, MR. ROYCE BOAZ, MR. FORREST

MEMBERS OF THE DEVELOPMENT OF HUMAN RESOURCES COMMITTEE INCLUDE

JANE DILLEY, JANET KASTNER, BARBARA OHLSEN, ELIZABETH STAFFORD, JANET BECK, KARLA WEINMAN, JEANNE LEE, AND TONI HARRIS

THE NEED IN DECATURNUMBER AND LOCATION OF THE POOR IN DECATUR AND MACON COUNTY

IN FEBRUARY AND MARCH 1966 NEIGHBORHOOD WORKERS OF THE DECATUR-MACON COUNTY OPPORTUNITIES CORPORATION CONDUCTED A SURVEY OF SIX CENSUS TRACTS KNOWN TO CONTAIN BLIGHTED HOUSING IN ORDER TO DISCOVER WHO WERE THE POVERTY LEVEL FAMILIES IN MACON COUNTY AND HOW MANY THERE ARE. (SEE COUNSELING AND COMMUNICATION). THE 1960 CENSUS LISTS 25,601 OCCUPIED HOUSING UNITS IN DECATUR WITH APPROXIMATELY TEN POCKETS OF POVERTY SCATTERED THROUGHOUT THE CITY. OF THE HOUSEHOLDS SURVEYED BY THE NEIGHBORHOOD WORKERS, 1,375 WERE PLACED AT POVERTY LEVEL, REPRESENTING 4,617 INDIVIDUALS. QUESTIONNAIRES WERE COMPLETED FOR ONLY ABOUT HALF OF ALL HOUSEHOLDS VISITED, AND THERE IS NO WAY OF KNOWING HOW MANY POVERTY HOUSEHOLDS WERE NOT SURVEYED. BESIDES THOSE SURVEYED, PUBLIC AID REPORTS AN APRIL 1967 FIGURE OF AROUND 1800 RECIPIENTS PLUS ANOTHER 400 ON TOWNSHIP RELIEF, THOUGH THE TOWNSHIP RELIEF FIGURE IS A GROUP OF HIGH TURNOVER.

WHO ARE THE POOR AND WHY ARE THEY POOR

1. THOSE POORLY EDUCATED - INCLUDES UNDEREDUCATED AND UNSKILLED
2. THOSE POORLY MOTIVATED
3. THOSE LACKING ABILITY TO PLAN - FAMILY SIZE, FINANCIAL AFFAIRS, HOUSEHOLD MANAGEMENT
4. THOSE WHOSE FAMILY UNIT IS NOT COMPLETE - MALE FIGURE MISSING
5. THOSE WITH PHYSICAL HANDICAPS - EITHER PERMANENT DISABILITY OR CONTINUOUS MEDICAL EXPENSE
6. THOSE ON PENSIONS, SOCIAL SECURITY, ETC.

WHAT IS NEEDED TO REDUCE POVERTY

1. EXTENSIVE EDUCATION AND TRAINING WITH RESULTING EMPLOYMENT AND IMPROVEMENT IN COMMUNICATION
2. WAYS TO BREAK INTO THE PATTERN OF APATHY CAUSED BY A FEELING OF POWERLESSNESS TO CONTROL ONE'S DESTINY
3. ASSISTANCE IN PLANNING
4. MEDICAL AND DENTAL CARE
5. SPECIAL ASSISTANCE FOR THE ELDERLY

ADDITIONAL NEEDS

1. RECREATION CENTERS
2. COMMUNITY CENTERS WHERE SERVICES MAY BE BROUGHT TO THE POOR
3. PROGRAMS FOR THE ELDERLY
4. PEOPLE INTERESTED IN TRYING TO UNDERSTAND AND HELP PEOPLE HELP THEMSELVES

HERE FOLLOWS DECATUR'S IMPLEMENTATION OF FOUR PIECES OF FEDERAL LEGISLATION DEVISED TO INSURE EQUALITY OF OPPORTUNITY IN EDUCATION AND EMPLOYMENT. ALTHOUGH THE DMCOC IS DIRECTLY RESPONSIBLE FOR TITLES UNDER THE EOA OF 1965, IT IS VITALLY INTERESTED IN OTHER LEGISLATIVE ACTS PROVIDING ECONOMIC AND EDUCATIONAL OPPORTUNITIES FOR THE DISADVANTAGED. THERE ARE MANY WAYS IN WHICH THESE PROGRAMS CAN BE CORRELATED AND DELEGATED TO APPROPRIATE AGENCIES.

1. ECONOMIC OPPORTUNITY ACT OF 1964
- *2. VOCATIONAL EDUCATION ACT OF 1962
3. MANPOWER ACT OF 1962
4. ELEMENTARY AND SECONDARY EDUCATION ACT 1965

ECONOMIC OPPORTUNITY ACT OF 1964

TITLE I A.

JOB CORPS

A PROGRAM OF REMEDIAL EDUCATION AND JOB TRAINING FOR YOUNG MEN AND WOMEN, 16 THROUGH 21 YEARS OLD, PROVIDED IN RURAL CONSERVATION CENTERS AND URBAN TRAINING CENTERS WHERE ENROLLEES LIVE, WORK AND LEARN.

SINCE THE SUMMER OF 1965, WOMEN IN COMMUNITY SERVICE (WICS) HAVE WORKED TO RECRUIT GIRLS FOR JOB CORPS. OF THE MANY INTERVIEWS, 3 HAVE BEEN SENT TO JOB CORPS CENTERS. THE OFFICE OF ILLINOIS EMPLOYMENT SERVICE HAS BEEN RESPONSIBLE FOR SCREENING MEN WHO SEND IN A CARD EXPRESSING INTEREST. TWENTY-EIGHT MEN HAVE GONE TO TRAINING CENTERS.

IN EARLY STAGES JOB CORPS HAD SOME HEAVY CRITICISM BECAUSE RATHER THAN COSTING \$6000 PER YEAR PER ENROLLEE, THE COST HAS BEEN NEARLY DOUBLE THAT. ONE REASON FOR THE EXTRA HIGH COST HAS BEEN THAT CENTERS WERE OPENED BUT NOT FILLED AND USED TO CAPACITY. WITHIN THE PAST SIX MONTHS PER TRAINEE COSTS HAVE DROPPED FROM \$8000+ TO \$6700, MORE NEARLY IN LINE WITH PLAN PREDICTIONS. IN FEBRUARY 1967, THE OEO LAUNCHED A CRASH PROGRAM TO RECRUIT FOR JOB CORPS. MR. BURL STONER, AS ACTING DIRECTOR OF THE DMCOC CONTACTED TO RECRUIT FIFTEEN JOB CORPSMEN. HIS RESIGNATION FROM THE JOB PREVENTED FULFILLING THIS CONTRACT.

JOB CORPS ACCOMPLISHMENTS

1. 1 MAN AND 1 WOMAN FINISHED TRAINING AT JOB CORPS CENTERS --- OTHERS WENT BUT DROPPED OUT.
 2. GIRLS NOT ELIGIBLE WERE FURTHER COUNSELED, SOMETIMES WENT BACK TO SCHOOL OR INTO LOCAL TRAINING PROGRAMS
 3. TWO GIRLS ARE IN CENTERS NOW, ONE ABOUT TO GRADUATE* AND ONE JUST BEGINNING. THREE MORE GIRLS ARE IN THE PROCESS OF BEING ACCEPTED, AND THREE OTHERS ARE BEING INTERVIEWED.
- *THIS GIRL HAS DONE VERY WELL AT THE CENTER AND HAS LIKED IT VERY MUCH.

JOB CORPS PROBLEMS

1. FOR SOME TIME THERE WAS A LAG BETWEEN THE TIME PEOPLE WERE ACCEPTED AND THE TIME THAT THEY WERE ACTUALLY SENT TO A CENTER. SOME GOT JOBS, AND SOME WERE NO LONGER ELIGIBLE.
2. PARENTAL PERMISSION IS NEEDED AND PARENTS OFTEN REFUSED.

JOB CORPS PROBLEMS (CONT)

3. THE MALE DROP-OUT WHO DOES NOT HAVE A JOB IS HARD TO LOCATE. IN ORDER TO RECRUIT FROM THIS GROUP THERE NEEDS TO BE SOMEONE WHO CAN FREQUENT HANGOUT SPOTS, GET THE CONFIDENCE OF THE BOYS, AND GET THEM INTERESTED.
4. THE CENTER EXPERIENCE IS PROBLEMATIC IN MANY CASES SO TRAINING IS NOT FINISHED.

TITLE I B.

WORK TRAINING PROGRAM
(NEIGHBORHOOD YOUTH CORPS)

THE NYC PROVIDES FULL- OR PART-TIME WORK EXPERIENCE AND TRAINING FOR YOUTHS, AGES 16 - 21, ENABLING THEM TO STAY IN OR RETURN TO SCHOOL, OR INCREASE THEIR EMPLOYABILITY.

THE NYC WAS FUNDED BY THE DEPARTMENT OF LABOR THROUGH THE ILLINOIS FARMER'S UNION IN 1966. THERE ARE THREE ASPECTS TO THE NYC PROGRAM; . . . A. SUMMER JOBS, B. IN-SCHOOL JOBS, AND C. A DROP-OUT PROGRAM. IN-SCHOOL WORKERS MAY WORK UP TO 15 HOURS PER WEEK AND DROP-OUTS, AFTER A PERIOD OF SIX MONTHS, MAY WORK 32 HOURS PER WEEK. APPLICANTS ARE REQUIRED TO BE FROM POVERTY LEVEL FAMILIES, AND EMPLOYERS ARE TO BE NON-PROFIT ORGANIZATIONS.

YOUTH, BOTH BOYS AND GIRLS, WERE RECRUITED, SCREENED AND PLACED BY THE DMCOC WITH FURTHER SCREENING BY THE ILLINOIS EMPLOYMENT SERVICE. THEY WORKED FOR THE RED CROSS, THE SCHOOLS, THE CITY PLANNING DEPARTMENT, THE LIBRARIES, COUNTY OFFICES, JUNIOR ACHIEVEMENT, MILLIKIN FOOD SERVICE, DECATUR DAY NURSERY, AND THE PARKS AT \$1.25 PER HOUR DURING THE SUMMER OF 1966.

NYC ACCOMPLISHMENTS

1. EMPLOYMENT OF 108 YOUTH WHO WOULD PROBABLY BE UNEMPLOYED OTHERWISE (88 IN THE SUMMER PROGRAM, 20 IN THE IN-SCHOOL AND DROP-OUT PROGRAM DURING 1966-67)
2. WORK EXPERIENCE GAINED
3. SOME SKILLS ACQUIRED
4. NINETY PER CENT OR MORE RETURNED TO SCHOOL
5. INTANGIBLE BENEFITS TO YOUTH;
 - A. GROWTH OF FAVORABLE ATTITUDE TO WORK
 - B. AWARENESS OF RESPONSIBILITIES TO EMPLOYER
 - C. LEARNED TO WORK WITH PEOPLE
 - D. INCREASED SELF-DISCIPLINE
 - E. EXPERIENCE IN HANDLING OWN MONEY

NYC PROBLEMS

1. LACK OF TRANSPORTATION TO JOBS
2. LATE AUTHORIZATION OF FUNDS DELAYED HIRING
3. POOR MATCHING OF INDIVIDUALS TO JOBS, PARTLY DUE TO LACK OF TIME, AND INADEQUATE SCREENING
4. LACK OF TIME AND PERSONNEL FOR ON-THE-JOB GUIDANCE AND COUNSELING
5. UNEMPLOYED DROP-OUTS HARD TO FIND - NEED TO SEEK THEM OUT.
(SEE JOB CORPS PROBLEM 3)
6. SOME JOBS SO MENIAL THERE WAS LITTLE CHANCE FOR DEVELOPMENT OF MOTIVATION AND INCENTIVE
7. FUNDS ARE PROVIDED FOR ONLY 38 YOUTH FOR SUMMER '67.

TITLE I C.

WORK STUDY PROGRAM

THE WORK STUDY PROGRAM IS FUNDED BY THE ECONOMIC OPPORTUNITY ACT AND ADMINISTERED BY HEALTH, EDUCATION AND WELFARE. IT PROVIDES PART-TIME EMPLOYMENT OF COLLEGE AND UNIVERSITY STUDENTS FROM LOW-INCOME FAMILIES.

MILLIKIN UNIVERSITY SINCE 1965 HAS OFFERED OPPORTUNITIES FOR STUDENTS UNDER THIS PROGRAM. STUDENTS MAY WORK UP TO 15 HOURS PER WEEK AT PAY SET BY THE INSTITUTION - \$1.25 PER HOUR IN THE CASE OF MILLIKIN. AT PRESENT 9/10 OF THE COST OF THE PROGRAM IS PAID BY THE FEDERAL GOVERNMENT WHILE THE UNIVERSITY IS RESPONSIBLE FOR 1/10. THE GRANT FOR THE YEAR 1966 ENDING JULY 1, 1967, WAS FOR \$11,232; ANY MONEY LEFT FROM THIS YEAR'S GRANT WILL BE USED TOWARD THE 1967-68 GRANT, TOTAL GRANT STILL TO BE DETERMINED.

HELP FOR STUDENTS UNDER THIS PROGRAM CAN BE SUPPLEMENTED BY LOANS UNDER THE 1958 NATIONAL DEFENSE EDUCATION ACT AND GRANTS UNDER THE 1964 ECONOMIC OPPORTUNITY ACT. EOA GRANTS RANGE IN AMOUNT FROM \$200-\$800 PER STUDENT; MILLIKIN MUST MATCH THE AMOUNT WITH MILLIKIN SCHOLARSHIPS, STATE OR ENDOWED SCHOLARSHIPS, OR NDEA LOANS. STUDENTS WHOSE MAXIMUM AVAILABLE PARENTAL SUPPORT FALLS WITHIN SPECIFIED GUIDELINES CAN QUALIFY.

ACCOMPLISHMENTS OF WORK STUDY PROGRAM AND ECONOMIC OPPORTUNITY GRANTS

1. IN THE 1966-67 YEAR 80 STUDENTS HAVE BEEN RECEIVING ECONOMIC OPPORTUNITY GRANTS.
2. MILLIKIN LOOKS FORWARD TO INCREASING THIS TO AROUND 120 STUDENTS IN 1967-68.
3. THIS YEAR 25-30 STUDENTS HAVE BEEN EMPLOYED UNDER THE WORK STUDY PROGRAM

PROBLEMS

1. THE STUDENT'S EMPLOYMENT MUST HAVE SOME RELATION TO HIS STUDY GOALS, AND IT IS NOT ALWAYS POSSIBLE TO SUPPLY THESE OPPORTUNITIES.
2. STUDENTS PERHAPS COULD EARN MORE OFF CAMPUS.

TITLE II A

1. COMMUNITY ACTION PROGRAMS

PROGRAMS PROVIDE FINANCIAL SUPPORT FOR LOCAL ANTI-POVERTY CAMPAIGNS IN URBAN AND RURAL AREAS. FEDERAL ASSISTANCE DEPENDS ON COMMUNITY'S DETERMINATION TO ADMINISTER AND COORDINATE THE COMMUNITY ACTION PROGRAMS THROUGH PUBLIC OR PRIVATE NONPROFIT AGENCIES, OR A COMBINATION OF THESE, AND INVOLVES THE POOR THEMSELVES IN DEVELOPING AND OPERATING ANTI-POVERTY ATTACKS.

A CAP IS DESIGNED, STAFFED AND ADMINISTERED BY PEOPLE IN THE COMMUNITY IT SERVES, WITH TECHNICAL AND FINANCIAL HELP FROM THE FEDERAL GOVERNMENT. IT LEAVES ROOM FOR CREATIVITY AND IMAGINATION ON THE PART OF THE COMMUNITY. THE CAP IS DESIGNED TO COORDINATE THE FIGHT AGAINST ILLITERACY, UNEMPLOYMENT, POOR HEALTH, AND POOR HOUSING. THE COMMUNITY ACTION AGENCY, HERE CALLED THE DECATUR-MACON COUNTY OPPORTUNITIES CORPORATION, IS TO ACT AS A FOCAL POINT SETTING OVERALL POLICIES FOR A BROAD PROGRAM. IT MAY PERFORM SOME SPECIFIC FUNCTIONS ITSELF AND CONTRACT FOR OTHERS FROM PUBLIC OR PRIVATE AGENCIES,

TITLE II A - 1. COMMUNITY ACTION PROGRAMS (CONT)

SUCH AS SCHOOLS, HEALTH AND WELFARE AGENCIES, LABOR UNIONS, AND MANY OTHERS. THE LONG-RANGE GOAL OF CAP IS TO INCREASE PERMANENTLY THE ABILITIES OF INDIVIDUALS, GROUPS AND COMMUNITIES TO SOLVE THEIR OWN PROBLEMS SO EVENTUALLY THEY WILL NEED NO FURTHER HELP.

IN DECATUR THE CAP HAS HAD THE FOLLOWING COMPONENTS THAT IT DIRECTLY ADMINISTERED -- PROGRAM DEVELOPMENT (1965), PROGRAM ADMINISTRATION (1965, 1966), COMMUNICATION AND COUNSELING--NEIGHBORHOOD WORKERS (1966), AND SELF-START (1966). TEACHER WORKSHOP (1965), HEADSTART (1965, 1966), WELL-CHILD CONFERENCE (1965, 1966), AND NEIGHBORHOOD YOUTH CORPS (1966) ARE FUNDED BY THE OEO, ADMINISTERED BY A DELEGATE AGENCY, BUT RESPONSIBLE TO THE DMCOC. THE STAFF DOES THE CONTACTING, MOTIVATING, AND ENROLLING PERSONS IN PROGRAMS, AS WELL AS ATTEMPTING TO MAINTAIN INTEREST AND INVOLVEMENT.

EARLY BEGINNINGS AND FORMATION OF DMCOC

EVEN BEFORE PRESIDENT JOHNSON DECLARED THE GREAT SOCIETY'S WAR ON POVERTY, MAYORS FROM ALL OVER THE COUNTRY WERE CALLED TO WASHINGTON TO BE BRIEFED ON WAYS THAT COMMUNITIES COULD BE WORKING AT THE BASIC CAUSES OF POVERTY. UPON MAYOR ARNOLD'S RETURN, CITY MANAGER JOHN DEVER WAS SENT TO KANSAS CITY, MO., AND PONTIAC, MICH., TO VIEW WHAT THESE COMMUNITIES WERE DOING TO HELP THE IMPOVERISHED THERE. HE ALSO MADE TRIPS TO CHICAGO AND SPRINGFIELD TO VISIT STATE AGENCIES AND THE OFFICE OF THE GOVERNOR OF ILLINOIS.

THE "DREAM" OF THESE MEN AFTER CONGRESS APPROPRIATED MONEY FOR LOCAL USE, WAS TO ORGANIZE THE COMMUNITY, HIRE A STAFF WHO COULD MEASURE THE DIMENSIONS OF POVERTY IN DECATUR AND DESIGN AN ACTION PROGRAM THAT WOULD UTILIZE AND COORDINATE THE EXISTING HELPING AGENCIES WHERE POSSIBLE AND PLAN NEW PROGRAMS TO FILL THE GAPS.

SEVERAL TOWN MEETINGS WERE HELD TO ACQUAINT THE PUBLIC WITH THE POSSIBILITIES OF ATTACKING THE PROBLEMS OF POVERTY IN DECATUR, AND A STEERING COMMITTEE COMPOSED OF LESTER GRANT, JOHN DEVER, NED FREEMAN AND MRS. LELIA LYTTLE WAS APPOINTED TO AID THE MAYOR IN FINDING PERSONS ACTIVE IN VARIOUS COMMUNITY AGENCIES, PUBLIC AND PRIVATE EDUCATIONAL INSTITUTIONS, LABOR GROUPS, CIVIL RIGHTS GROUPS, PUBLIC HOUSING RESIDENTS, ETC. TO FORM INTO A COMMUNITY ACTION COMMITTEE.

SUCH PERSONS WERE INVITED TO THE FIRST MEETING OF THE COMMUNITY ACTION COMMITTEE THAT WAS HELD JANUARY 28, 1965. MR. THOMAS C. JACKSON, STATE DIRECTOR FOR OEO, GAVE A TITLE BY TITLE EXPLANATION OF THE ECONOMIC OPPORTUNITY ACT. HE OUTLINED THOSE PROGRAMS MOST APPLICABLE TO DECATUR AND EXPLAINED IN CONSIDERABLE DETAIL THE IMPORTANCE OF THE CAC. A PROJECT STUDY COMMITTEE WAS APPOINTED TO DO PRELIMINARY STUDY AND EVALUATE THE PROGRAMS AND PROJECTS SUBMITTED BY VARIOUS SPONSORS FOR CONSIDERATION. AN INCORPORATION COMMITTEE WAS ALSO APPOINTED TO SECURE NOT-FOR-PROFIT INCORPORATION OF THE CAC TO HANDLE FUNDS FOR PROJECTS AND MAKE IT A LEGAL ORGANIZATION. ANOTHER COMMITTEE WAS APPOINTED TO PLAN AND PUBLICIZE A TOWN MEETING. MAYOR ELLIS B. ARNOLD WAS APPOINTED TEMPORARY CHAIRMAN.

