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U.S. COMMISSION ON CIVIL RIGHTS
UTAH ADVISORY COMMITTEE

TRANSCRIPT OF PROCEEDINGS

CIVIL RIGHTS ISSUES IN UTAH--AN OPEN FORUM

June 29, 1983
7:00 p.m.

Howard Johnson's Motor Lodge
Lisa Room
122 W. South Temple Street
Salt Lake City, Utah

A P P E A R A N C E S

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MS. LINDA DUPONT JOHNSON
Chairperson of the Utah Advisory Committee

MR. CAL ROLLINS
Regional Manager

MR. LENORIS BUSH
Director of UOIC

MR. LLOYD NELSON
State Division of Aging

MS. JOANNE BIRGE
Regional Attorney

MS. SHERRY REPSCHER
Executive Director of the Committee for the
Handicapped

MS. CHISUKU ISHIMATSU
Oriental Representative

RABBI ERIC A. SILVER
Jewish Representative

MR. LESLIE KELEN
Coordinator

MR. WILFRED BOCAGE
Advisor at Sperry Univac

MR. RALPH BARR
Department of Labor Representative

MS. BARBARA PEARCE
Manager at Sperry Univac

1 June 29, 1983
2 7:00 