IN FEBRUARY, THE CHARTER WAS ACCEPTED AND OFFICERS ELECTED. BY MARCH, THE BOARD OF DIRECTORS SUBMITTED A SET OF BY-LAWS TO BE STUDIED AND VOTED ON AT THE NEXT MEETING, AND DR. INABELL KIRBY BECAME ACTING DIRECTOR TO WRITE AND SUBMIT PROPOSALS TO THE REGIONAL OFFICE. A GRASS ROOTS COMMITTEE WAS

APPOINTED AT THIS TIME TO FIND WAYS OF COMMUNICATING WITH THE UNDERPRIVILEGED. IN APRIL, A MEMBERSHIP COMMITTEE WAS APPOINTED. A STAFF SELECTION COMMITTEE WAS NAMED AT THE JULY MEETING, AND THE FIRST DIRECTOR WAS HIRED AND BEGAN WORKING IN SEPTEMBER, 1965. BY NOVEMBER, 1965, OFFICE SPACE WAS LOCATED IN THE JUNIOR ACHIEVEMENT BUILDING. WHILE NEW HEADQUARTERS ARE BEING SOUGHT CLOSER TO MOST OF THE CITY'S POOR, TO COMPLY WITH THE REGIONAL OEO'S GUIDELINES, THE CORPORATION HAS SIGNED A SIX MONTH LEASE TO OPERATE AT 122 WEST WOOD ST.

1. A. PROGRAM ADMINISTRATION

STAFF

THE FIRST DIRECTOR WAS DR. INABELL KIRBY, DIRECTOR OF RESEARCH FOR DECATUR SCHOOL DISTRICT #61, A PERSON VERY WELL QUALIFIED FOR HELPING THE DMCOC GET STARTED. SHE WAS ON LOAN FROM THE SCHOOL DISTRICT FROM FEB. TO SEPT. 1965. SHE PREPARED TEN PROGRAM PROPOSALS SUBMITTED FOR FUNDING. TWO WERE ACCEPTED, HEAD START AND WELL CHILD CONFERENCE; EIGHT WERE REJECTED BY THE REGIONAL OFFICE AND LATER APPROVED UNDER ESEA.

PHILIP ROSS WAS APPOINTED THE FIRST EXECUTIVE DIRECTOR BY THE DMCOC ON SEPT. 1, 1965, AND SERVED UNTIL JULY, 1966. MR. ROSS HAD PREVIOUSLY BEEN A FUND RAISER AND PUBLICITY MAN FOR UNITED FUND AND THE UNIVERSITY YMCA IN CHAMPAIGN. EARLIER IN HIS CAREER HE HAD BEEN A SOCIAL WORKER. SOME OF THE COMPONENTS WERE SUCCESSFULLY ADMINISTERED DURING THIS TIME (HEAD START, WELL CHILD CONFERENCE, NEIGHBORHOOD WORKERS, AND THE CITY SURVEY), BUT THERE WERE SO MANY PROBLEMS WITH THE REGIONAL OFFICE AND LACK OF COMMUNITY SUPPORT THAT MR. ROSS SEEMED UNABLE TO HANDLE, THAT HIS RESIGNATION WAS ASKED FOR IN JUNE, 1966, ACCEPTED IN JULY, AND HE LEFT THE PAYROLL AT THE END OF AUGUST, 1966.

BURL STONER WAS APPOINTED PROGRAM CO-ORDINATOR IN OCTOBER, 1965. HE HAD BEEN A PUBLIC AID CASEWORKER AND HAS NEARLY COMPLETED REQUIREMENTS FOR A DEGREE AT MILLIKIN UNIVERSITY. AS PROGRAM CO-ORDINATOR, MR. STONER TRAINED THE NEIGHBORHOOD WORKERS, RECRUITED FOR NEIGHBORHOOD YOUTH CORPS, AND WHILE HE WAS NOT DIRECTLY INVOLVED WITH THE SET-UP OF THE SELF START CENTERS, THE DIRECTOR OF SELF START WAS ULTIMATELY RESPONSIBLE TO HIM. WHEN MR. ROSS LEFT THE DMCOC, MR. STONER WAS APPOINTED ACTING DIRECTOR IN JULY AND CONTINUED TO SERVE AS PROGRAM CO-ORDINATOR. THE DOUBLE WORK LOAD WAS MORE THAN ANY ONE PERSON COULD HANDLE, AND AGAIN, PROBLEMS WITH THE REGIONAL OFFICE COMPLICATED THE REQUESTS FOR FEDERAL FUNDING TO CONTINUE AND EXPAND THE COMMUNITY ACTION PROGRAM. MR. STONER'S RESIGNATION FROM THE JOB OF PROGRAM COORDINATOR WAS ACCEPTED IN FEBRUARY, 1967, TWO WEEKS FOLLOWING THE NAMING OF MISS SHIRLEY FRESHMAN TO THE POSITION OF EXECUTIVE DIRECTOR.

MRS. LINDA WEIHL SERVED AS PROGRAM PLANNER FROM OCTOBER, 1965, TO FEBRUARY, 1966. HER EDUCATIONAL BACKGROUND HAD PREPARED HER TO BE A HIGH SCHOOL ENGLISH TEACHER. WHILE EMPLOYED BY THE DMCOC, MRS. WEIHL WORKED ON PREPARATION OF THE SELF START AND WELL CHILD CONFERENCE COMPONENTS. SHE RESIGNED WHEN HER HUSBAND GRADUATED FROM MILLIKIN AND THUS MOVED FROM DECATUR.

MISS WILMA FRANCES LUX SUCCEEDED MRS. WEIHL AS PROGRAM PLANNER, FROM MARCH, 1966, TO FEBRUARY, 1967. MISS LUX HAS AN M.A. IN POLITICAL SCIENCE FROM THE U. OF CHICAGO, B.A. IN ECONOMICS FROM MILLIKIN, AND THE DEGREE OF SPECIALIST IN EDUCATIONAL ADMINISTRATION FROM EIU. SHE HAS HELD MANY JOBS IN THE FIELDS OF EDUCATION AND PUBLIC SERVICE. WHILE EMPLOYED BY DMCOC, MISS LUX WROTE UP

AND SUBMITTED TO THE REGIONAL OFFICE PROPOSALS FOR WELL CHILD CLINIC, HEAD START, NEIGHBORHOOD WORKERS AND A NEIGHBORHOOD CENTER, AND SELF START. SHE ALSO INSTITUTED A DOUBLE-ENTRY BOOKKEEPING SYSTEM FOR THE CORPORATION. FRICTION BETWEEN MISS LUX AND DMCOC, PLUS THE UNCERTAIN STATUS OF THE DMCOC, ALONG WITH THE CHANGES OF STAFF ADMINISTRATION, LED HER TO UNDERSTAND THAT HER RESIGNATION WOULD BE REQUESTED. SHE RESIGNED FEBRUARY 28, 1967.

MISS SHIRLEY FRESHMAN WAS APPOINTED EXECUTIVE DIRECTOR BY THE DMCOC IN FEBRUARY, 1967. SHE HAD BEEN DIRECTOR OF THE DECATUR-MACON COUNTY HEART FUND UNTIL THAT OFFICE WAS CLOSED HERE. SHE THEN BECAME DIRECTOR OF SELF START. AFTER SELF START CLOSED DOWN AS AN OEO COMPONENT, IN FEBRUARY, 1967, THE DMCOC APPOINTED MISS FRESHMAN EXECUTIVE DIRECTOR. IT REMAINS TO BE SEEN WHAT WILL BE ACCOMPLISHED WITH A NEW STAFF AND A NEW LOCATION.

THE CORPORATION AND BOARD OF DIRECTORS

ACCORDING TO OEO GUIDELINES, THE MEMBERSHIP OF THE DMCOC IS SUPPOSED TO REPRESENT A CROSS SECTION OF THE LEADERSHIP OF THE COMMUNITY AND SOCIAL AGENCIES CONCERNED WITH HELPING THE POOR, AND AT LEAST ONE-THIRD OF THE MEMBERSHIP MUST BE EITHER POVERTY-LEVEL PERSONS OR RESIDENTS OF POVERTY NEIGHBORHOODS, AND ELECTED TO REPRESENT THE POOR. THE DMCOC HAS HAD TROUBLE GETTING ONE-THIRD OF THE MEMBERSHIP FROM WITHIN THE POVERTY-LEVEL, AND THERE HAVE BEEN CONFLICTS BETWEEN THESE "NEIGHBORHOOD REPRESENTATIVES" AND THE REST OF THE MEMBERS OF THE DMCOC. IN SPITE OF THE PHILOSOPHY OF LEADERS AND NEIGHBORHOOD REPRESENTATIVES WORKING TOGETHER, IN PRACTICE THERE HAS BEEN A GULF BETWEEN THESE TWO GROUPS BECAUSE OF VARIANCE OF BACKGROUND AND EXPERIENCE, AND THEIR PREVIOUS LACK OF CONTACT WITH EACH OTHER.

THERE HAVE BEEN NO REPRESENTATIVES OF THE MAJOR INDUSTRIES OF DECATUR ON THE DMCOC, SUCH AS CATERPILLAR, STALEY'S, G.E. OR FIRESTONE, INDUSTRIES WHICH COULD DIRECTLY SPONSOR AND BENEFIT FROM JOB RETRAINING AND JOB COUNSELING.

THE BOARD OF DIRECTORS HAD MET JUST THREE TIMES IN FISCAL 1966; TO REMOVE MR. ROSS AS DIRECTOR, TO ACCEPT MR. JOHNSTON'S RESIGNATION AS PRESIDENT OF THE CORPORATION, AND TO NAME MISS FRESHMAN AS DIRECTOR. THREE MEMBERS OF THE BOARD HAD MET INFORMALLY SEVERAL TIMES (JOHNSTON, LIVESAY, AND KING), BUT MRS. CECELIA GRANT, THE SECRETARY, WHO REPRESENTED THE POVERTY-LEVEL MEMBERSHIP, WAS NOT INVITED TO BE PRESENT. IN FISCAL 1967, UNDER A NEW PRESIDENT, THE BOARD OF DIRECTORS HAS BEGUN MEETING MONTHLY.

THE DMCOC DECLINED TO FORM ITSELF INTO ENOUGH CONTINUING WORKING COMMITTEES. THIS MEANT THAT INSIGNIFICANT DETAILS WERE DISCUSSED BY THE WHOLE MEMBERSHIP FROM THE BEGINNING UNTIL DECISIONS WERE MADE, THUS LENGTHENING THE MEETINGS UNNECESSARILY. ON THE OTHER HAND, IMPORTANT BUSINESS THAT SHOULD HAVE BEEN DISCUSSED BY THE WHOLE CORPORATION MEMBERSHIP, WAS HANDLED BY A FEW MEMBERS OF THE BOARD OF DIRECTORS. THIS MEANT THAT THERE WAS NO PERSONNEL COMMITTEE ACTIVELY SEEKING WELL-QUALIFIED EXECUTIVE DIRECTORS WHEN THAT POSITION WAS VACANT. IT ALSO MEANT THAT FINANCIAL RECORDS WERE NOT REVIEWED BY A FINANCE COMMITTEE. UNFAMILIARITY WITH THE EOA, ITS AMENDMENTS AND GUIDELINES, ON THE PART OF THE BOARD AND CORPORATION MEMBERS, HAS ADDED TO THE CONFUSION IN DECISION MAKING.

AN INDIFFERENT ATTITUDE ON THE PART OF THE CORPORATION MEMBERSHIP HAS BEEN A BIG PROBLEM. A QUORUM WAS NOT PRESENT IN AUGUST, OCTOBER AND NOVEMBER, 1966, AND AT THE SEPTEMBER MEETING THE QUORUM PRESENT REFUSED TO ACT ON THE PROPOSALS BECAUSE THEY HAD NOT FAMILIARIZED THEMSELVES WITH THE

PROGRAMS INVOLVED. A SPECIAL SUNDAY MEETING ON NOV. 20, 1966, PRODUCED A QUORUM; PROPOSED BUDGETS WERE APPROVED, ALL PENDING BUSINESS WAS DISPOSED OF, AND ELEVEN PEOPLE WERE DROPPED FROM MEMBERSHIP FOR NON-ATTENDANCE.

THE BY-LAWS OF THE DMCOC DO NOT STATE CLEARLY OR ADEQUATELY THE AUTHORITY OF THE BOARD, THE PRESIDENT, AND THE STAFF, THE WORKING RELATIONSHIP BETWEEN THEM, OR WHEN THE PRESIDENT IS TO ACT AND WHEN THE EXECUTIVE DIRECTOR IS TO ACT. THERE HAS BEEN NO SYSTEM OF CHECKS AND BALANCES BETWEEN THE BOARD AND THE STAFF. NEW BY-LAWS ARE CURRENTLY BEING WRITTEN WHICH SHOULD ALLEVIATE THIS PROBLEM.

ALTHOUGH IN GENERAL THE CORPORATION MEMBERS HAVE FELT FRUSTRATED AND FUTILE IN THEIR EFFORTS TO MAKE OEO PROGRAMS SUCCESSFUL IN DECATUR, MANY MEMBERS EXPRESSED CONVICTION THAT DMCOC SHOULD CONTINUE AND EXPAND ITS PROGRAMS. THIS CAN BE ACCOMPLISHED ONLY WITH INCREASED COMMUNITY SUPPORT.

THE REGIONAL, STATE, AND FEDERAL OEO OFFICES - PROBLEMS WITH

REQUESTS FOR FUNDING ARE WRITTEN UP, ACCORDING TO INSTRUCTIONS FROM THE CHICAGO REGIONAL OFFICE AND THEN, IF APPROVED, SENT ON TO WASHINGTON, D.C.

THE STATE OFFICE IS ONLY FOR ADVISORY PURPOSES AND OFTEN GIVES ADVICE CONFLICTING WITH DIRECTIONS FROM THE REGIONAL AND FEDERAL OFFICES.

FREQUENT CHANGES IN STAFF ON THE REGIONAL LEVEL HAVE BEEN CONFUSING BECAUSE EACH NEW PERSON HAS A DIFFERENT CONCEPT OF HIS ROLE AND DIFFERENT INTERPRETATIONS OF THE REGULATIONS. IN THE PAST YEAR THERE HAVE BEEN EIGHT DIFFERENT PEOPLE IN CHARGE OF APPROVING DMCOC PROGRAMS.

THE REGIONAL AND NATIONAL OEO ALSO SUFFER FROM LIMITED FUNDS. THE PRESENT REGIONAL HEAD START SUPERVISOR EXPLAINED THE DELAY IN APPROVING SUMMER 1967 HEAD START PROGRAMS SUBMITTED OVER FOUR MONTHS AGO BY STATING THAT SHE ONLY RECENTLY RECEIVED FUNDS TO EMPLOY THE SPECIAL STAFF SHE NEEDS TO ANALYZE THE PILE OF PROPOSALS SUBMITTED.

THE REGIONAL OFFICE CONDUCTS MUCH BUSINESS BY PHONE OR TELEGRAPH, OR BY SUMMONING LOCAL OEO DIRECTORS TO THE CHICAGO OFFICE. THUS THERE ARE NO WRITTEN RECORDS OF SOME DECISIONS THEY MAKE, AND ORAL DECISIONS ARE EASILY FORGOTTEN OR REVERSED LATER.

PROPOSALS SUBMITTED NOV. 30, 1966, FOR FISCAL 1967, HAD TO BE REWRITTEN AFTER CONGRESS FAILED TO APPROPRIATE ENOUGH MONEY TO EXPAND THE PROGRAMS.

THE REGIONAL OFFICE HAS CHANGED THE GUIDELINES ABOUT REPRESENTATIVES OF THE POVERTY-LEVEL ON THE MEMBERSHIP OF THE DMCOC. THERE HAVE BEEN FREQUENT CHANGES IN GUIDELINES CONCERNING THE ONE-THIRD REPRESENTATION OF THE POOR, SOMETIMES TO BE POVERTY-LEVEL PEOPLE AND OTHER TIMES MERELY TO RESIDE IN POVERTY NEIGHBORHOODS AND BE REPRESENTATIVE OF THE NEIGHBORHOOD.

COMMUNITY SUPPORT

ACCORDING TO FEDERAL OEO REGULATIONS, THE FIRST YEAR COMMUNITY ACTION PROGRAMS WERE TO BE FUNDED BY TEN PER CENT LOCAL ^{CASH OR} IN-KIND CONTRIBUTIONS AND NINETY PER CENT FEDERAL GRANTS. THE SECOND YEAR LOCAL CONTRIBUTIONS ARE TO INCREASE GRADUALLY TO APPROXIMATELY TWENTY PER CENT, THUS DECREASING FEDERAL FUNDS TO APPROXIMATELY EIGHTY PER CENT.

THE UNITED FUND IN DECATUR DECLINED TO WORK DIRECTLY WITH THE DMCOC BECAUSE OF U.F.'S STATED POLICY OF SERVING THE WHOLE COMMUNITY RATHER THAN JUST ONE SEGMENT, SUCH AS THE POOR. BUT THE UNITED FUND URGED LIMITED CO-OPERATION BETWEEN ITS MEMBER AGENCIES AND DMCOC; E.G., THESE AGENCIES COULD NOT INCUR FINANCIAL OBLIGATIONS OR ACCEPT ANY FEDERAL FUNDS, SO THEY COULD NOT ACT AS DELEGATE AGENCIES FOR ANY COMPONENTS. THEREFORE, THE DMCOC HAD TO MANAGE MOST OF THE COMPONENTS ITSELF. BECAUSE OF SMALL STAFF, THERE WERE ONLY A HANDFUL OF PROJECTS THAT WERE FUNDED AND CARRIED OUT. THE EFFECTS OF THE NARROW INTERPRETATION OF THE LOCAL UNITED/FUND PHILOSOPHY IN RELATION TO OEO CANNOT BE OVERSTATED.

CIVIC AND BUSINESS LEADERS SEEM RELUCTANT TO COMMIT THEMSELVES TO INVOLVEMENT IN DMCOC PROGRAMS BECAUSE OF THE PRECARIOUSNESS OF DMCOC'S EXISTENCE AND PROBLEMS IN PROGRAMMING AND FUNDING THROUGH THE REGIONAL OFFICE. THIS VERY RELUCTANCE INCREASES THE PRECARIOUSNESS.

THERE HAVE BEEN ALLEGATIONS THAT THE "POWER STRUCTURE" OF THE BUSINESS AND CIVIC LEADERS OF DECATUR ARE PREPONDERANTLY REPUBLICAN AND THUS SOMETIMES LESS THAN ENTHUSIASTIC ABOUT THE DEMOCRATIC ADMINISTRATION'S "WAR ON POVERTY."

THE PRESS COVERAGE IN THE TWO DECATUR NEWSPAPERS HAS BEEN GENERALLY FAIR AND ADEQUATE IN DEALING WITH DMCOC, AND THE EDITORIALS HAVE BEEN FAVORABLE. RADIO STATIONS WAZ AND WSOY, AND WAND-TV THROUGH THEIR "HOTLINE" AND "MID-DAY", AND NEWS PROGRAMS HAVE BROUGHT ADDED RESPONSE TO THE LOCAL OEO.

FINANCES AND FUNDING

THE APPROVED COST FOR THE TOTAL DMCOC PROGRAM FOR THE PROGRAM YEAR MARCH 1, 1967, TO FEBRUARY 29, 1968, IS \$111,215. OF THIS AMOUNT, \$98,362 IS THE FEDERAL SHARE AND \$12,853 NON-FEDERAL SHARE. THIS AMOUNT DOES NOT INCLUDE THE AMOUNT (\$75,000) FOR HEAD START WHICH IS FUNDED SEPARATELY. THE BUDGET CALLS FOR A NEIGHBORHOOD SERVICE CENTER WITH PROGRAM ADMINISTRATION AND FUNDS FOR WELL-CHILD CLINIC. THE AUDIT FOR THIS PAST YEAR IS BEING PREPARED AND WILL BE MADE PUBLIC IN THE NEAR FUTURE. THE TOTAL GRANT FOR THE PROGRAM YEAR MARCH 1, 1966 TO FEBRUARY 28, 1967 WAS \$187,272, (\$159,500 FEDERAL SHARE, \$27,772 NON-FEDERAL SHARE.) THESE FUNDS ARE DIVIDED BETWEEN WELL-CHILD CONFERENCE, HEAD START 66, PROGRAM ADMINISTRATION, COMMUNICATION AND SELF-START. THE BUDGET ITEMS INCLUDE PERSONNEL, CONSULTANT AND CONTRACT SERVICES, TRAVEL, SPACE COST AND RENTALS, CONSUMABLE SUPPLIES, RENTAL, LEASE, PURCHASE OF EQUIPMENT, AND OTHER COSTS (TELEPHONE, SURETY BOND, ETC.), WITH THE BULK OF THE MONIES GOING FOR SALARIES AND SPACE.

THE U.S. CONGRESS BALKED AT PRESIDENT JOHNSON'S REQUEST FOR FUNDS TO OPERATE THE OEO PROGRAMS FOR FISCAL 1966, BEGINNING IN JULY 1966. THESE LOWERED APPROPRIATIONS MEANT UNCERTAINTY AND CONCERN TO ALL LOCAL CORPORATIONS INCLUDING DECATUR. THIS SHARPLY CURTAILED ENTHUSIASM AND PROGRAMMING HERE.

NEWSPAPER AND OTHER REPORTS SEEMED TO INDICATE THAT COMMITMENT HAD TO BE RECEIVED FROM THE DECATUR CITY COUNCIL AND THE MACON COUNTY BOARD OF SUPERVISORS FOR MONIES TO BE USED TOWARD THE TEN PER CENT SHARE OF IN-KIND CONTRIBUTIONS BEFORE THE DMCOC WOULD BE FUNDED. LATER STATEMENTS FROM MR. REED OF THE CHICAGO OEO DID NOT SUPPORT THESE REPORTS. HIS VERBAL REPORT TO THE DMCOC MARCH MEETING STATED THAT THE REASON FOR UNCERTAINTY OF FUNDING BY THE CHICAGO OFFICE WAS THE POORLY PREPARED PROPOSALS WHICH HE RECEIVED FROM DECATUR. HE SAID THAT HE PERSONALLY HAD TO REWRITE THEM TO MAKE THEM ACCEPTABLE. WHEN HE

HAD FINISHED THESE BY FEBRUARY 28, IT BECAME CLEAR THAT REFUNDING WOULD OCCUR.

EVEN THOUGH MONEY WAS APPROVED BY CHICAGO TO CONTINUE THE OEO PROGRAM IN DECATUR, SOME DECISIONS BY THE NEWLY APPROVED STAFF LED TO THE STOPPING OF THE PROGRAM HERE. LOCAL OFFICIALS USED THE WORD "SUSPENDED." CHICAGO STOUTLY DENIED THEY HAD SUSPENDED ANYTHING, BUT DID SAY THAT THE DMCOC COULD NOT INCUR NEW EXPENSES UNTIL THE GOVERNOR'S SIGNATURE WAS ON THE DOCUMENT. THE MONEY WAS DEPOSITED IN THE DMCOC LOCAL ACCOUNT AND THERE WAS A "BRIEF" PERIOD IN WHICH CHECKS COULD NOT BE WRITTEN UNTIL THE NEW PRESIDENT, TREASURER AND DIRECTOR'S SIGNATURES WERE APPROVED AT THE STATE, AREA AND NATIONAL LEVELS. AS SOON AS CHICAGO OEO APPROVED THE PROPOSAL, GOVERNOR KERNER SIGNED IT.

ALTHOUGH SOME \$12,000 REMAINED IN THE SELF START FUND AFTER FEBRUARY 28, 1967, ONLY EIGHTY PER CENT OF THESE FUNDS WERE ALLOWED TO BE USED IN OTHER PROGRAMS. THIS REMAINING AMOUNT WAS DIVIDED AMONG SEVERAL PHASES OF THE PROPOSAL, WHICH, OF COURSE, INCREASED THE FUNDED AMOUNT. THE MONIES COULD NOT BE USED BY SELF START ONCE THE PROGRAM WAS DECLARED "LOW PRIORITY", HENCE THE PROGRAM AS A COMPONENT OF THE DMCOC WAS CANCELED.

PLANS FOR THE COMING YEAR

AT PRESENT A PERSONNEL COMMITTEE IS INTERVIEWING APPLICANTS FOR THE JOBS OF DEPUTY DIRECTOR AND ACTIVITIES COORDINATOR WHO WILL WORK UNDER THE PRESENT EXECUTIVE DIRECTOR. THE ADMINISTRATIVE OFFICE INCLUDES SPACE FOR THE DEVELOPMENT OF A NEIGHBORHOOD CENTER FOR VARIOUS SERVICES TO BE PROVIDED AND INFORMAL CLASSES TO BE HELD. THERE ARE PLANS FOR A NEIGHBORHOOD WORKERS' SUPERVISOR AND 12 NEIGHBORHOOD WORKERS. IT IS HOPE THAT MORE WORK CAN BE DONE WITHIN THE TARGET AREAS. FREE SPACE FOR SIX PLACES THAT CAN BE USED OCCASIONALLY BY THE NEIGHBORHOOD WORKERS HAS BEEN OBTAINED.

AT PRESENT THERE ARE 61 MEMBERS ON THE CORPORATION INCLUDING THE ONE-THIRD MINIMUM REPRESENTATION OF THE LOW-INCOME GROUP. THERE IS AN EXECUTIVE BOARD CONSISTING OF THE FOUR ELECTED OFFICERS. THE BOARD OF DIRECTORS IS COMPOSED OF THE EXECUTIVE BOARD PLUS SEVEN ELECTED MEMBERS. THE CORPORATION IS COMPLETELY REVISING THE BY-LAWS AND IF THEY ARE ADOPTED WILL ELIMINATE THE EXECUTIVE BOARD. THE BOARD OF DIRECTORS WOULD THEN MEET MONTHLY TO SET POLICY AND CONDUCT BUSINESS. THE CORPORATION WOULD MEET QUARTERLY TO RATIFY BOARD ACTION, LEAVING MEMBERS MORE TIME FOR INVOLVEMENT IN WORKING COMMITTEES.

TITLE II A.

1. B. COUNSELING AND COMMUNICATION (NEIGHBORHOOD WORKERS)

TEN NEIGHBORHOOD WORKERS AND A SUPERVISOR WERE CHOSEN EARLY IN 1966 FROM ABOUT SIXTY INTERVIEWED. THEY HAD AN INTENSIVE TRAINING PROGRAM WHICH INCLUDED TRAINING IN OBSERVING, INTERVIEWING, REPORTING, FAMILIARITY WITH COMMUNITY AGENCIES AND FACILITIES, AND GENERAL CASE WORK PROCEDURES. IN ACCORDANCE WITH THE FEDERAL GUIDELINES, THE WORKERS WERE ALL FROM THE POVERTY LEVEL AS IT WAS THOUGHT THAT THESE PEOPLE WOULD HAVE RAPPORT WITH THE POOR.

IN DECEMBER 1965, THE WORKERS BEGAN A SURVEY TO LOCATE AND DETERMINE THE NUMBER OF FAMILIES AT THE POVERTY LEVEL. A QUESTIONNAIRE FOR THIS PURPOSE WAS DESIGNED BY DR. TABER, ASSOCIATE PROFESSOR OF THE UNIVERSITY OF ILLINOIS JANE ADDAMS GRADUATE SCHOOL OF SOCIAL WORK. THIS QUESTIONNAIRE, WITH ADDED QUESTIONS SUGGESTED BY THE CITY GOVERNMENT, WAS USED THROUGH APRIL 1966. THIS QUESTIONNAIRE, WHICH WENT THOROUGHLY INTO QUESTIONS OF POVERTY AND ITS CONDITION, WAS TAKEN TO AREAS OF KNOWN HOUSING BLIGHT, SURVEYING ^{ALL} POVERTY AND NON-POVERTY FAMILIES WHO WOULD COOPERATE IN THE SIX CENSUS TRACTS CHOSEN. A SUPPLEMENTARY QUESTIONNAIRE, DEALING WITH LEGAL PROBLEMS, WAS SUBMITTED TO ABOUT 100 PEOPLE AND THE RESULTS OF THAT WERE TURNED OVER TO MR. E. THIGPEN, LEGAL AID ATTORNEY. REPEAT CALLS WERE MADE TO FAMILIES FOUND WITHIN THE LOW-INCOME CATEGORY, AND CASE RECORDS STARTED FOR OVER 600 FAMILIES.

THE WORKERS ARE TO PROMOTE PARTICIPATION IN PROGRAMS SUCH AS HEAD START, MAKE NOTE OF YOUNG PEOPLE WHO COULD BE HELPED BY JOB CORPS OR NEIGHBORHOOD YOUTH CORPS, REFER FAMILIES TO AGENCIES WHICH CAN HELP WITH PARTICULAR PROBLEMS AND ENCOURAGE THEM TO GO TO THESE AGENCIES, ARRANGE TRANSPORTATION, AND WORK WITH PARENTS IN THE SELF START PROGRAM.

THE PROGRAM WAS DEACTIVATED TEMPORARILY DURING MARCH 1967, DUE TO UNCERTAINTY OVER FUNDS. AT PRESENT FOUR OF THE ORIGINAL ELEVEN WORKERS HAVE BEEN RETAINED AND 9 ARE STILL TO BE HIRED.

ACCOMPLISHMENTS OF COUNSELING AND COMMUNICATION

1. SURVEY CONDUCTED DID LOCATE MANY POVERTY LEVEL FAMILIES HITHERTO UNKNOWN TO AUTHORITIES (PAGE 1)
2. EMPLOYMENT PROVIDED FOR 10 PUBLIC ASSISTANCE PEOPLE
3. FAIR TO GOOD COMMUNICATION BETWEEN WORKERS AND A LARGE NUMBER OF HOMES
4. REFERRALS TO AGENCIES FOR HELP WHERE HELP WAS NEEDED. THESE PEOPLE MIGHT OTHERWISE HAVE BEEN UNINFORMED.

PROBLEMS OF COUNSELING AND COMMUNICATION

1. NOT ENOUGH SUPERVISION OF THE WORKERS
2. IN THE VIEW OF EXPERIENCED CASE WORKERS, THE NEIGHBORHOOD WORKERS WOULD HAVE DIFFICULTY RECOGNIZING AND INTERPRETING THE MANY SUBTLE CLUES EXPERIENCED CASE WORKERS DEPEND UPON
3. CASE LOAD PER WORKER TOO HEAVY (15 CALLS PER DAY). INFORMING IN MOST INSTANCES IS NOT ENOUGH. THE WORKER MUST GO BACK AGAIN AND AGAIN AS INERTIA, APATHY, AND FEAR OF EXPERIENCES THAT THE MIDDLE CLASS TAKES FOR GRANTED STAND IN THE WAY OF IMPROVEMENT OF CONDITIONS.
4. ORIGINAL QUESTIONNAIRE ASKED FOR NEITHER NAMES NOR ADDRESSES SO THAT MANY FAMILIES WERE LOST, THUS RENDERING INFORMATION USELESS FOR SCHOOLS AND COMMUNITY ACTION PROGRAMS.

TITLE II A

1. c. WELL-CHILD CONFERENCE

THE FIRST WELL-CHILD CONFERENCE WAS STARTED IN JUNE, 1965, BY THE MACON COUNTY DEPARTMENT OF HEALTH AND IS HELD EACH WEDNESDAY MORNING. A SECOND CONFERENCE OPENED AT LONGVIEW HOUSING IN MARCH 1966 UPON RECEIVING A FEDERAL GRANT FROM THE OEO AND HAS BEEN OPERATING WEEKLY ON FRIDAYS.

THE CONFERENCE IS SET UP TO PROVIDE HEALTH SUPERVISION FOR THE WELL CHILDREN FROM THE AGE OF SIX WEEKS UNTIL SCHOOL AGE. ADMITTANCE TO THE CONFERENCE IS THROUGH WRITTEN REFERRAL FROM A SOCIAL OR HEALTH AGENCY, A PHYSICIAN, OR A HOSPITAL. AFTER THE REFERRAL HAS BEEN MADE, A NURSE GOES TO THE HOME TO EXPLAIN THE SERVICES TO THE FAMILY. IF THE FAMILY IS INTERESTED, THE NURSE EXPLAINS THAT AN APPOINTMENT TIME WILL BE SET UP, THEY ARE NOTIFIED BY MAIL, AND TRANSPORTATION AND BABY SITTING ARE OFTEN ARRANGED BY VOLUNTEERS OR NEIGHBORHOOD WORKERS. THE REGULAR POST-NATAL CHECK-UPS AND IMMUNIZATION SCHEDULE ARE AVAILABLE. A REFERRAL IS MADE TO THE NECESSARY PERSON OR AGENCY WHEN ANY TREATMENT OR TROUBLES ARISE. EACH CHILD HAS A HEALTH CONFERENCE RECORD, KEPT AT THE HEALTH DEPARTMENT AND UPDATED AT EACH PERIODIC VISIT. MOTHERS ARE SUPPLIED WITH CHILD CARE PAMPHLETS AND ADVICE IS GIVEN AS NEEDED ON FIXING THE INFANT'S FORMULA, FEEDING PROBLEMS, ETC.

ADDITIONAL SERVICES PROVIDED ARE MONO-VACC TUBERCULIN TESTS FOR ALL PRE-SCHOOL CHILDREN AND PKU TESTING FOR CHILDREN ADMITTED UNDER ONE YEAR OF AGE. IT IS HOPED TO SOME DAY ADD A THIRD SESSION, PERHAPS IN THE COUNTY AND IT WOULD BE DESIRABLE TO BE ABLE TO ADD THE SERVICES OF A MEDICAL AND A DENTAL CLINIC. THE CONFERENCE HAS RECEIVED A TOTAL OF \$17,330 FROM THE OEO IN TWO YEARS.

WELL-CHILD ACCOMPLISHMENTS

1. FROM JUNE 1965 TO MARCH 1967, 602 FAMILIES HAVE BEEN REFERRED
2. A. 359 FAMILIES ADMITTED
B. 561 CHILDREN ADMITTED
C. 1665 TOTAL VISITS
3. 400 TB TESTS HAVE BEEN GIVEN
4. CASES REFERRED TO PHYSICIANS FOR TREATMENT

WELL-CHILD PROBLEMS

1. APATHY OF PARENTS
2. DIFFICULTY IN FINDING ADDITIONAL STAFF
3. LACK OF FUNDS TO EXPAND PROGRAM TO A THIRD CONFERENCE PLACE AND TO INCLUDE A DENTAL CLINIC
4. NEED FOR MORE HOME VISITS TO EDUCATE AND ENCOURAGE PARENTS AND FOLLOW-UP FOR PEOPLE WHO FAIL TO RETURN.

TITLE II A.

1. D. SELF START

THE ORIGINAL IDEA OF THE SELF START PROGRAM WAS ENVISIONED BY MRS. ESTHER POST, DIRECTOR OF HEAD START, AS A RESULT OF OBSERVATION OF A SIX MONTH OLD BABY WHO LAY MOTIONLESS AND UNRESPONSIVE DURING A PERIOD OF AN HOUR AND A HALF. WHEN MRS. POST INQUIRED ABOUT THE REASONS FOR SUCH INACTIVITY, SHE WAS TOLD BY CHILD DEVELOPMENT EXPERTS THAT THIS KIND OF BEHAVIOR IS A RESULT OF A LACK OF STIMULATION AND COMMUNICATION BETWEEN PARENTS AND THEIR INFANTS. CULTURALLY DEPRIVED FAMILIES NEED HELP ACTUALLY DURING THE PRENATAL PERIOD TO HELP EXPECTANT MOTHERS AND FATHERS PREPARE FOR THE COMING OF A BABY AND ALSO AFTER THE BABY'S ARRIVAL TO KNOW HOW TO CARE FOR AND RELATE TO HIM. IF REGULAR PERIODIC HOME VISITS COULD BE MADE TO SHARE NOT ONLY IDEAS OF HOMEMAKING, NUTRITION, AND HEALTH CARE, BUT ALSO

CHILD REARING, AND TO MAKE REFERRALS WHEN NEEDS ARISE, MANY FAMILIES COULD BEGIN TO BREAK THE "CYCLE OF APATHY" WHICH SO FREQUENTLY ACCOMPANIES POVERTY.

THIS GENERAL IDEA WAS PRESENTED TO THE FRONTIERS INTERNATIONAL, A MEN'S SERVICE CLUB, WHERE THEY WORKED OUT A PLAN AND SUBMITTED IT TO THE DMCO. DURING THIS PHASE OF THE PLANNING IT WAS FOUND THAT THE REGIONAL OEO COULD NOT FUND THE COMPONENT ON THIS BASIS. A DELEGATE AGENCY MUST HAVE A PERSON WHOSE TRAINING QUALIFIES HIM TO DIRECT THE PROGRAM IN QUESTION. FRONTIERS DID NOT HAVE SUCH A PERSON, SO THE CORPORATION STAFF WORKED OUT A PLAN WHICH WOULD INCLUDE SELF START WITH THE ADDED DIMENSION OF SOCIAL DEVELOPMENT AND WOULD BE ACCEPTABLE TO THE REGIONAL OEO. FIVE NEIGHBORHOOD CENTERS WERE ENVISIONED TO BE OPEN DURING THE HOURS CHILDREN COULD VISIT THEM AND PROBABLY SIX DAYS A WEEK. THE CENTERS WOULD BE USED FOR INFORMAL CLASSES FOR MOTHERS LED BY SPECIALISTS IN CHILD TRAINING, AND OTHERS. A POVERTY PERSON FOR EACH CENTER WOULD BE HIRED AND TRAINED NOT ONLY TO SUPERVISE THE CHILDREN WHOSE MOTHERS WOULD BE ATTENDING CLASSES, BUT TO GIVE SPECIAL ATTENTION TO THE DEVELOPMENT OF VERBAL AND OTHER SKILLS WHICH THE CULTURALLY DISADVANTAGED NEED. CHILDREN AGE $2\frac{1}{2}$ TO $4\frac{1}{2}$ WOULD BE TAKEN AT THE CENTERS FOR AN HOUR OR TWO A COUPLE OF TIMES A WEEK FOR SOCIALIZATION AND INTERACTION BETWEEN CHILDREN OF THEIR OWN AGE AND DEVELOPMENT OF RELATIONSHIPS OF TRUST WITH OTHER ADULTS.

A DIRECTOR WAS HIRED FOR THE CENTERS WHO IN TURN HIRED FIVE POVERTY-LEVEL PEOPLE WHO COULD BE TRAINED TO WORK WITH THE CHILDREN. THE TEN NEIGHBORHOOD WORKERS (SEE COUNSELING AND COMMUNICATION) WERE TO REFER PEOPLE TO THE CENTERS IN THE COURSE OF THEIR HOME VISITS TO ABOUT 600 HOMES IN THE AREA. ONLY THREE CENTERS WERE EVER ESTABLISHED SO THE FIVE TEACHERS WERE PAIRED WITH THE DIRECTOR AS THE 6TH. THE TEACHERS AT FIRST MADE HOME VISITS, TO SPEED THE RECRUITMENT OF CHILDREN FOR THE CENTERS AND TO ENLIST THE INTEREST OF MOTHERS. THEY RECRUITED CHILDREN FROM AMONG THEIR ACQUAINTANCES WHICH RESULTED IN LARGE NUMBERS OF CHILDREN, MANY OF WHOM WERE SOMEWHAT ABOVE THE POVERTY GUIDELINE AND ULTIMATELY HAD TO BE TURNED AWAY.

IT WAS FELT BY THE STAFF THAT GENERALLY THE TEACHERS WORKED WELL WITH THE CHILDREN AND MADE SOME GOOD CONTACTS WITH THE PARENTS. HOWEVER, CARRYING THE ORIGINAL PLAN FOR THE WORK AND TRAINING INTO THE HOME WAS ALMOST NIL. FRONTIERS INTERNATIONAL ORIGINALLY ENVISIONED THE ENLISTMENT OF APPROXIMATELY 200 VOLUNTEERS TO VISIT REGULARLY TWO OR THREE FAMILIES. PARENTS COULD LEARN MUCH ABOUT HOW CHILDREN LEARN AND HOW THEY CAN FOSTER THE CHILD'S DEVELOPMENT AND READINESS FOR SCHOOL BY OBSERVING HOW THE VISITORS PLAYED AND TALKED WITH THE CHILDREN.

NEITHER THE HOME VISITS NOR THE GROUP SESSIONS OF THE CENTERS MATERIALIZED. SINCE SELF START AS A SEPARATE PRE-SCHOOL PROGRAM WAS NOT A PRIORITY PROGRAM, IT COULD NOT BE FUNDED IN THE FACE OF SMALLER CONGRESSIONAL APPROPRIATIONS THIS YEAR. IN AN EFFORT TO KEEP THE SELF START PROGRAM FROM GOING OUT OF EXISTENCE, A STEERING COMMITTEE HAS BEEN FORMED TO PLAN ITS FUTURE AND GATHER SUFFICIENT FINANCIAL SUPPORT FROM THE COMMUNITY.

SELF START ACCOMPLISHMENTS

1. A. OVER 200 CHILDREN VISITED THE THREE CENTERS DURING THE FOUR MONTHS FROM THE END OF SEPTEMBER TILL THE END OF JANUARY
- B. OVER 2000 TOTAL VISITS DURING THIS PERIOD
2. NOTICEABLE CHANGE IN THE CHILDREN
3. ENTHUSIASM AND COOPERATION FROM MANY OF THE MOTHERS
4. EMPLOYMENT OF FIVE POVERTY-LEVEL PEOPLE

SELF START PROBLEMS

1. BEING CONSIDERED A LOW PRIORITY PROGRAM NATIONALLY AND THEREFORE INELIGIBLE FOR OEO FUNDS AT PRESENT HAS ENDANGERED ITS FUTURE EXISTENCE.
2. LOCAL FUNDS NOT READILY AVAILABLE FOR CARRYING OUT PROGRAM
3. LACK OF WORKERS TO DO THE AMOUNT OF HOME VISITATION NEEDED TO CARRY OUT THE ORIGINAL PURPOSE. IF THIS CAN BE OVERCOME, THE REGISTRATION OF POVERTY-LEVEL BIRTHS WITH THE WELL-CHILD CONFERENCE SHOULD BE HELPFUL IN SUPPLYING THE NAMES OF FAMILIES WHO COULD DERIVE BENEFIT FROM SELF START PROGRAM.

TITLE II A

1. E. VOTER REGISTRATION

A PROGRAM TO REGISTER THE VOTERS IN THE POORER DISTRICTS OF DECATUR AND MACON COUNTY WAS CONCEIVED BY THE DMCOOC IN THE SPRING OF 1966. THE PROGRAM, SUBMITTED TO THE REGIONAL OFFICE IN AUGUST OF 1966 WHEN A COOPERATING AGENCY WAS FINALLY FOUND, WAS TO VISIT UNREGISTERED ADULTS, PERSUADE THEM TO REGISTER, AND GIVE INSTRUCTION IN VOTING PROCEDURES TO THE LOW INCOME PEOPLE IN MACON COUNTY. THE COUNTY CLERK WOULD ESTABLISH A MOBILE UNIT AND DONATE MAN HOURS AS ADDITIONAL IN-KIND CONTRIBUTION. SHORT TERM EMPLOYEES FROM THE POVERTY GROUP WOULD BE TRAINED TO MAKE THE HOME VISITS FOR THIS PURPOSE, ALONG WITH THE HELP OF VOLUNTEERS. THE LOCAL LEAGUE OF WOMEN VOTERS WAS FIRST ASKED TO HELP, BUT WAS UNABLE TO DO SO. ZONTA INTERNATIONAL WAS THEN APPROACHED AND ACCEPTED. NEIGHBORHOODS OF PARTICULAR INTEREST WERE THOSE INDICATED IN THE SURVEY CONDUCTED BY THE NEIGHBORHOOD WORKERS IN 1965-66. THE VOTER REGISTRATION PROGRAM WAS TURNED DOWN FOR FEDERAL FUNDS BY THE REGIONAL OFFICE FOR TWO REASONS:

1. LIMITED CONGRESSIONAL APPROPRIATIONS MEANT THAT NO NEW PROGRAMS COULD BE FUNDED
2. VOTER REGISTRATION WAS NOT DESIGNATED IN THE NATIONAL OEO AS A PRIORITY PROGRAM, AND ONLY PRIORITY PROGRAMS COULD BE FUNDED. THE 1967-68 COMMUNITY ACTION PROGRAM FOR DECATUR DOES NOT INCLUDE PROVISIONS FOR A VOTER REGISTRATION PROJECT.

TITLE II A.

1. F. UPWARD BOUND

UPWARD BOUND IS A PROGRAM FOR UNDER-ACHIEVERS WITH GOOD MINDS COMING FROM UNASPIRING POVERTY-STRICKEN FAMILIES WHO MIGHT WITH PROPER BACKGROUND GO TO COLLEGE. IT IS A SUMMER PROGRAM FOR YOUNGSTERS HAVING FINISHED AT LEAST NINTH GRADE. THIS IS A GOOD AGE BECAUSE ONCE THEY REACH AGE SIXTEEN, THE FAMILIES OFTEN WANT THEM TO WORK. THE STAFF OF THE DMCOOC IS RESPONSIBLE FOR SECURING NAMES OF APPROPRIATE CANDIDATES FROM THE HIGH SCHOOLS AND RECRUITING AND SCREENING THESE STUDENTS FOR THE PROGRAM. NAMES RECEIVED LAST YEAR PRODUCED NO CANDIDATES FOR THE PROGRAM, PARTLY BECAUSE THEY FELL OUTSIDE THE ECONOMIC GUIDELINES, PARTLY BECAUSE PARENTS WOULD NOT SUPPORT THE IDEA, AND OTHER REASONS. DECATUR'S UPWARD BOUND STUDENTS WERE TO HAVE BEEN PLACED IN THE PROGRAM AT EASTERN ILLINOIS UNIVERSITY BUT THAT PROGRAM FAILED TO MATERIALIZE. THE UNIVERSITY OF ILLINOIS AGREED TO ACCEPT DECATUR'S CANDIDATES IN ITS PROGRAM.

TITLE II A.

1. 6. FOSTER GRANDPARENTS

THE FOSTER GRANDPARENT PROGRAM WAS DESIGNED TO UTILIZE IMPOVERISHED ELDERLY AMERICANS IN A SERVICE ROLE WITH A VARIETY OF UNFORTUNATE, DEPENDENT, NEGLECTED, HELPLESS, AND/OR OTHERWISE NEEDY INFANTS AND YOUNG CHILDREN WHO MAY BENEFIT FROM A RELATIONSHIP WITH A CONCERNED AND MATURE ADULT. THE FOSTER GRANDPARENTS RECEIVE REMUNERATION FOR THEIR WORK AND ASSISTANCE IN PROVIDING "TENDER LOVE AND CARE" TO THE CHILDREN THEY SERVE. THIS PROGRAM HAS BEEN DEVELOPED FOR ANY PUBLIC OR PRIVATE NON-PROFIT FACILITY SERVING INSTITUTIONALIZED CHILDREN SUCH AS HOSPITALS, ORPHANAGES, JUVENILE HOMES, STATE SCHOOLS, ETC.

UNDER THE PROVISIONS OF THIS PROGRAM, FOSTER GRANDPARENTS MAY WORK FOUR HOURS PER DAY, FIVE DAYS PER WEEK. THEY RECEIVE A SALARY OF \$1.45 PER HOUR. IN ADDITION TO THE INCOME FACTOR, THE ONLY REQUIREMENTS ARE THAT THE APPLICANTS BE AT LEAST SIXTY YEARS OF AGE, ABLE TO READ AND WRITE, AND IN REASONABLY GOOD HEALTH. THOSE APPLYING IN DECATUR MUST FURNISH THEIR OWN TRANSPORTATION. MONEY EARNED FROM THIS SERVICE WOULD NOT AFFECT SOCIAL SECURITY PAYMENTS. OTHER COMMUNITIES THAT HAVE USED THE PROGRAM HAVE NOTHING BUT PRAISE FOR THE SUCCESS AND RESPONSE BY BOTH THE CHILDREN SERVED AND THE ADULTS SERVING.

TO DATE, NO INSTITUTIONS IN DECATUR ARE USING FOSTER GRANDPARENTS, THOUGH ONE OR TWO HAVE EXPRESSED INTEREST. THERE HAVE BEEN APPLICANTS, FIFTEEN OF WHOM WERE ELIGIBLE FOR SCREENING AND FIVE WHO WERE ACTUALLY ENLISTED. INSTITUTIONS DESIRING FOSTER GRANDPARENTS MUST WRITE UP IN DETAIL THE NUMBER NEEDED AND HOW THEY WILL BE USED, AND CHECK THE PROGRAM WITH THE DMCOC STAFF, AND THEY APPLY JOINTLY TO THE WASHINGTON OEO FOR FUNDS.

SMALL BUSINESS LOANS, ON-THE-JOB TRAINING, VISTA, DEPEND UPON THE INITIATIVE AND COORDINATION OF THE DMCOC STAFF AND ARE WRITTEN UP IN DETAIL ELSEWHERE IN THIS FACT SHEET. (SEE SMALL BUSINESS LOANS UNDER TITLE IV, AND VISTA UNDER TITLE VI OF THE ECONOMIC OPPORTUNITY ACT. ON-THE-JOB TRAINING APPEARS UNDER THE MANPOWER ACT). NAMES OF PERSONS WHO COULD BENEFIT FROM SMALL BUSINESS LOANS AND ON-THE-JOB TRAINING ARE SELECTED BY THE DMCOC STAFF AND CONTACTS ESTABLISHED BETWEEN THESE PERSONS AND SO-CALLED "BLUE-RIBBON" COMMITTEE FORMED TO HANDLE THE MATTER. VISTA RECRUITING AND SCREENING IS TO BE HANDLED BY THE DMCOC STAFF.

TITLE II A.

2. HEAD START

HEAD START PROVIDES FOR ORGANIZATION AND OPERATION OF PRE-SCHOOL CHILD DEVELOPMENT CENTERS WHICH CREATE AN ENVIRONMENT TO BRING CHILDREN TO THEIR FULL POTENTIAL.

THIS PROGRAM IS ADMINISTERED BY THE DECATUR PUBLIC SCHOOLS AS A DELEGATE AGENCY OF THE OEO. REQUESTS FOR FUNDS GO THROUGH THE DMCOC. THE FIRST PROGRAM WAS INSTITUTED IN 1964 AS A PILOT PROJECT IN THE DURFEE SCHOOL DISTRICT BY THE DECATUR AREA COUNCIL OF CHURCHES. SINCE THEN DECATUR HAS HELD HEAD

START PROGRAMS EACH SUMMER UNDER OEO AUSPICES WITH 275 CHILDREN EXPECTED FOR THE EIGHT-WEEK PROGRAM IN 1967. PLANS ARE FOR FIFTEEN CHILDREN TO A CLASS, EACH WITH ONE SPECIALLY TRAINED EXPERIENCED TEACHER, ONE PAID AIDE WHO IS A RESIDENT OF THE NEIGHBORHOOD, AND AT LEAST ONE VOLUNTEER. SPECIAL ATTENTION IS GIVEN TO LANGUAGE DEVELOPMENT AS WELL AS VISUAL AND AUDITORY PERCEPTIONS. A FOLLOW-THROUGH PROGRAM IS PLANNED FOR 1967-68 FOR SOME CHILDREN WITH HEAD START BACKGROUND IN KINDERGARTEN AND IN FIRST GRADE, USING SMALLER CLASSES AND SPECIAL METHODS. THIS SUMMER THE HEAD START COMPONENT INCLUDES A CLASS FOR FIFTEEN CHILDREN FROM OUTLYING SCHOOL DISTRICTS.

HEAD START ACCOMPLISHMENTS

1. THERE IS GENERAL ENTHUSIASM ON PART OF TEACHERS ON THE PROGRESS THESE CHILDREN MAKE IN READINESS FOR KINDERGARTEN.
2. SOME CHILDREN AND PARENTS WHO NEEDED HELP HAVE BEEN VISITED BY HEAD START SOCIAL WORKER.
3. AT WASHINGTON SCHOOL, HEAD START CHILDREN MAKE HIGHER GRADES ON READING READINESS TESTS AT START OF FIRST GRADE THAN OTHER CHILDREN IN THE SCHOOL.

HEAD START PROBLEMS

1. THE GUIDELINE STATES 90% MUST BE BELOW POVERTY-LEVEL THOUGH MANY CHILDREN WHO NEED THIS READINESS EXPERIENCE ARE SLIGHTLY ABOVE ECONOMIC GUIDELINE.
2. THE LOW ECONOMIC LEVEL SPECIFIED MEANS THAT SOME OF THE ROOMS WILL BE ALL OR NEARLY ALL NEGRO.
3. SOME STUDIES INDICATE THAT HEAD START ACHIEVEMENTS HAVE A DIMINISHING EFFECT UNLESS THERE IS A CONTINUATION OF SPECIAL TEACHING FOR THESE CHILDREN.
4. THERE IS SOME RESISTANCE TO PROGRAM, MOSTLY ON PART OF WHITE FAMILIES.

TITLE II B.

BASIC ADULT EDUCATION

TITLE III A.

GRANTS AND LOANS UP TO \$2500 FOR RURAL IMPOVERISHED. MACON COUNTY HAS NONE WHO QUALIFY.

TITLE III B.

MIGRANT PROGRAMS - NO MIGRANT WORKERS COME TO MACON COUNTY.

Title II B (Refer to page 16)

Basic Adult Education

The new center on N. 22nd Street will be opened in June with both day and night classes. Classes have been held at Stephen Decatur High School. This program, including the building, is totally financed at no cost to the local community. It is estimated that there are 7,000 persons in Decatur (3,000,000 in Illinois) who have not completed 8th grade.

Presently 306 persons are enrolled but it is expected that more will be taken care of at the new center. Nursery will be provided for children aged 3-6. Public Aid recipients are especially encouraged to take advantage of this program.

There are 3 levels of instruction: Basic--for those below 4th grade level, Intermediate--5th through 8th grade, and Advanced--those working for the G.E.D. test. The G.E.D. test is given periodically at Millikin and upon passing this test a high school equivalent certificate is given. Mr. Howard Brown, county Superintendent of Schools is preparing an 8th grade test for center use.

The new center will eventually offer a vocational program also and hope to retrain older workers for better jobs or if displaced by automation.

To date six teachers with standard public school teaching certificates have been hired and have had two weeks of orientation. Orientation includes observation at a similar center in Mattoon, visits by the state director of adult education, field trips with public aid workers to ADC homes.

Teachers are recruited by contacting teachers who have left teaching (if under 65), from placement bureaus and colleges. There is a special effort to get teachers with Head Start experience or with a psychology background.

A large publicity campaign is scheduled for September with leaflets to unions and factories, billboards, news media. Those 18 years of age and over from Macon, Ddwitt, Piatt, parts of Logan, Sangamon, and Christian counties may get into the center program. There has been some discussion, but no plan as yet, concerning a follow-up of recent dropouts.

TITLE IV

SMALL BUSINESS LOANS

ADMINISTERED BY SMALL BUSINESS ADMINISTRATION, LOANS ARE USED TO ESTABLISH AND STRENGTHEN SMALL BUSINESSES WHOSE OWNERS LACK COLLATERAL OR EQUITY NEEDED FOR CONVENTIONAL FINANCING.

SINCE JANUARY 1967, A COMMITTEE OF BUSINESS AND PROFESSIONAL PEOPLE HAS BEEN IN EXISTENCE TO RECEIVE AND SCREEN APPLICATIONS FOR LOANS UP TO \$15,000 TO ESTABLISH A BUSINESS OR \$25,000 TO EXPAND WITH FIFTEEN YEARS TO PAY AT 5½ PER CENT INTEREST.

APPLICANTS MUST BE ABLE TO DEMONSTRATE A NEED IN THE COMMUNITY FOR HIS BUSINESS VENTURE IN ORDER TO INSURE A REASONABLE CHANCE OF SUCCESS. THE AVAILABILITY OF SUCH LOANS IF OFFERED AS INCENTIVE FOR A COMMUNITY TO LOOK AT ITS TOTAL NEEDS AND SET ABOUT DEVELOPING JOB-CREATING BUSINESSES WHICH MESH WITH THESE NEEDS.

THE DMCOC STAFF IS THE LIAISON BETWEEN THOSE WHO COULD BENEFIT FROM THIS PROGRAM AND THE SCREENING COMMITTEE.

ACCOMPLISHMENTS OF SMALL BUSINESS LOANS

1. ONE APPLICATION HAS BEEN FORWARDED TO CHICAGO FOR A LOAN TO EXPAND A WHOLESALE FIRM.
2. INTEREST HAS BEEN SHOWN BY SEVERAL SUCCESSFUL SMALL BUSINESS PROPRIETORS WHO WISH TO EXPAND.

TITLE V

WORK EXPERIENCE

TRAINING PROGRAM FOR AID TO DEPENDENT CHILDREN AND PUBLIC AID RECIPIENTS. FUNDED BY THE DEPARTMENT OF HEALTH, EDUCATION AND WELFARE THROUGH STATE WELFARE AGENCIES.

AS DESCRIBED IN THE 1964 ECONOMIC OPPORTUNITY ACT, TITLE V (WORK EXPERIENCE) IS FOR THE HARD CORE UNEMPLOYED WITH FEW MARKETABLE SKILLS. PARTICIPANTS ARE PAID MONTHLY SUMS BASED ON FAMILY NEED, WHICH AT LEAST EQUAL WHAT THEIR WELFARE ASSISTANCE WOULD BE AND IN SOME CASES ARE MORE, FOR WHICH THEY WORK IN JOBS THAT WILL NOT DISPLACE REGULARLY EMPLOYED WORKERS, RECEIVE JOB TRAINING, AND GET BASIC LITERACY INSTRUCTION.

ILLINOIS'S WELFARE PROGRAMS HAVE INCLUDED THIS KIND OF EMPHASIS SINCE THE LATE 1950'S. IN DECATUR THE WOMEN ON PUBLIC ASSISTANCE ARE OFTEN PLACED IN JOBS SUCH AS IN THE SCHOOLS WHERE THERE IS OPPORTUNITY FOR LEARNING SKILLS AND MOVING ON TO BETTER JOBS AND OFF OF PUBLIC AID. JOBS FOR MEN HERE RARELY HAVE THIS POTENTIAL AND AT MOST CAN CLAIM TO DEVELOP SUCH WORK HABITS AS BEING RESPONSIBLE TO AN EMPLOYER AND BEING ON TIME FOR WORK, BUT THE DEVELOPMENT OF MARKETABLE SKILLS UNDER THIS PROGRAM IS PRACTICALLY NIL. PARTICIPANTS HERE ARE NOT THOUGHT OF AS RECEIVING SUMS FOR WORK BUT AS "WORKING OUT THEIR GRANT" ! A VERY LARGE PROPORTION OF ADC MEN AND WOMEN ARE RECEIVING BASIC EDUCATION TRAINING.

IT IS NOT CLEAR THAT THE STRESS ON WORK EXPERIENCE AND THE CONTINUAL ENCOURAGEMENT OF PUBLIC AID RECIPIENTS TO ENROLL FOR BASIC EDUCATION AND TRAINING IS RESPONSIBLE, BUT ILLINOIS IS ONE OF THE FEW STATES WHOSE WELFARE ROLLS ARE DECREASING WHILE OTHER STATES' ARE INCREASING. MACON COUNTY MAY NOT REFLECT THE DECREASE THAT IS FOUND STATE-WIDE BECAUSE OF THE INFLUX OF PEOPLE FROM SOUTHERN ILLINOIS - PARTLY DUE TO THE JOB MARKET HERE AND PARTLY BECAUSE THIS TRAINING IS AVAILABLE.

TITLE VI

VISTA

VOLUNTEERS IN SERVICE TO AMERICA PROVIDES AN OPPORTUNITY FOR VOLUNTEERS, EIGHTEEN AND OVER, TO WORK WITH MIGRANTS, INDIANS, IN URBAN AND RURAL COMMUNITY ACTION PROGRAMS, SLUM AREAS, HOSPITALS, SCHOOLS AND INSTITUTIONS FOR THE MENTALLY ILL AND RETARDED FOR ONE YEAR, RECEIVING A LIVING ALLOWANCE PLUS \$50 PER MONTH.

ELIGIBILITY FOR VISTA IS DETERMINED BY SCREENING FROM A DETAILED APPLICATION AND AT LEAST FIVE REFERENCES. CHRONIC ILLNESS AND DISABILITY DO NOT DISQUALIFY ONE IF THESE DON'T INTERFERE WITH WORK. SINCERITY, SENSITIVITY, WILLINGNESS TO PARTICIPATE WHOLEHEARTEDLY IN A NEW WAY OF LIFE ARE QUALITIES THE JOB DEMANDS. A FOUR TO SIX WEEK TRAINING PROGRAM IS GIVEN, AND VOLUNTEER'S SKILLS ARE MATCHED TO ASSIGNMENTS.

THE DMCOC STAFF MAY SCREEN VISTA APPLICANTS, AND POSSIBLY OTHER AGENCIES IN THE COMMUNITY MAY BE DOING THIS ALSO. TO DATE, NO APPLICANTS HAVE COME TO DMCOC THOUGH IT HAS BEEN SUGGESTED TO VARIOUS PERSONS INTERESTED IN THE WORK ON THE COMMUNITY ACTION PROGRAM HERE IN DECATUR. DECATUR WOULD BE ELIGIBLE TO BE ASSIGNED A VISTA VOLUNTEER TO ASSIST IN THE ESTABLISHMENT OF ITS MULTI-PURPOSE NEIGHBORHOOD CENTER AS PART OF THE COMMUNITY ACTION PROGRAM.

VOCATIONAL EDUCATION ACT OF 1963

FEDERAL FUNDS WILL MATCH LOCAL FUNDS TO PROVIDE VOCATIONAL EDUCATION FACILITIES AND PROGRAMS, AND TO PAY STUDENTS TO WORK WHILE LEARNING A TRADE.

IN 1963, THE FORMER TALLMAN CADILLAC BUILDING ON NORTH FRANKLIN WAS PURCHASED, REMODELED, AND EQUIPPED BY \$200,000 FEDERAL FUNDS MATCHED LOCALLY BY THE DECATUR SCHOOL DISTRICT TO ESTABLISH THE AREA VOCATIONAL CENTER. THERE ARE SEVEN SUCH CENTERS IN THE STATE, WITH PLANS FOR A TOTAL OF 40, DECATUR'S BEING THE LARGEST FREE PROGRAM OF THIS KIND OUTSIDE CHICAGO. SCHOOL DISTRICTS USING THE CENTER ARE REIMBURSED BY THE STATE ACCORDING TO THE AVERAGE DAILY ATTENDANCE OF STUDENTS THEY SEND.

THE VOCATIONAL CENTER IS AVAILABLE TO IN-SCHOOL STUDENTS FROM THE AREA PUBLIC SCHOOLS AND IS USED IN THE EVENING BY ADULT APPRENTICESHIP CLASSES AND TRADE EXTENSION CLASSES. MANPOWER DEVELOPMENT AND TRAINING CLASSES USE THE CENTER ALSO. FUNDING UNDER THE MANPOWER ACT PURCHASED THE EQUIPMENT FOR THE CENTER IN EXCHANGE FOR SHARED USE.

JUNIOR LEVEL STUDENTS WHO ARE 16 OR OLDER ARE SELECTED BY THE SCHOOL VOCATIONAL GUIDANCE COUNSELORS AND THE DIRECTOR OF THE AREA VOCATIONAL

CENTER UPON THE RECOMMENDATIONS OF TEACHERS OF RELATED COURSES AND GUIDANCE COUNSELORS, AND NEXT YEAR WITH THE HELP OF SCORES FROM THE GENERAL APTITUDE TEST BATTERY. THERE ARE NO GRADE AVERAGE REQUIREMENTS BUT WHEN DECISIONS ARE MADE AS TO WHO IS SELECTED AND WHO ELIMINATED, (BECAUSE OF SPACE) THE UPPER LEVEL STUDENT IS USUALLY SELECTED.

COURSES GIVEN INCLUDE 11 IN TRADE AND INDUSTRY, 3 IN BUSINESS EDUCATION, AND 4 IN HOME ECONOMICS, WITH TWO MORE PROPOSED COURSES, ONE IN HEALTH OCCUPATIONS AND ONE IN SERVICE OCCUPATIONS. (SEE JANUARY 1966 LEAGUE FACT SHEET FOR COMPLETE LIST).

VOCATIONAL EDUCATION ACT ACCOMPLISHMENTS

1. 374 STUDENTS ARE ENROLLED FOR 1966-67, 51 OF WHOM ARE FROM SCHOOL DISTRICTS OUTSIDE DECATUR.
2. THE PROGRAM WILL BE EXPANDED TO 3 SESSIONS TO ACCOMMODATE 760 FOR 1967-68.
3. JOB PLACEMENT HAS BEEN NEARLY 70% AS COMPARED TO THE STATE AVERAGE OF 34%. (MANY TAKE ADVANCED TRAINING AT TECHNICAL INSTITUTIONS THROUGHOUT THE COUNTRY AFTER GRADUATION; OTHERS GO INTO ARMED FORCES AND CONTINUE TRAINING).

VOCATIONAL EDUCATION ACT PROBLEMS

1. A. THE NEED IS SO MUCH GREATER THAN THE AVAILABLE OFFERING. PROBABLY 3000 STUDENTS WOULD MAKE USE OF THIS OPPORTUNITY IN THIS AREA. (105 WERE TURNED DOWN FOR NEXT YEAR AND THIS NUMBER DOES NOT TAKE INTO ACCOUNT THOSE WHO DID NOT EVEN BOTHER TO APPLY, KNOWING IT WOULD BE FUTILE).
- B. LIMITATION IN THE NUMBER WHO CAN BE HANDLED AT THE CENTER MEANS THE BOTTOM LEVEL STUDENT (THE VERY ONE WHO MAY NEED THE TRAINING MOST) IS OFTEN DENIED THIS OPPORTUNITY. THERE NEEDS TO BE MUCH MORE HELP AND ATTENTION FOR THIS LEVEL OF STUDENT.

MANPOWER ACT OF 1962

EXTENDED IN 1965 THROUGH 1969

PROVIDES VOCATIONAL TRAINING (INSTITUTIONAL AND ON-THE-JOB) FOR YOUTH AND ADULTS, ADMINISTERED JOINTLY BY THE DEPT. OF LABOR AND THE DEPT. OF HEALTH, EDUCATION AND WELFARE. LOCALLY, INSTITUTIONAL TRAINING IS IMPLEMENTED THROUGH THE ILLINOIS STATE EMPLOYMENT SERVICE AND ON-THE JOB TRAINING THROUGH THE DMCO.

SINCE 1963, DECATUR HAS OFFERED TRAINING IN AUTO BODY AND AUTO MECHANICS UNDER THIS ACT, WITH WELDING AND COOKING ADDED LATER. COURSE OFFERINGS ARE DETERMINED BY A LOCAL SURVEY FROM THE EMPLOYMENT SERVICE FILES AND FROM TALKING TO EMPLOYERS. A SERIES OF THREE OFFERINGS OF EACH COURSE MAY BE GIVEN BEFORE EMPLOYMENTS NEEDS OF THE COMMUNITY SHOULD BE REVIEWED. TRAINEES ARE RECRUITED FROM EMPLOYMENT SERVICE FILES AND RELIEF ROLLS. TRAINING COMPENSATION USUALLY EQUALS UNEMPLOYMENT COMPENSATION AND IN SOME COURSES TRAINEES MAY WORK UP TO 20 HOURS DURING TRAINING. COURSES LAST FROM 12-35 WEEKS, ARE OFFERED WHENEVER THERE ARE 15 WANTING THE COURSE, AND SERVE MOSTLY TO UPGRADE WORKERS, THOUGH SOME ATTEMPT IS MADE WITH THE CHRONICALLY UNEMPLOYED. EXCEPT FOR WELDING, THE COURSES ARE OFFERED AT THE AREA VOCATIONAL CENTER, THEREBY FURNISHING THE PUBLIC SCHOOL SYSTEM WITH EQUIPMENT FOR VOCATIONAL EDUCATION OFFERINGS THAT IT COULD NOT OTHERWISE AFFORD. WHEN THE

AREA ADULT CONTINUING EDUCATION CENTER EXPANDS TO OFFER VOCATIONAL TRAINING, IT IS EXPECTED THAT THE CENTER WILL HANDLE MANPOWER DEVELOPMENT AND TRAINING COURSES.

MDTA ACCOMPLISHMENTS

1. MDTA TRAINS ABOUT 15 PEOPLE IN EACH COURSE EACH YEAR. ON APRIL 4, 1967, DECATUR HERALD MENTIONED 58 ENTRANTS TO THE WELDING COURSE DURING 1965-66, WITH 73% COMPLETING THE COURSE AND 69% GETTING EMPLOYMENT IN THE DECATUR AREA.

MDTA PROBLEMS

1. THERE IS THE DIFFICULTY OF SCREENING FOR SUCH AN EXPENSIVE PROGRAM (SEE Voc. Ed. Act). IF TRAINEES ARE SCREENED TOO CLOSELY, PEOPLE ARE SCREENED OUT WHO MAY THEN BE FORCED TO DEPEND ON WELFARE THE REST OF THEIR LIVES, BUT SCREENING MUST BE CLOSE ENOUGH TO BE SURE A HIGH PERCENTAGE WILL BE ABLE TO FINISH THE TRAINING ADEQUATELY PREPARED FOR THE JOB.
2. THERE IS SOME EVIDENCE THAT THE MOST POPULAR COURSE, COOKING, DOES NOT HAVE SUFFICIENT EMPLOYMENT POTENTIAL IN DECATUR AT THIS TIME. JOBS AVAILABLE DO NOT PAY WELL ENOUGH TO ATTRACT AND TO RAISE THE PERSON'S STANDARD OF LIVING SIGNIFICANTLY.
3. THE NECESSITY FOR PAYING SUBSISTENCE ALLOWANCE MAKES MDT AN EXPENSIVE PROGRAM.

ON-THE-JOB TRAINING UNDER MDTA HAS NOT FLOURISHED IN DECATUR. SINCE FEBRUARY 1967, THE ENLISTMENT OF ON-THE-JOB TRAINING RECRUITS HAS BEEN THE RESPONSIBILITY OF THE DMCOC STAFF. NAMES OF POTENTIAL TRAINEES IDEALLY WOULD HAVE BEEN TURNED UP BY THE SURVEY CONDUCTED BY THE DMCOC NEIGHBORHOOD WORKERS. DMCOC IS EXPECTED TO ENLIST A COMMITTEE OF LOCAL COMMERCIAL AND INDUSTRIAL PERSONS FROM AMONG THOSE WHO WOULD BE WILLING TO OFFER ON-THE-JOB TRAINING OPPORTUNITIES. WITH THE COOPERATION OF THE DMCOC DIRECTOR THIS COMMITTEE WOULD THEN WRITE A PROGRAM INDICATING HOW MANY TRAINEES COULD BE EMPLOYED BY HOW MANY INDUSTRIES AND BUSINESSES. THIS PROGRAM IS TO BE REVIEWED BY THE BUREAU OF APPRENTICESHIP TRAINING IN SPRINGFIELD WHICH WILL DETERMINE A QUOTA OF TRAINEES AND ASSIST IN SETTING UP PROGRAMS.

TRAINING PROGRAMS ARE TO BE FROM 5 WEEKS TO 2 YEARS. A SALARY BEGINS AS SOON AS THE PERSON IS EMPLOYED AS A TRAINEE. THE EMPLOYER MUST GIVE TIME OFF FOR LITERACY TRAINING IF THIS IS NEEDED, FOR ANY NECESSARY MEDICAL TREATMENT AND FOR TRAINING IN SPECIAL SKILLS. UNDER THE MANPOWER ACT THE EMPLOYER IS REIMBURSED AT \$24 PER WEEK PER TRAINEE.

THERE WAS AN APRIL 1 DEADLINE IN SPRINGFIELD FOR ON-THE-JOB TRAINING PROGRAMS. CHANGES IN DMCOC STAFF DURING FEBRUARY PROBABLY MEAN THAT IT WILL BE IMPOSSIBLE FOR THIS PROGRAM TO MATERIALIZE THIS YEAR.

ELEMENTARY AND SECONDARY EDUCATION ACT OF 1965

TITLE I

TO IMPROVE THE EDUCATION OF CHILDREN OF LOW-INCOME FAMILIES.

TITLE I PROGRAMS ARE AVAILABLE TO FIVE ELEMENTARY SCHOOLS; WASHINGTON, DURFEE, ULRICH, WARREN, AND RECENTLY OAKLAND, AND FOUR SECONDARY SCHOOLS; JOHNS HILL JUNIOR HIGH, CENTENNIAL JUNIOR HIGH, STEPHEN DECATUR HIGH SCHOOL, AND EISENHOWER HIGH SCHOOL. A SCHOOL IS DESIGNATED TITLE I SCHOOL IF MORE THAN 12% OF ITS STUDENTS COME FROM FAMILIES RECEIVING \$2000 OR LESS PER YEAR (\$3000 NEXT YEAR), OR WHO ARE ON PUBLIC AID. ABOUT 1700 CHILDREN IN THE DISTRICT #61 QUALIFY THOUGH NOT ALL ARE IN THE NINE TITLE I SCHOOLS. THE U.S. GOVERNMENT PAYS HALF THE PER-PUPIL STATE AID AMOUNT FOR THESE CHILDREN. ALL CHILDREN WHO ARE POOR ACHIEVERS WHO ATTEND TITLE I SCHOOLS RECEIVE THE TITLE I BENEFITS WHETHER POOR OR NOT. ALL SEVEN SCHOOL DISTRICTS OUT IN THE COUNTY ARE TITLE I SCHOOLS. DISTRICT #61 RECEIVED \$510,000 JANUARY 1966, FOR SEVEN MONTHS FUNDING AND ANTICIPATES APPROXIMATELY \$402,000 EXPENDED IN THE 1966-67 SCHOOL YEAR. (INITIAL COST OF EQUIPMENT MADE FIRST YEAR'S GRANT HIGHER). THESE ESEA PROGRAMS COST DECATUR ABOUT \$1000 A YEAR WHICH IS NOT REIMBURSED BY THE FEDERAL GOVERNMENT.

SUPPLEMENTING THE ESEA IS THE NATIONAL DEFENSE EDUCATION ACT, WHICH MATCHES LOCAL FUNDS SPENT ON BOOKS AND MATERIALS RELATING TO MATHEMATICS, SCIENCE, FOREIGN LANGUAGES, ENGLISH AND SOCIAL STUDIES. DISTRICT #61 PURCHASED \$80,000 WORTH OF MATERIALS THIS YEAR. (NEXT YEAR THE LOCAL DISTRICT MUST CONTRIBUTE 60%).

TITLE I ACCOMPLISHMENTS

1. SINCE JANUARY 1966, TEACHER AIDES, GIVEN THREE WEEKS TRAINING COURSES, SPENT HALF DAYS IN CLASS ROOMS OF THE FIVE TITLE I ELEMENTARY SCHOOLS, TUTORING INDIVIDUALLY OR IN SMALL GROUPS, FIXING BULLETIN BOARDS, DOING CLERICAL WORK FOR TEACHERS. THERE ARE ELEVEN TEACHER AIDES, EACH HOLDING A PROVISIONAL TEACHING CERTIFICATE.
2. 17 CLERICAL AIDES ARE PROVIDED FROM THE TITLE I SCHOOL NEIGHBORHOODS.
3. 6 OFFICE AIDES ARE EMPLOYED.
4. 900 JUNIOR HIGH SCHOOL CHILDREN BEING SERVED BY TITLE I
5. ALL ELEMENTARY SCHOOL CHILDREN ARE BEING SERVED IN TITLE I SCHOOLS.
6. TUTORING IS BEING USED EXTENSIVELY IN READING, ENGLISH, MATH, SOCIAL STUDIES AND SCIENCE.
7. JOHNS HILL JUNIOR HIGH AND STEPHEN DECATUR HIGH HAVE FULL TIME COUNSELORS TO WORK WITH STUDENTS DOING POORLY.
8. 4 TITLE I ELEMENTARY SCHOOLS HAVE MATERIALS CENTERS WITH A FULL TIME CONSULTANT. (A 2-YEAR STUDY INDICATES MORE INTELLECTUAL GROWTH HAS TAKEN PLACE AMONG STUDENTS IN SCHOOLS WITH MATERIALS CENTERS THAN IN THOSE WITHOUT.)
9. THERE ARE 8 LIBRARY CONSULTANTS IN ELEMENTARY SCHOOLS (4 UNDER STATE PROGRAM FOR THE GIFTED, AND FOUR UNDER TITLE I) WORKING IN THE MATERIALS CENTERS.
10. IN JANUARY 1966, 80 STRINGED INSTRUMENTS WERE PURCHASED AND CONCENTRATED STRING INSTRUCTION IS BEING GIVEN TO POORLY MOTIVATED POOR CHILDREN. (MOST HAVE STAYED WITH THE PROGRAM AND SHOW MORE INTEREST AND BETTER ATTENDANCE AT SCHOOL). THERE IS A SPECIAL SUMMER MUSIC PROGRAM FOR THESE STUDENTS.

11. SUBSTITUTE TEACHERS HAVE BEEN HIRED IN ORDER TO RELEASE TEAMS OF CURRICULUM TEACHERS ONE HOUR DAILY TO PLAN MORE EFFECTIVELY FOR DISADVANTAGED STUDENTS.
12. PARENTS CLUBS HAVE BEEN ESTABLISHED IN WASHINGTON AND DURFEE ELEMENTARY SCHOOLS. VISITS WERE MADE TO HOME OF POOR ACHIEVERS TO INVITE PARENTS TO COME TO MEETINGS WHERE THE PARENTS WERE ENCOURAGED TO ASK HOW TO HELP THEIR CHILDREN AT HOME. CLUBS MEET ONE MORNING WEEKLY FOR DISCUSSION, AS A SOCIAL OUTLET AND TO MAKE HOME TEACHING MATERIALS. SOME MEMBERS GO ON FIELD TRIPS WITH CLASSES. THEY ARE ENCOURAGED TO CONTINUE THEIR OWN EDUCATION.

COUNTY PROGRAMS

13. 6 COUNTY SCHOOLS HAVE HAD TITLE I PROGRAMS SINCE 1965 (MT. ZION WAS INTERESTED BUT BEING INVOLVED IN A BUILDING PROGRAM WITH STAFFING PROBLEMS DID NOT HAVE TIME TO APPLY, BUT DID SO IN 1966). ALL PROGRAMS PRIMARILY EMPHASIZED REMEDIAL READING.
14. BLUE MOUND STARTED A KINDERGARTEN WITH TITLE I FUNDS THE FIRST YEAR AND IT IS BEING CONTINUED LOCALLY.
15. MAROA-FORSYTH, BEING UNABLE TO FIND A TEACHER FOR THE PROGRAM, PURCHASED NEEDED EQUIPMENT.
16. NANTIC-HARRISTOWN ADDED ADDITIONAL NURSING SERVICE (AND WILL HAVE A HEAD START CLASS THIS SUMMER UNDER EOA).

THERE IS A NEW PROVISION UNDER WHICH THE DISTRICT COULD PROBABLY OBTAIN \$15,000 TO COVER A SPECIAL PROGRAM FOR ORPHANS (INSTITUTIONALIZED OR FOSTER HOMES). THERE ARE 211 CHILDREN IN FOSTER HOMES IN MACON COUNTY AND 85 IN ORPHANAGES.

ESEA TITLE II

TO PROVIDE SCHOOL LIBRARY RESOURCES, TEXTBOOKS, ETC. TO ALL CHILDREN.

TITLE II ACCOMPLISHMENTS

1. DISTRICT #61 GETS \$1.70 PER PUPIL TOWARD PURCHASE OF BOOKS AND TEACHING AIDS AND CAN BE USED FOR EVERY SCHOOL WHETHER IT HAS A MATERIALS CENTER OR NOT (LOCAL DISTRICT SUPPLIES \$2.50 PER STUDENT FOR BOOKS. COMBINED LOCAL, ESEA, AND NDEA FUNDS PROVIDE THE \$4-6 PER PUPIL RECOMMENDED AMOUNT FOR BOOKS).
2. EACH SECONDARY SCHOOL HAS A LIBRARY AND A PROFESSIONAL LIBRARIAN AND AT LEAST ONE CLERK.

COUNTY ACCOMPLISHMENTS

3. ALL COUNTY SCHOOLS HAVE GOTTEN ADDITIONAL LIBRARY MATERIALS.
4. COUNTY SUPERINTENDENT'S OFFICE HAS SET UP A CO-OPERATIVE FILM LIBRARY OF 156 FILMS TO BE DOUBLED THIS YEAR.

ESEA TITLE III

TO ESTABLISH SUPPLEMENTARY EDUCATIONAL CENTERS AND LOCAL SERVICES. TITLE III HAS NOT BEEN USED HERE SO FAR BUT IF MORE BUILDINGS WERE AVAILABLE THE SCHOOL ADMINISTRATION WOULD LIKE TO SET UP A LAB SCHOOL AND START A SPECIAL 3-YEAR PROGRAM FOR 4 YEAR OLDS.

ESEA TITLE IV

EDUCATIONAL RESEARCH, TRAINING, EXPERIMENTATION AND DEMONSTRATION. UNDER THIS TITLE FUNDS ARE PROVIDED ON THE NATIONAL, STATE AND REGIONAL LEVELS AS WELL AS THE LOCAL.

TITLE IV ACCOMPLISHMENTS

1. CENTERS ARE DOING RESEARCH ON GETTING A BETTER UNDERSTANDING OF HOW CHILDREN LEARN. SOME DECATUR CHILDREN HAVE BEEN TESTED AS PART OF THE RESEARCH.
2. TEACHER WORKSHOPS. OEO FUNDS FINANCED THE ORIGINAL 1965 SUMMER WORKSHOP AND A \$40,243 STATE GRANT FOR GIFTED CHILDREN FINANCED PREPARATION OF THE SYLLABUS FOR COMPENSATORY EDUCATION WHICH IS USED NOT ONLY IN DECATUR BUT DISTRIBUTED IN 38 STATES.

THERE WERE 75 CHILDREN IN THE INITIAL 3 DEMONSTRATION CLASSES. TEN POVERTY PEOPLE WERE HIRED AT \$1.50 PER HOUR FOR FOUR HOURS A DAY TO ASSIST. THEY RECEIVED TRAINING AND SOME WERE ABLE TO BECOME SELF-SUPPORTING AS A RESULT OF THE EXPERIENCE. (ONE OR TWO OF THESE WORKERS WERE ALSO NEIGHBORHOOD WORKERS FOR THE DMCOC SURVEY MENTIONED UNDER EOA)

THE 1966 WORKSHOP (FINANCED UNDER TITLE IV ESEA) CONDUCTED SUMMER CLASSES FOR 1200 ELEMENTARY AND JUNIOR HIGH CHILDREN DURING WHICH TEACHERS EXPERIMENTED WITH METHODS OF GETTING THROUGH TO DISADVANTAGED CHILDREN. NO TEXTBOOKS WERE USED AND THE EMPHASIS WAS NOT NECESSARILY REMEDIAL AS IN TUITION SUMMER SCHOOL. JUST KEEPING CLASSROOM STIMULATION AVAILABLE TO THESE CHILDREN OVER THE SUMMER IS BENEFICIAL SINCE PERIODS SPENT AWAY FROM THIS STIMULATION QUICKLY SET DISADVANTAGED CHILDREN BEHIND.

TITLE VI

BECOMES EFFECTIVE MAY 1967 FOR AID TO HANDICAPPED CHILDREN.

ESEA PROBLEMS

1. THE AMOUNT OF PAPERWORK PREPARATORY TO RECEIVING GRANTS IS TREMENDOUS. IT SEEMS UNLIKELY THE SCHOOL SYSTEM WILL BE ABLE TO HIRE A PERSON JUST TO HANDLE FEDERAL FUNDS AND PREPARE GRANTS AND WHILE ESEA PLANNING TAKES MUCH TIME IT PAYS NONE OF THE SALARY OF THE DIRECTOR OF RESEARCH (MRS. INABELL KIRBY).
2. IN THE OPINION OF SOME IT WOULD BE BETTER IF ESEA FUNDS WERE GIVEN ON A FLAT PER-PUPIL BASIS RATHER THAN ON A FORMULA FOR SELECTING CERTAIN SCHOOLS. UNDER THE PRESENT SYSTEM A POVERTY-LEVEL STUDENT ENROLLED AT A NON-TITLE I SCHOOL CANNOT BENEFIT FROM TITLE I PROGRAMS.
3. FUNDING IS DONE IN SUCH A WAY AS TO CAUSE SCHOOLS TO OPERATE WITH MONEY THEY HAVEN'T RECEIVED OR BEEN ALLOCATED. THIS MEANS SALARIES MUST BE

PAID AND MATERIALS BOUGHT WITH REGULAR SCHOOL FUNDS AND THEN THE SCHOOLS MUST REIMBURSE THEMSELVES. BOOKKEEPING IS EXTREMELY COMPLICATED.

4. INSTRUCTIONS FOR FUNDING FOR THE FOLLOWING YEAR SOMETIMES IS SO LATE THAT DECISIONS ABOUT STAFFING ARE DIFFICULT TO MAKE.

GENERAL PROBLEMS

1. THE DECATUR SCHOOL SYSTEM IS BELOW PERSONNEL STANDARDS OF THE AMERICAN LIBRARY ASSOCIATION BUT IT IS UNLIKELY THAT ENOUGH LIBRARIANS COULD BE FOUND EVEN IF FUNDS WERE AVAILABLE.
2. ADDITIONAL FUNDS ARE NEEDED TO PURCHASE MICROFILMING EQUIPMENT FOR PERIODICAL ARTICLES, AS STORAGE SPACE IS A PROBLEM. (SOME THOUGHT HAS BEEN GIVEN TO THE POSSIBILITY OF SHARED USE WITH THE DECATUR PUBLIC LIBRARY).
3. THERE IS A WIDE VARIANCE STATEWIDE IN LIBRARY SERVICES PROVIDED IN ELEMENTARY SCHOOLS; SOME ARE MUCH POORER THAN DECATUR AND SOME ARE MUCH BETTER.
4. THERE IS NO PROVISION FOR STAFF TO FOLLOW-UP DROP-OUTS. IF DROP-OUTS ARE OVER 18 THEY CAN ATTEND THE ADULT CONTINUING EDUCATION CENTER, BUT CANNOT TAKE THE GED TEST UNTIL AGE 21. ABOUT 95% OF THOSE ATTENDING ADULT EDUCATION CLASSES PRESENTLY ARE OLDER ADULTS.
5. THE LOCAL DISTRICT DOES NOT PROVIDE HOME STUDY TEACHERS FOR GIRLS WHO DROP-OUT BECAUSE OF PREGNANCY. OF GIRL DROP-OUTS, 58% LEAVE FOR REASONS OF PREGNANCY AND/OR MARRIAGE, BUT A FAIR NUMBER DO RETURN LATER AND ARE WELCOME TO DO SO. HOWEVER, THESE GIRLS HAVE FALLEN BEHIND THEIR CLASSES BY THE TIME THEY RETURN.

THE FOLLOWING PROVISIONS ARE MADE NATIONALLY, BY STATE, AND LOCALLY TO INSURE EQUALITY OF OPPORTUNITY FOR EMPLOYMENT.

A. NATIONAL -- CIVIL RIGHTS ACT OF 1964

EMPLOYERS, LABOR UNIONS, AND EMPLOYMENT AGENCIES ARE REQUIRED TO TREAT ALL PERSONS WITHOUT REGARD TO THEIR RACE, COLOR, RELIGION, SEX OR NATIONAL ORIGIN. THIS TREATMENT MUST BE GIVEN IN ALL PHASES OF EMPLOYMENT: HIRING, FIRING, APPRENTICESHIP, AND OTHER TRAINING PROGRAMS AND JOB ASSIGNMENTS. AN EQUAL EMPLOYMENT OPPORTUNITY COMMISSION IS CREATED TO ASSIST IN IMPLEMENTING THIS RIGHT.

B. STATE -- ILLINOIS FAIR EMPLOYMENT PRACTICES COMMISSION

ESTABLISHED WITH REGIONAL OFFICES IN CHICAGO AND SPRINGFIELD. FIELD REPRESENTATIVES ARE AVAILABLE THROUGHOUT THE STATE AND MAY BE APPLIED TO IF DISCRIMINATION IS SUSPECTED. THE COMMISSION'S MAIN JOB IS CONCILIATION AND PERSUASION THOUGH IT MAY RESORT TO COURT ACTION WHEN NECESSARY.

C. STATE -- DIVISION OF VOCATIONAL REHABILITATION

CONTRACTS WITH LOCAL PRIVATE ENTERPRISE TO FURNISH TRAINING (SUCH AS SMALL MOTOR REPAIR, TYPEWRITER REPAIR, UPHOLSTERING, AUTO MECHANICS) FOR MENTALLY, PHYSICALLY, OR EMOTIONALLY HANDICAPPED. THERE IS SOME PROVISION FOR HOUSING WHEN NEEDED, AND FOR TRANSFER TO AREAS WHERE TRAINING NOT AVAILABLE LOCALLY IS GIVEN.

D. LOCAL -- HUMAN RELATIONS COMMISSION

WILL LOOK INTO AND ATTEMPT TO MEDIATE CASES IN WHICH DISCRIMINATION IS SUSPECT.

*Spring 1967
Joe Lilly, Ch*

Self Start, a Decatur program under OEO will lose its federal funding as of the end of April. Members of the HR Committee have been interested in this program as pertaining to the League study item. Two members of the HR Committee visited the three Self Start Centers to see the program in action and have had conversations with the program's director and read its year-end report. The program is pre-Head Start, limited to children aged 2-4½ who must come from families with income of \$3000 or under. In the three months of its existence the centers have had over 1600 individual visits by 185 different children, some coming 3 days a week and some two. Ten to 15% of the mothers attend with their children. Five women from the neighborhoods of the centers have been hired and trained to manage the centers assisted by volunteers. The centers are run like nursery schools, attempting to help the children develop verbally, socially, and intellectually, very much as in Head Start. Head Start is limited to summer programs in Decatur, whereas Self Start is conceived as a year round project for younger children. If funds cannot be found locally to carry on the program the Self Start project will have to be abandoned in May. Under the present system a budget of \$30,000 was proposed.

The director of the Decatur and Macon County Opportunities Corporation described the process by which this program was established and its demise. Frontiersmen (a small group of Negro men doing home visitation in poverty areas distributing educational materials) proposed Self Start to the Decatur Community Action Council. The Projects Committee of the Council sanctioned the program and it was sent to the Regional Office of the OEO for approval and funds. Funds finally arrived so the program was ready to begin the last week of September 1966. The Regional Office had urged the establishment of pre-school programs so when proposals for 1967 were drawn up Self Start was included prominently in a package proposal for 5 neighborhood centers strategically located, providing facilities and headquarters for all OEO programs under the 5 identical centers. Regional OEO scrapped the entire proposal and upon Mr. Stoner's (local OEO director) appeal agreed to sanction 1 center, but Self Start was to be omitted. With less money to distribute than had been hoped for priority programs were to be given first choice. Of pre-School programs Head Start had national priority and the remaining money was to be distributed among the programs meeting the needs of other age groups, educational and occupational levels.

League of Women Voters of Decatur

Study of

LOCAL OPEN OCCUPANCY LEGISLATION

and

HUMAN RELATIONS COMMISSIONS

May, 1968

Lea Ann McGaugh, Chairman,
Civil Rights and Liberties Committee

Toni Harris, Chairman,
Human Resources Committee

Committee Members:

Janet Beck
Bette Thompson
Judy Arnold
Anne Condon
Barbara Ohlsen
Sara Kessler
Martha Panetti
Carla Weinman
Mimi Deffenbaugh
Janet Heilman
Mildred Protzman

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4. Comparison of Decatur's open occupancy ordinance with others in state and Illinois LWV consensus
5. Survey of Real Estate Companies
6. Legal opinions
7. Information about Human Relations Commissions in Illinois
8. Summary of interviews with Human Relations Commission
9. Summary of minutes of Decatur Human Relations Commission
10. Report of interviews with Mayor Rupp and City Manager Semple
11. Interview with Mr. Jackson, Community Relations Director
12. Report of meeting with Mr. Levin of the Illinois Human Relations Commission

| Organization / Name | X | X | X | X | X | X | X | X | X | X | X | X | X | J/A |
|------------------------|---|---|---|---|---|---|---|---|---|---|---|---|---|-----|
| League of Women Voters | X | X | X | X | X | X | X | X | X | X | X | X | X | J/A |
| ... | X | X | X | X | X | X | X | X | X | X | X | X | X | J/A |
| ... | X | X | X | X | X | X | X | X | X | X | X | X | X | J/A |
| ... | X | X | X | X | X | X | X | X | X | X | X | X | X | J/A |
| ... | X | X | X | X | X | X | X | X | X | X | X | X | X | J/A |

Summary of Fair Housing Legislation

In May, 1966 the City Council passed an ordinance that called for the licensing of real estate brokers. The ordinance included restrictions on the part of the brokers, but did not bring the home owner directly under the legislation. This weakness was noticed by several groups; the Human Relations Commission, NAACP, Council of Churches, and other interested persons, including Corporation Council, Hilmer Landholt, who began drafting a Fair Housing Ordinance and a strengthening of the Licensing Ordinance. In the intervening time, the NAACP made a direct request to City Council for a strong Fair Housing Ordinance. When it was ready for presentation, citizen groups and concerned individuals asked for a delay in order to study and evaluate the document. The NAACP, LABA, and other groups organized a Concerned Citizens for a Strong Fair Housing Ordinance which came up with four changes in the proposed ordinance. After the second week of hearings, Mr. Landholt recommended another delay to enable him to write in some of the suggestions and to lower the exemption clause. When this was read the third week, 2½ hours of further testimony was heard concerning the exemption clause and was finally passed in its present form, striking all exemptions, and made into law on March 1968.

CHURCH OF ASSOCIATION... OTHER ORGANIZATION

TABLE OF PROVISIONS OF OPEN OCCUPANCY ORDINANCES
IN ILLINOIS COMMUNITIES

| | COVERAGE | | ENFORCEMENT | | | PROCEDURES OF ENFORCING AGENCY | | | | | | |
|---------------|-------------|------------------|---------------|------|--------------|--------------------------------|-----------------------|----------------------|----------------|--------------------------|---------------|----------------|
| | Home Owners | Rl. Est. Brokers | Admin. Agency | Fine | Imprisonment | Initiate Complaints | Receive Inves. Compl. | Filing Method Stated | Subpoena Power | Rules of Evid. Suspended | Hold Hearings | Written Report |
| Chicago | | X | HRC | | | X | X | X | | | X | 1/yr. |
| Peoria | X | X | FHB | | | X | X | X | X | X | X | 1/3mth |
| E. St. Louis | X | X | HRC | 200 | | X | X | X | | | X | 1/yr. |
| Springfield | | X | HRC | | | | X | | | | X | 1/yr. |
| Maywood | | X | HRC | | | X | X | X | | X | X | |
| Freeport | | X | HRC | | | X | X | X | X | | X | 1/yr. |
| Weston | | X | VC | | | | X | X | X | | X | |
| Elgin | | X | FHB | | | X | X | X | X | | X | X |
| Champaign | | X | RLB | | | | X | X | | | X | |
| Wheaton | X | X | HRC | 500 | | | X | X | | X | X | |
| Joliet | | X | HRC | | | X | X | X | X | X | X | |
| Bloomington | X | X | HRC | 500 | 90 days | X | X | X | X | | X | |
| Normal | X | X | HRC | 500 | 90 days | | X | X | X | | X | 1/yr. |
| Markham | | X | CC | 200 | | | | X | | | | |
| E. Moline | X | X | HRC | 500 | | X | X | X | | | X | 1/yr. |
| Galesburg | X | X | FHB | 500 | | | X | X | | | X | |
| Skokie | | X | HRC | | | X | X | X | X | | X | 1/yr. |
| Rock Island | X | X | FHB | 250 | | | X | X | X | X | X | |
| Evanston | | X | RRB | 500 | | | X | X | | | X | |
| De Kalb | X | X | HRC | 500 | | | X | X | X | X | X | 1/yr. |
| Moline | X | X | FHB | 500 | | | X | X | X | | X | |
| Quincy | | X | CEO | 200 | | | X | X | | | X | 1/6mth. |
| Highland Park | X | X | HRC | 500 | | X | X | X | | | X | |
| Carbondale | X | X | FHB | 500 | | X | X | X | X | | X | 1/yr. |

TABLE OF PROVISIONS CON'T

| | COVERAGE | | ENFORCEMENT | | | PROCEDURES OF ENFORCING AGENCY | | | | | | |
|----------------|-------------|------------------|---------------|-------|--------------|--------------------------------|-----------------------|----------------------|----------------|--------------------------|---------------|----------------|
| | Home Owners | Rl. Est. Brokers | Admin. Agency | Fine | Imprisonment | Initiate Compl. | Receive Inves. Compl. | Filing Method Stated | Subpoena Power | Rules of Evid. Suspended | Hold Hearings | Written Report |
| Arlington Hts. | | X | RRB | 500 | | | X | X | X | | X | |
| Danville | X | X | FHB | 500 | | X | X | X | X | X | X | 1/3 mnth |
| Urbana | X | X | RLB | 500 | | | X | X | X | X | X | |
| Aurora | | X | FHB | 500 | | | X | X | X | X | X | |
| Park Forest | X | X | HRC | | | | X | X | | X | X | 1/yr. |
| N. Chicago | | X | FHC | 500 | | | X | X | X | X | X | |
| Glencoe | | X | BT | 500 | | X | X | X | X | | X | |
| Decatur | X | X | | 500 | | | | | | | | |
| Glenview | | X | RRB | 500 | | | X | X | X | | X | |
| Northbrook | X | X | HRC | 500 | | X | X | X | X | X | X | 1/yr. |
| Rockford | X | X | FHB | 1000* | | | X | X | X | | X | |
| Kankakee | X | X | FHC | 500 | | X | X | X | | X | X | |

*Fines listed in this table are maximums. Rockford's \$1,000 is for a third or fourth offense.

CEO is Commission on Equal Opportunity
 HRC is Human Relations Commission
 FHB is Fair Housing Board
 CC is City Council
 VC is Village Clerk

RLB is Real Estate Brokers Licensing Board
 RRB is Real Estate Brokers Review Board
 BT is Board of Trustees

For further tabular information on the ordinances see the tabular summary put out by the Chicago office of the Illinois Commission on Human Relations.

Between September, 1933, and April, 1968, there were 36 local open occupancy ordinances enacted in the state of Illinois. Of these, 19 covered the home owner as well as the real estate broker. Thirty-two of these ordinances specified some type of commission or board as the administrative agency; three ordinances specified either the City Council, the Village Clerk, or the village Board of Trustees as the administrative agency; one, Decatur, makes no mention of an administrative agency. Below is listed a number of items sometimes included in open occupancy ordinances along with the number of ordinances which presently include those items.

| | |
|---|----|
| Administrative Procedures of Administering Agency | |
| Initiate Complaints | 15 |
| Receive/Investigate Complaints | 34 |
| Hold Hearings | 34 |
| Make Recommendations | 33 |
| Prohibited Acts | |
| Distinctions in price, terms, conditions of sale or rental | 25 |
| Publishing discriminatory listings | 35 |
| Refusal to sell or rent | 31 |
| Discrimination in the lending of money | 27 |
| Cheat, exploit, overcharge | 23 |
| "Panic-peddling" | 35 |
| Refusal to show listings | 32 |
| Accepting or acting on discriminatory listings | 9 |
| Sanctions | |
| Revocations of license | 30 |
| Fine and/or imprisonment | 27 |

A Human Relations Commission is named as the administrative agency in 15 of the ordinances. In 21 cities the administrative agency is given the power of subpoena; in 13 ordinances the administrative agency is specifically relieved from being bound by the strict rules of evidence. In 33 of the ordinances the method of complaint is specified.

There are 76 officially sanctioned Human Relations Commissions, including Decatur's, in the state of Illinois. A letter was sent to each requesting information concerning its functions. We received 11 replies. Following is a list of some of the functions and procedures of those commissions who replied along with the number to whom that provision applied.

| | |
|--|---|
| Purely advisory body | 2 |
| Conciliatory body | 7 |
| Procedures specified for receiving and investigating complaints | 3 |
| Subpoena powers | 2 |
| Issues publications | 5 |
| Maintains educational program | 5 |
| Issues annual report | 6 |
| Investigates and conciliates fair housing complaints | 4 |
| Rules on fair housing complaints and recommends action | 3 |
| Has long range programs | 4 |
| Has a budget item | 3 |
| Has staff | 3 |

COMPARISON OF DECATUR'S ORDINANCE

The Decatur ordinance is among the strongest in the state in coverage since it states that no person shall discriminate. Its prohibitive clauses are very broad but brief and I shall quote:

No person shall discriminate, as defined in this Chapter, against any other person in regards to the sale, lease, rental or transfer of any housing accommodation.

No person shall discriminate, as defined in this Chapter, against any other person in regards to the financing of, or dealings concerning, the sale, lease, rental or transfer of any housing accommodation.

No person shall circulate or publish any statement, or advertise in any manner or way, to indicate an intent to discriminate, as defined in this Chapter, against any person or group of persons in the sale, lease, rental, or transfer of any housing accommodation, or the financing of, or dealings concerning such sale, lease, rental or transfer thereof.

It is, however, because of its generality, difficult to fit Decatur's ordinance into the table put out by the state Human Relations Commission listing prohibited acts. It is assumed that most would be covered by Decatur's law. Publishing discriminatory listings is certainly covered, as is discrimination in the lending of money. The others, distinctions in price, terms or conditions of sale or rental; refusal to sell or rent; cheating, exploiting, overcharging; "panic peddling"; refusal to show listings; and acceptance of or acting on discriminatory listings can probably all be assumed to fall under the broad term "discriminate" and are therefore prohibited. However, these are not specifically listed. It should be noted that the real estate brokers licensing ordinance which was passed at the same time as the open occupancy ordinance is much more specific in its prohibited acts.

Regarding enforcement procedures, Decatur's is the only ordinance which does not specify the agency or official to whom complaint is to be made. Recourse in the Decatur ordinance is to the courts although this is not spelled out in the ordinance. Decatur does provide a \$500 fine for violation of the ordinance.

The Decatur ordinance comes very close to the state League's consensus concerning adequate open occupancy legislation on the state level in the areas of coverage and enforcement. It does not, however, include a commission as the enforcing agency, which is a major part of that consensus.

(It should be noted that Illinois cities are passing open occupancy legislation at a truly remarkable rate, and therefore this study is accurate statistically only as of the date written. The trends indicated by the statistics may, however, be regarded as somewhat more stable than the numbers.)

SURVEY OF REAL ESTATE COMPANIES
April, 1968

A very brief spot survey of five local real estate companies in an attempt to ascertain the realtors' reactions to our present open occupancy ordinance and whether they felt it would have any effect on local housing. Those contacted all felt there was a need for the local ordinance although in all cases they stressed that they had never had a company policy of discrimination. Three mentioned that most minority groups have difficulty in finding adequate housing because of financial problems, rather than because of prejudice. Even though all felt there was a need for the ordinance, two questioned its constitutionality. Two realtors mentioned that the present ordinance removed an unfair burden from the realtors which had been placed there by the previous ordinance. These two mentioned that this ordinance gives a clear guide to what one may not do.

When questioned concerning the possible effects of the ordinance one felt it might damage some areas, the others either could not say or felt it would have no effect. (There have been no complaints under either the old or new ordinance.)

Questions asked:

1. Did you recognize a need for this ordinance? Were there evidences of discrimination?

| | | | |
|-----|---|----|---|
| yes | 5 | no | 0 |
|-----|---|----|---|

2. Have you noticed any effects of the Open Occupancy Ordinance?

| | | | | |
|------|---|--------------------|---|--|
| none | 2 | made issue clearer | 2 | |
| | | never any trouble | 1 | |

3. What effects might it have?

| | | | | |
|------|---|-------------------------|---|--|
| none | 2 | couldn't say | 2 | |
| | | might damage some areas | 1 | |

4. Does having this law make it easier to deal with homeowners?

| | | | | | |
|-----|---|----|---|-----------|---|
| yes | 2 | no | 2 | no change | 2 |
|-----|---|----|---|-----------|---|

5. Are there any provisions you disagree with or any improvements you would suggest?

| | | | | | |
|-----|---|----|---|-----------------|---|
| yes | 0 | no | 2 | haven't read it | 2 |
|-----|---|----|---|-----------------|---|

6. What is Decatur's biggest housing problem?

| | | | |
|----------|---|---------------------------------|---|
| Economic | 4 | Availability of rental property | 1 |
|----------|---|---------------------------------|---|

7. Do you find evidence of discrimination in lending practices related to home buying?

| | | | |
|-----|---|----|---|
| yes | 0 | no | 5 |
|-----|---|----|---|

(It should be recognized that this survey may be considered accurately reflective of the views of those realtors responding only. It is merely a sampling.)

REPORT OF INTERVIEWS WITH
MR. HILMER LANDHOLT AND MR. MARVIN LIEBERMAN
Feb., April, 1968

Mr. Hilmer Landholt, the Decatur Corporation Council, and Mr. Marvin Lieberman, a local attorney and member of the state's Fair Employment Practices Commission (FEPC), were questioned concerning the legality and the intricacies of form of local open occupancy legislation. Mr. Landholt formulated our present ordinance and it is, naturally, reflective of his viewpoint. Mr. Landholt feels that laws of this type are frequently too verbose and are weakened by that quality. A general prohibitive statement is usually sufficient in his opinion. Mr. Landholt opposed including a commission as an enforcing agency, citing two reasons. First it could tie up a case for a long period of time because a complainant would have to exhaust all administrative remedies before the case could be successfully prosecuted. Secondly he felt that the rights of the accused to a fair trial were threatened since conciliation usually involves a suspension of the rules of evidence. Mr. Landholt also questioned the advisability of having a body act as both prosecutor and judge, which was what he felt an enforcing commission entailed in effect. Mr. Landholt favors a Commission which would conciliate and mediate disputes and misunderstandings. He feels that conciliation and mediation are the antithesis of prosecution and that both approaches should not be lodged with the same body. He feels further that the avenues should exist, and that they should be parallel one to the other and not tied together.

Concerning the legal validity, constitutional and otherwise of local ordinances, Mr. Landholt felt their status was unsure. He felt that strictly and traditionally interpreted the state law did not allow for the passing of local open occupancy legislation. However, he said the courts in the past have at times departed from precedent and he felt that the trend was toward approval of legislation of this type. Thus he felt it was up to the courts to decide.

Mr. Lieberman felt that while the Decatur ordinance is substantially good especially in its coverage, he would have preferred the inclusion of an administrative agency as an enforcing method. He stressed the importance of conciliation in these cases. Mr. Lieberman, although stressing that our ordinance was good in substance, preferred more specifics in the prohibited acts. He explained that there was a danger in being so general that an individual would not know which acts were prohibited. He felt that by inserting a clause asking that the ordinance be liberally construed, the danger of having the ordinance interpreted as covering only those listed acts could be avoided. When questioned concerning the charges of a commission acting as both prosecutor and judge, Mr. Lieberman stated that although there was necessarily some element of this in this type of arrangement, nevertheless the commission members could act fairly. In addition, if conciliation fails, an impartial hearing examiner could be provided for to conduct public hearings. This would negate the charge that the Commission is both judge and prosecutor. In most cases, Mr. Lieberman felt that the members would be that much more diligent in being fair since they were open to that charge. Mr. Lieberman also felt that many cases could be settled outside the courts and that suspension of the rules of evidence simply lent to the informality of the conciliatory talks and was of benefit to both parties. He also pointed out that most administrative hearings (e.g., zoning hearings)

REPORT OF INTERVIEWS WITH MR. HILMER LANDHOLD AND MR. MARVIN LIEBERMAN - p. 2

are held in this manner. (Incidentally, suspension of the rules of evidence means that the strict rules concerning admission of physical evidence and testimony which are adhered to in court are relaxed. For instance, hearsay evidence would not be admissible in court, but possibly could be in a hearing or conciliation meeting if the rules of evidence had been suspended.)

Mr. Lieberman felt that a complaint under an open occupancy ordinance should ideally proceed from conciliation to public hearings to court, if necessary. He pointed out that it seemed probable that most complaints could be settled in the conciliation stage. He felt that the power of subpoena, while not necessary or perhaps even desirable in the conciliation stage, was necessary for the effective gathering of evidence. He also mentioned that while a commission could make a judgment concerning a complaint, the enforcement of that judgment would have to be by the courts.

Concerning constitutionality, Mr. Lieberman also agreed that that was a decision for the courts. However he seemed hopeful of a favorable decision and mentioned that the upholding of the City of Chicago ordinance had been regarded by some as clearing the way for this type of legislation.

Concerning the legal validity, constitutionality and otherwise of local ordinances, Mr. Landhold felt their status was unclear. He felt that strictly and traditionally interpreted the state law did not allow for the passing of local open occupancy legislation. However, he said the courts in the past have at times departed from precedent and he felt that the trend was toward approval of legislation of this type. Thus he felt it was up to the courts to decide.

Mr. Lieberman felt that while the better ordinance is substantially good especially in its coverage, he would have preferred the inclusion of an administrative agency as an enforcing method. He stressed the importance of conciliation in these cases. Mr. Lieberman, although stressing that our ordinance was good in substance, questioned the specificity in the prohibited acts. He explained that there was a danger in being so general that an individual would not know which acts were prohibited. He felt that by having a clause asking that the ordinance be liberally construed, the danger of having the ordinance interpreted as covering only those listed acts could be avoided. When questioned concerning the charges of a commission acting as both prosecutor and judge, Mr. Lieberman stated that although there was necessarily some element of this in this type of arrangement, nevertheless the commission members could not properly in addition, if conciliation fails, an impartial hearing examiner could be provided for to conduct public hearings. This would negate the charge that the Commission is both judge and prosecutor. In most cases, Mr. Lieberman felt that the members would be that much more diligent in being fair since they were open to that charge. Mr. Lieberman also felt that many cases could be settled outside the courts and that suspension of the rules of evidence singly lent to the informality of the conciliatory talks and was of benefit to both parties. He also pointed out that most administrative hearings (e.g., zoning hearings)

REPORT OF INTERVIEWS WITH DECATUR HUMAN RELATIONS COMMISSION MEMBERS
March, 1968

1. What orientation did you have when you came on the Commission?

All members interviewed agreed there had been little or no orientation. A couple had read pamphlets from the State Human Relations Office. There was an orientation with too little experience.

SUMMARY OF INFORMATION ABOUT LOCAL HUMAN RELATIONS COMMISSIONS IN ILLINOIS

There are three major types of enabling ordinances for Human Relations Commissions in Illinois: 1) the purely advisory commissions such as Flossmoor, which investigate only complaints referred by the Village Manager or the Council. 2) the conciliatory commission which is the largest group including Aurora and Peoria. These commissions investigate complaints received in various ways and generally recommend action to the city council. Decatur's Human Relations Commission is of this type. This type of commission often is empowered to publish, hire some staff and establish self-governing procedures. 3) the conciliatory commissions which can take some action such as Chicago and Springfield. The action is usually filing a complaint with the city attorney after an investigation or posting notices on the property in cases of housing violations. These Commissions also have subpoena powers and a budget. Only one commission, Peoria, in group 2 had a budget provided. Virtually all commissions are appointed by the chief city official and issue an annual report. Many have set up educational programs such as bus tours of disadvantaged neighborhoods or seminars on buying homes. Publications explaining the commission's work, the housing ordinances and human relations principles are often a feature of the educational programs.

(The above information was gleaned from responses made to our inquiries to 75 official Human Relations Commissions in Illinois. There were eleven responses.)

REPORT OF INTERVIEWS WITH DECATUR HUMAN RELATIONS COMMISSION MEMBERS
March, 1968

1. What orientation did you have when you came on the Commission?

All members interviewed agreed there had been little or no orientation. A couple had read pamphlets from the state Human Relations Office. There was an observation that in general, they are operating with too little experience, feeling inadequate, groping, and are looking for a place to take hold.

2. Do you feel that the Commission in the past has been effective in achieving the goals of the ordinance creating the Human Relations Commission?

None of the persons interviewed gave a direct answer. They cited lack of power and help. One thought they had done as good a job as possible under the terms of the present ordinance. One, obviously disillusioned, asked, "What goals?" Another felt that while the Commission helped with communication between the races, it could not take credit for progress made.

3. Approximately how many complaints does the Commission receive in a month? on an average per year?

It is difficult to know because no register of complaints is kept. Some come from the floor, others via telephone, or to individual members of the Commission. Some said there were few complaints about employment; 90% probably were about housing. Other members felt there were few justifiable complaints about housing.

4. If preceding question is answered with a small number then: Why do you feel you receive so few complaints?

The majority cited people's fear of publicity in airing a complaint. Another mentioned there is no required way to register a complaint. People are timid, and don't know what procedures they are to use. It was felt that it would help if a complainant could bring someone with him as he presented his grievance. The presence of the Press discourages people from appearing because of publicity.

5. Do you feel that the new fair housing ordinance will have any effect on the work of the Commission?

All agreed it would, but a couple cautioned that they were just advisory and could not act as judge and jury. It was pointed out that the Commission has no official duties besides advisory. There might be opportunities for the Commission to find itself in new situations under the new ordinance.

6. What would you like to see the Human Relations Commission do in the future?

A Human Relations Club in schools was a suggested possibility. Another thought was to have a pamphlet containing names of members so people would know whom to contact. The Commission should work for integration, better relations, and should back church efforts. The Commission should continue its present efforts. It should pull in more townspeople to attend meetings. There are only one or two at many meetings. The Commission as it is now has no power and directives. It waits for complaints. It should "Go out and do" -- not be passive.

REPORT OF INTERVIEWS WITH DECATUR HUMAN RELATIONS COMMISSION MEMBERS (2)
March, 1968

7. The city manager has created a post for a Community Relations Director who would devote part time to Human Relations. Do you feel this would take care of the needs of the Commission? Or do you feel you need a full time person? What would he do?

There were divided opinions as to whether a full-time director is needed. Several were definite in thinking this is necessary. Two took a "wait and see" attitude, as it will depend upon the man filling the part-time position (who has a good background). Another's observation was that he (the Director) will give official status to the Commission--something it has been lacking. Also it will give official responsibility to work for solutions. One person suggested that the new director receive the complaints, so that a complainant wouldn't have to face the whole Commission.

8. Do you feel that the Commission should request the City Council to pass funding and empowering legislation?

9. If so, what type of funding and powers would you consider necessary to ideally carry out the work of the Commission?

All but one felt there was a need for funding, one reason being that a full-time secretary is needed. Two cautioned they could not act as "judge and jury". It was pointed out that the City Council has been requested to give them direction. The new open occupancy law has given the Commission no procedures to follow. Part of need for funding will depend upon the procedural directions that will come from the Council.

10. How could funds and power help accomplish the goals of the Commission?

There was disagreement among answers. One emphasized that they are an advisory Commission, and that it is better that they stay that way. Another cites need to offer more service and to become adventuresome. One person could not answer the question because he said first, the Commission had to have some goals.

LEAGUE OF WOMEN VOTERS OF DECATUR, ILLINOIS May 14, 1968

Summary of the Human Relations Commission Minutes: January 1967 - May, 1968

The Decatur Mayor's Commission on Human Relations was created in March 1960 to "encourage and work toward the bringing about of mutual understanding and respect among all peoples in the City in order that prejudice, intolerance, bigotry, discrimination, and disorder occasioned thereby be eliminated." The commissioners are appointed by the Mayor for a period of two years. In the past sixteen months studied, membership has not been up to capacity of thirteen.

Monthly attendance ranges from two to ten commissioners, averaging seven at each meeting. Most of the meetings are held in the City Council Chambers, occasionally meeting in churches. There have been six or eight informational type meetings.

The minutes referred to a couple complaints, a couple of problems to look into, and a couple of houses successfully purchased by minority persons. General problems of housing, jobs, and education were raised and discussed, but little action recommended or taken.

The Commission has been organized into three working committees: Housing, Jobs, and Education. Currently, a committee has been organized to develop guidelines for the Commission, a method of handling complaints, and spelling out their relationship to the newly hired Community Relations Director.

The membership of the Commission has been in a state of flux with recent resignations and appointments. According to the minutes' reporting of resignations and appointments there is still one vacancy due to a person who moved from the city several months ago. One member has attended only four times in the last eighteen meetings.

One of the problems observed is that of communication. League members have been attending meetings for several months and have observed that the minutes do not always accurately reflect what actually happens at the meetings.

The committee to develop guidelines has presented a proposed revision of the ordinance creating the commission and a set of by-laws. They have asked interested citizens to respond with suggestions before they present their recommendations to the City Council. A recent news story reported that the committee will not ask for additional powers, but do want more funds and staff to work in the area of civil rights.

SUMMARY OF INTERVIEWS

with

MAYOR JAMES RUPP AND CITY MANAGER ROBERT SEMPLE

We asked both of these men several questions relative to the local Human Relations Commission. The interviews took place on April 16 and 17, before the resignation of Chairman Robert Winters and Mrs. A. D. Parks.

In answer to a question as to what basis he uses for making appointments to the Commission, Mayor Rupp said that appointees must be fair and open-minded, have good judgment, be respected average citizens with no special interest or cause to promote. He will not destroy the Committee concept by appointing anyone with pre-conceived opinions or ideas which are so set that he could not modify them by being given additional information. He said he has not been able to find a suitable open-minded individual to fill one place vacant for some time.

Mayor Rupp believes the Human Relations Commission is an advisory group which should try to reconcile differences and act as a link between City Council and the public in this field. He said he would prefer to give no suggestions for improvement of the Commission at this time, but rather to give the members a chance to propose improvements. The Mayor is opposed to a budget for educational purposes. He says they can ask if they need travel or expense money, and as for publishing or distributing educational material, the Mayor thinks such material is often more propagandistic than educational. However, distribution only of professionally prepared material might be acceptable if the material is truly educational and provides an accurate presentation of facts.

Mr. Semple sees the Human Relations Commission as a fact-finding body for improving relations between the races. Although he has only been in the city a few months, Mr. Semple feels our Commission's accomplishments have been relatively slight. He cited a lack of continuity between meetings as one problem when volunteers have to do all the work. Mr. Jackson's hiring should help this problem considerably. It is difficult for citizen groups, even with the best intentions, to do a job like this without some professional help. He also suggested that the 3 committees of the Human Relations Commission should meet and do whatever work they have in between monthly Commission meetings and report to the whole group at those monthly meetings.

Although the present ordinance is sketchy and probably should be made more effective, Mr. Semple said the present Human Relations Commission has not made full use of the powers they have under it. A much more positive program would be possible and should be developed in the near future. This should include an educational program and more positive use of conciliatory action. Mr. Semple said there should be specific procedures for the filing of complaints and that the Commission should tackle problems in Decatur rather than just sit and wait for complaints. A request was put in the new city budget for \$200 travel money, \$100 supplies and \$50 literature with Mr. Jackson to authorize expenditures.

When asked to name the biggest problems Decatur has in the area of Human Resources, Mr. Semple said housing is first in seriousness. There just is so little decent housing that most Negroes can afford. We must get more housing

SUMMARY OF INTERVIEWS WITH MAYOR JAMES RUPP AND CITY MANAGER ROBERT SEMPLE - p 2

for low-income people and it should be spread out in various sections of the city as much as possible.

Recreation would probably rank second, Mr. Semple said. Public facilities for both summer and winter recreation should be located in the poorer neighborhoods. He praised some churches for starting recreation programs but said much more in this line is needed. Parks in the poorer areas should be as well equipped and maintained as in other areas.

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When asked to name the biggest problem Doctor has in the area of human resources, Mr. Semple said housing is first in seriousness. There just is so little decent housing that most Negroes can afford. He must get more housing

SUMMARY OF INTERVIEW WITH CHARLES JACKSON, COMMUNITY RELATIONS DIRECTOR

May 14, 1968

Mr. Jackson has been in Decatur only since April 1, 1968. He has spent most of his time acquainting himself with the community and the people with whom he will work.

Mr. Jackson feels that most of his work will be with the Human Relations Commission. The city government will offer services to people and he will work for all departments, dealing with people across the board. He will help the commission formulate ideas and develop programs to tell what the city is saying. Somewhere along the way he hopes to develop a staff of workers.

His opinion of the ideal function of a Human Relations Commission is that of a sounding board and an initiator of programs in the direction of equal opportunities. It must make people aware of problems. It should also offer recommendations to improve conditions. The Commission should listen to the community at large, and not just the "noisemakers". What do they want the commission to do?

Mr. Jackson recognizes that the present Commission has problems. They need to spell out their duties and how he ties in with the commission. Nothing is wrong with the present ordinance creating the Human Relations Commission. It needs guidelines. The commission needs people who are fair-minded in the true sense of the word. He would like to see younger people on the Commission.

Mr. Jackson feels they need a budget item for educational purposes, dissemination of materials and planning programs.

He sees the need for Open Housing Ordinances only if a city needs an excuse. There is a need for an attitudinal change and more general tolerance of neighbors. If a person has the money, he should be able to buy or rent any house he wants. On the other hand, the owner should question the buyer or renter, but not on the basis of color, geographical or national ancestry or origin, race or religion.

We have a good housing ordinance, but the problem is how to enforce it.

He sees the need for spelling out procedures of getting the complaint, processing it, and getting it to court if it cannot be worked out before it gets to the public. The Human Relations Commission could handle this type of conciliation.

Summary of Mr. Levin's Talk

Mr. Ivan R. Levin of the Springfield office of the state Human Relations Commission met with several committee and League members on May 1. He made several suggestions as to what local Human Relations Commissions should be doing.

In the 20 or 25 years since Human Relations Commissions came into being, their ideal function has changed from that of acting as impartial bodies to mediate disputes, to that of taking a more active part in bringing about social changes. However, this does not mean they should picket or agitate as the Civil Rights groups do.

He said that ideally the Commission should be the official agent of city government to carry out social changes in a constructive way. The Commission should take the initiative in investigating local problems; they should seek out complaints rather than sitting back and waiting for people to come to them.

In the field of education, a local Human Relations Commission might make recommendations to the school board as to textbook selections, library materials and possible curriculum changes in addition to supporting school integration.

The Commission should maintain close contact with agencies whose function is to serve the poor. Commission members should meet with the lower income citizens, particularly Negroes and find out exactly what their problems are. Besides holding some of their meetings in places other than council chambers, the Commission should hold a program for the general public every two or three months.

Mr. Levin said written forms for complaints are highly desirable and these should be distributed through churches, the OEO and other agencies in the city. A prompt answer to complaints is essential.

All these things could be done without additional powers for the local Commission. However, Mr. Levin believes an ordinance giving the Commission quasi-judicial powers would be constitutional.

Mr. Levin said our Decatur Fair Housing Ordinance is weak in enforcement procedures. Most of the 40 local ordinances in Illinois are quite similar. Some cities have a separate Fair Housing Board to enforce their ordinances. There is no one established way for the setting up of a Fair Housing Board. Generally the procedures under which the Fair Housing Board will operate if it receives a complaint are set forth within the Fair Housing Ordinance. However, Fair Housing Boards can adopt their own rules and regulations for operation and can draw up their own complaint handling procedures. The Carbondale Fair Housing Board has adopted a set of rules which calls for investigation of a housing complaint within 48 hours after it is received. Two of the five members of the Carbondale Fair Housing Board are members of the Human Relations Commission, designated by the chairman of the Commission, one member specifically represents the Negroes, one is chosen by the local Board of Realtors and the fifth person is appointed by Southern Illinois University, so the Fair Housing Board represents a cross-section of the community.

There is going to be an opportunity for 3 members of Decatur's Human Relations Commission to attend a 4-day training session in October along with Commission members from 9 other Illinois cities. Regardless of how local ordinances set up Commissions, lack of training and orientation is a real problem and hopefully, sessions like this may be a big part of the solution.

STATEMENT OF POSITION
on

OPEN OCCUPANCY LEGISLATION AND THE HUMAN RELATIONS COMMISSION

The League of Women Voters of Decatur supports local legislation to secure equal housing opportunity for all individuals regardless of race, color, religion, national origin or ancestry. The League supports legislation to prohibit housing discrimination by real estate salesmen and brokers, lending institutions, residential land developers, and owners, covering apartments, private homes, and vacant land.

Local legislation for equal housing opportunities should provide for:

- (1) A commission or agency authorized to investigate and initiate complaints of discrimination; to work to eliminate unfair housing practices by conference, conciliation and persuasion; and to conduct educational programs.
- (2) A commission or agency with enforcement powers including recourse to the courts if conciliation fails, and the right to petition the court for injunctive relief (with safeguards to protect the interests of both parties).
- (3) Effective enforcement measures to ensure elimination of unfair housing practices.

The League of Women Voters of Decatur supports the establishment of an agency or commission, such as a Fair Housing Board, to enforce local open occupancy legislation. Such an agency or commission would hold hearings and would have the right to petition the courts for issuance of subpoenas and for injunctive relief. The agency or commission would issue a written annual report. Final recourse under the law would be to the courts.

The League of Women Voters of Decatur supports an expanded role in the community and expanded duties for the Decatur Human Relations Commission. It should have the power to initiate, receive and investigate complaints concerning civil liberties; it should provide a specific method for filing complaints; and it should prepare a written annual report. The Commission should attempt to conciliate complaints under the open occupancy ordinance and should be free to act as a friend of the complainant if it feels a complaint to the enforcing agency is justified.

The League of Women Voters of Decatur supports an appropriation in the city budget for the Decatur Human Relations Commission and for an enforcing agency of the open occupancy ordinance. Such an appropriation should cover an executive director, secretarial services, and education purposes.

The League of Women Voters of Decatur feels that all of the methods of enforcing an open occupancy ordinance listed above should be available to the complainant. If such a division of powers between an enforcing agency and the Human Relations Commission as suggested above is not possible then the Human Relations Commission should provide all of the pre-Court methods of enforcement.

SUMMARY OF ANSWERS OF HUMAN RELATIONS COMMISSION
MEMBERS TO QUESTIONS POSED BY LEAGUE OF WOMEN VOTERS INTERVIEWERS

(for consensus study, May, 1968)

1. All members interviewed agreed there had been little or no orientation. A couple had read pamphlets from the state Human Relations office. There was an observation that in general, they are operating with too little experience, feeling inadequate, groping, looking for a place to take hold.
2. None of the persons interviewed gave a direct answer. Cited lack of power and help. One thought they had done as good a job as possible under the terms of the present ordinance. One, obviously disillusioned, asked, "What goals?" Another felt that while the Commission helped with communication between the races, it could not take credit for progress made.
3. Difficult to know because no register of complaints is kept. Some come from the floor, via telephone, or to individual members of the Commission. Said there were few complaints about employment; 90% probably were about housing. Other members felt there were few justifiable complaints about housing.
4. Majority cited people's fear of publicity in airing a complaint. Another mentioned there is no required way to register a complaint; people are timid. Don't know what procedure they are to use. Would help if a complainant could bring someone with him as he presented his grievance. Presence of the Press discourages people from appearing because of publicity.
5. All agreed it would, but a couple cautioned they were just advisory and could not act as judge and jury. Pointed out that the Commission has no official duties besides advisory. Might be opportunities for the Commission to find itself in new situations.
6. A Human Relations Club in schools a suggested possibility. Another thought was to have a pamphlet containing names of members so people would know whom to contact. Should work for integration, better relations, back church efforts. Commission should continue its present efforts. Pull in more townspeople to attend meetings. There are less than two at many meetings. Commission as it is now has no power and directives. It waits for complaints. Should "Go out and do"--not be passive.
7. There were divided opinions as to whether a full-time director is needed. Several were definite in thinking this is necessary. Two took a "wait and see" attitude, as it will depend upon the man filling the part-time position (who has a good background). Another's observation was that he (Director) will give official status to the Commission--something it has been lacking. Also it will give official responsibility to work for solutions. One person suggested that the new director receive the complaints, so that a complainant wouldn't have to face the whole Commission.

- 8-9. All but one felt there was a need for funding, one reason being that a full-time secretary is needed. Two cautioned they could not act as "judge and jury". Pointed out the City Council has been requested to give them direction. The new open occupancy law has given the Commission no procedures to follow. Part of need for funding will depend upon the procedural directions that will come from the Council.

10. There was disagreement among answers. One emphasizes that they are an advisory Commission, and that it is better that they stay that way. Another cites need to offer more service and to become adventuresome. One person could not answer the question because he said first, the Commission had to have some goals.

COPY

League of Women Voters of the U.S.
1200 - 17th Street, N.W.
Washington, D. C. 20036

LOCAL LEAGUE Decatur

STATE Illinois

GUIDELINES FOR FAIR HOUSING STANDARDS

I. The following criteria should be applied to programs and policies to provide equal opportunity in access to housing:

A. The housing market should operate free of restrictions based on race, color, religion, national origin.

Does your League agree in part? _____ In full? Yes
Does your League disagree in part? _____ In full? _____

Explanation of disagreement or agreement:

Agreement is based on the Illinois state consensus of 1967 and local Decatur consensus of May 1968.

What changes or elaborations should be made?

To be returned to the National office not later than December 1, 1968.
(One copy to State League.)

- B. Government at all levels and the private sector as well have a role to play in the nationwide effort to achieve equality of opportunity in access to housing.

Does your League agree in part? _____ In full? Yes
Does your League disagree in part? _____ In full? _____

Explanation of disagreement or agreement:

Agreement is based on the Illinois state consensus of 1967 and local Decatur consensus of May 1968.

What changes or elaborations should be made?

- C. Federal programs should include provisions to guarantee equal rights in access to housing. Federal funds should be withheld from communities in which discrimination in access to housing occurs.

Does your League agree in part? Yes In full? _____
Does your League disagree in part? _____ In full? _____

Explanation of disagreement or agreement?

Consensus of opinion was that housing funds definitely should be withheld in such cases. Other funds might be withheld on a selective basis, however, a great deal of concern was expressed about funds which benefit the poor and/or minority groups. If funds are cut, they should be in areas that affect all groups in the community rather than just the low-income residents.

There was a minority opinion that all federal funds ~~What changes or elaborations should be made?~~ should be cut from communities failing to guarantee equal rights in housing access.

D. In the enforcement of fair housing laws,

1. administrative procedures and responsibilities should be clearly defined

Does your League agree in part? _____ In full? Yes
Does your League disagree in part? _____ In full? _____

Explanation of disagreement or agreement:

Agreement is based on state and local consensuses mentioned in IA and IB.

What changes or elaborations should be made?

2. mediation and legal redress should be readily available

Does your League agree in part? _____ In full? Yes
Does your League disagree in part? _____ In full? _____

Explanation of disagreement or agreement?

Agreement based on above mentioned consensuses.

What changes or elaborations should be made?

3. funding should be adequate to help insure prompt enforcement

Does your League agree in part? _____ In full? Yes
Does your League disagree in part? _____ In full? _____

Explanation of disagreement or agreement:

Agreement based on above mentioned consensus

What changes or elaborations should be made?

4. continued evaluation should be encouraged and procedures should be revised when indicated.

Does your League agree in part? _____ In full? Yes
Does your League disagree in part? _____ In full? _____

Explanation of disagreement or agreement:

Agreement based on above mentioned consensus.

What changes or elaborations should be made?

- II. If your League has a fair housing item on its state or local program, what conclusions has it reached about the advisability and effectiveness of present fair housing legislation at the national, state and/or local level?

The Illinois state consensus of 1967 advocated state and local fair housing legislation. In May 1968 our local consensus reaffirmed the need for local fair housing legislation.

What kinds of legislation do you support?

Comprehensive legislation incorporating provisions for effective enforcement.

What kinds of legislation do you oppose?

Noncomprehensive legislation which does not provide for effective enforcement.

Do you think additional and/or different legislation is needed?

Yes, the State of Illinois should enact effective fair housing legislation. Existing local legislation should be revised so as to include enforcement procedures. Legislation should be specific as to prohibited practices and procedures to be followed when making complaints. Provision should be made for funding in sufficient amounts to cover expenses of investigating complaints and bringing cases to court when conciliation fails. The suggestion was made that home owners be required by law to accept any bona fide offer which meets the asking price.

Although the following are not guidelines for fair housing, it will be useful for you to have answers to the following questions:

III. Do you see any problems in the implementation of fair housing laws?

Describe: Adequate enforcement is difficult, at least in our local situation. We need a commission which can initiate complaints as well as adequate staff to investigate complaints. Evidence is difficult to obtain in many of these cases, especially when enforcing bodies cannot subpoena witnesses. There often seems to be a lack of "follow-through" on complaints.

IV. If your League has already made a survey of housing,

A. What are your major findings?

No survey has been made as yet.

B. How do you interpret the climate of opinion in your community with respect to residential desegregation?

Date November 21, 1968

Signed Mrs. Edward A. Bush

Position Human Resources Chm.

CITY OF DECATUR

MUNICIPAL BUILDING DECATUR, ILLINOIS



August 21, 1968

Mrs. Keith G. Westenhaver, President
League of Women Voters
3420 North University Avenue
Decatur, Illinois 62526

Dear Mrs. Keith G. Westenhaver:

On September 9th, 1968, at 7:30 p.m., in the City Council Room, 355 East Wood Street, the Decatur City Council will hold a public hearing to listen to suggestions from citizens and organizations on what should be included in the five-year (1969-1974) capital improvements program for the City of Decatur. This hearing is held annually before the program is prepared. This hearing was authorized by the City Council at its regular meeting of July 29.

Your organization is invited to appear before the Council and express its viewpoints on what major capital items are needed in Decatur. Examples of capital items include: housing, urban renewal, and neighborhood improvements; streets, highways, alleys, and roads; sidewalks; storm sewers and surface drainage; sanitary sewers; watermains and public safety; fire prevention and firefighting; library and cultural activities.

If your organization is concerned with any of these areas, you are encouraged to appear at this hearing.

Feel free to contact me for any further information.

Sincerely yours,

Charles Reed

Charles Reed, Director
Dept. of Community Development

CR/cn

cc. City Manager
City Council
City Clerk

Westenhaver copy

Statement by

The League of Women Voters of Decatur
September 9, 1968

To the City Council by Mrs. Keith Westenhaver, President of the
Decatur League

Since February 1965, the League of Women Voters of Decatur has urged construction of a new main library building to replace the outmoded, overcrowded, inadequate structure now serving the 87,000 residents of our community.

Our study pointed out that structural weakness, inadequate seating capacity and insufficient floor space in the old building won't permit library services that persons now using the library require. Here in Decatur we need to encourage young people to stay off the streets and out of trouble and to make the most of their academic years. A spot check at the library on an average school night shows that Decatur students often find the library so crowded that there is no place to sit down to write reports or to study. There aren't needed meeting rooms for discussion groups or sufficient access to book stacks to look up material. There are no audio-visual facilities.

Wouldn't all the citizens of Decatur benefit if we would provide a new modern library where young people could be encouraged to increase their use of the library rather than discouraged? After school years are over, the main source of adult education is the library. The library "habit" developed in young people will continue to be rewarding throughout their adult lives.

The League of Women Voters urges the City Council to include a new main library building in Decatur's Five Year Plan.

October 24, 1969

Mrs. Manker Harris
1341 California
Decatur, Illinois

Dear Tony,

Your request that League oppose the appointment of Dale Larrick to the Decatur Housing Authority on grounds that he does not represent those involved in public housing was brought before the League board by Laura Vervanac, our Human Resources and Civil Rights chairman.

Two items under our national Human Resource position could apply to a member of D.H.A. They are "Program should be carried out by personnel competent to meet the specific requirements of their jobs" and "People for whom community action programs are designed should be involved in the planning and implementation of them".

However, it was decided by the board that any action on our part at this time would imply that we disapprove of Mr. Larrick personally as a member of D.H.A. It was decided that we take action the next time an opening on the D.H.A. board occurs before a specific appointment is made.

Sincerely,

Mrs. Robert C. Schade
President

October 28, 1969

United Citizens' Committee for Freedom of Residence
1514 Elmwood Avenue
Evanston, Illinois 60201

Dear Mr. Frey,

Your proposals for the Illinois Constitution and request for our endorsement were presented and discussed at the meeting of our board last week.

It was agreed that the fundamental principle on which all your provisions are based is certainly in agreement with League principles and stands.

However, all League recommendations to the Constitution will be State-wide ones. They will be based on consensus of the membership of all the local Leagues in Illinois on specific articles and questions as specified by our State board.

Thus, since we, as a local league, can not make an individual recommendation to the constitution, we suggest that you contact Mrs. Robert Ihrig, our State Con Con chairman, League of Women Voters, 67 E. Madison St., Chicago.

Sincerely,

Mrs. Robert C. Schade
President

HUMAN RESOURCES

On November 12 and 13, 1968, the Human Resources Committee will make their presentation to the League. It will be divided as follows: Part I - Consideration of consensus questions from the national office with pertinent material presented by committee members and Part II - Summary of Special Report No. 19 "Recommended Housing Policies and Programs for Decatur, Ill."

On Wednesday evening, November 13 at 7:30 P.M. a public hearing on Special Report No. 19 will be held at City Council chambers. The committee believes that League members will find this hearing very interesting and urge those who can do so to attend. Copies of Special Report No. 19 may be obtained from the City Planning Office and would be helpful, particularly for members who might be interested in testifying at this hearing.

Because of the necessity for dealing with the national consensus questions, our committee has not been able to undertake the type of study from which our League could reach a consensus in order to endorse or not endorse this plan. We do hope that the unit meetings will help League members become better informed on Special Report No. 19 and those who would like to speak as concerned individuals at the hearing would be welcome to do so.

Following are the national consensus questions which we will be considering on November 12 and 13.

Guidelines for Fair Housing Standards

I. The following criteria should be applied to programs and policies to provide equal opportunity in access to housing:

A. The housing market should operate free of restrictions based on race, color, religion, national origin.

Does your League agree in part? _____ In full? yes
Does your League disagree in part? _____ In full? _____

Explanation of disagreement or agreement:

What changes or elaborations should be made?

B. Government at all levels and the private sector as well have a role to play in the nationwide effort to achieve equality of opportunity in access to housing.

Does your League agree in part? _____ In full? _____
Does your League disagree in part? _____ In full? _____

Explanation of disagreement or agreement:

What changes or elaborations should be made?

C. Federal programs should include provisions to guarantee equal rights in access to housing. Federal funds should be withheld from communities in which discrimination in access to housing occurs.

NOTE: The following clarification for this question came from the national office: "Several inquiries have been directed to the League national office about the intent of one of the proposed criteria in the Guidelines for Fair Housing Standards. The questions asked concern the kinds of federal funds at which this criterion is aimed, is it all federal funds or only those relating to housing?

The proposed criterion as worded includes all federal funds. If your League believes the federal government should not put money into communities that perpetuate discriminatory housing practices, you will say 'yes' to this criterion. If on the other hand, your League believes no federal funds should be withheld from communities that engage in discriminatory housing practices you will say 'no'. If your League believes the federal government should be selective in withholding funds from communities that perpetuate discriminatory housing practices, you will say 'yes, but.....' and then specify or define in what areas the funds might be withheld."

Does your League agree in part? yes In full? _____
Does your League disagree in part? _____ In full? _____

Explanation of disagreement or agreement:

What changes or elaborations should be made?

D. In the enforcement of fair housing laws,

- 1. Administrative procedures and responsibilities should be clearly defined

Does your League agree in part? _____ In full? yes
Does your League disagree in part? _____ In full? _____

Explanation of disagreement or agreement:

What changes or elaborations should be made?

- 2. Mediation and legal redress should be readily available

Does your League agree in part? _____ In full? yes
Does your League disagree in part? _____ In full? _____

Explanation of disagreement or agreement?

What changes or elaborations should be made?

- 3. Funding should be adequate to help insure prompt enforcement

Does your League agree in part? _____ In full? yes
Does your League disagree in part? _____ In full? _____

Explanation of disagreement or agreement:

What changes or elaborations should be made?

- 4. Continued evaluation should be encouraged and procedures should be revised when indicated.

Does your League agree in part? _____ In full? yes
Does your League disagree in part? _____ In full? _____

II. If your League has a fair housing item on its state or local program, what conclusions has it reached about the advisability and effectiveness of present fair housing legislation at the national, state and/or local level?

What kinds of legislation do you support?

What kinds of legislation do you oppose?

Do you think additional and/or different legislation is needed?

Although the following are not guidelines for fair housing, it will be useful for you to have answers to the following questions:

III. Do you see any problems in the implementation of fair housing laws?

Describe:

IV. If your League has already made a survey of housing:

A. What are your major findings?

B. How do you interpret the climate of opinion in your community with respect to residential desegregation?

Information Relative to the Questions

The Illinois Voter of March 1967 printed the following state position on housing, adopted following a statewide consensus on state legislation to provide equal housing opportunities:

"Protection of the individual in his civil rights and liberties. 1. Support of state legislation to provide equal housing opportunities.

The League of Women Voters of Illinois supports legislation to secure equal housing for all individuals regardless of race, color, religion, national origin or ancestry. The League supports legislation to prohibit housing discrimination by real estate salesmen and brokers, lending institutions, residential land developers and owners, covering apartments, private homes and vacant land. State legislation for equal housing opportunities should provide for: (1) A commission to enforce the law, authorized to investigate and initiate complaints of discrimination, to work to eliminate unfair housing practices by conference, conciliation and persuasion and to conduct educational programs. (2) Enforcement powers for the commission including recourse to the courts if conciliation fails, and the right to petition the court for injunctive relief with safeguards to protect the interests of both parties. (3) Effective enforcement measures to ensure elimination of unfair housing practices.

The League supports state permissive legislation empowering municipalities to prohibit unfair housing practices but views this as complementary to state housing legislation and not as a substitute.

The League also supports action at the executive level for equal housing opportunity.

The League opposes any amendment to the Illinois Constitution which would prevent or tend to prevent equal housing legislation."

In May 1968 the Decatur League of Women Voters adopted the following statement of position on open occupancy legislation:

"The League of Women Voters of Decatur supports local legislation to secure equal housing opportunity for all individuals regardless of race, color, religion, national origin or ancestry. The League supports legislation to prohibit housing discrimination by real estate salesmen and brokers, lending institutions, residential land developers and owners covering apartments, private homes and vacant land. Local legislation for equal housing opportunities should provide for: (1) A commission or agency authorized to investigate and initiate complaints of discrimination, to work to eliminate unfair housing practices by conference, conciliation and persuasion, and to conduct educational programs. (2) A commission or agency with enforcement powers including recourse to the courts if conciliation fails and the right to petition the court for injunctive relief (with safeguards to protect the interests of both parties). (3) Effective enforcement measures to ensure elimination of unfair housing practices.

The League of Women Voters of Decatur supports the establishment of an agency or commission, such as a Fair Housing Board, to enforce local open occupancy legislation. Such an agency or commission would hold hearings and would have the right to petition the courts for issuance of subpoenas and for injunctive relief. The agency or commission would issue a written annual report. Final recourse under the law would be to the courts."

At the National Convention of the League of Women Voters held in April 1968 at Chicago, a position was adopted calling for "Evaluation of means to achieve equality of opportunity for housing and of further measures to combat poverty and discrimination."

The following explanation was included in the National Board Report of May 1968: "Having been convinced through their study of opportunity in education and employment that residential segregation is inextricably linked to the other social ills which contribute to the nation's problems of poverty, the delegate body at the League Convention adopted a support position for equality of opportunity for housing. This position relates to fair housing and means that the League supports the right of all persons to buy or rent dwellings regardless of race, color, sex, religion or national origin, and believes that such right should be secured by law."

Effective on April 11, 1968, a federal Fair Housing Law (Title VIII, Civil Rights Act of 1968) banned discrimination based on race, religion, color, or national origin in the sale or rental of certain types of housing. However, only federally assisted housing in the following classifications is covered (generally includes housing with mortgages insured by FHA or VA, public housing, housing in urban renewal areas, and housing owned by the federal government): (1) Housing for five or more families

(2) Multi-unit housing for four or fewer families if the owner does not live in one of the units (3) Single-family houses not owned by a private individual--as tract housing developments (4) Single-family houses owned by a private individual who owns more than three houses or who sells more than one house within any two years in which he was not the most recent occupant. After December 31, 1968, the housing in the above categories will be covered by the law even if not federally assisted. At this time regulations regarding discrimination in advertising will go into effect. After December 31, 1969 the law will also cover all other housing except where a private individual owner sells or rents a single-family house without using a real estate broker. The law will not apply to the rental of apartments in buildings for up to four families if the owner occupies one unit.

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On November 7, our Committee sponsored a public meeting at Westminster Presbyterian Church at which Miss Inez Tremain of the Chicago office of Housing and Urban Development (HUD) discussed various housing programs available under federal law.

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On October 25 and 26, several League members demonstrated voting devices at four of the OEO neighborhood centers. The committee would like to express appreciation to those who helped with this program, especially since some of them were recruited on very short notice. The following members took part in the demonstration program: Dee Meyerson, Shirley Moore, Lola Smith, Susan Marshall, Geneva Barber, Lucille Crow, Mary Jane Hippler, Lea Ann McGaugh, Millie Protzman, Mimi Deffenbaugh, Fran Mee, Janet Mann, Irene Colvis and Betty Forbes.

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Following the presentation, the Human Resources Committee expects to recess until January 1969. We would very much like to have a larger group at that time. A number of our League members are not actively involved with any of the committees so we would like to have some of them on our committee. The chairman, Janet Beck, would be glad to receive the names of any interested League members.



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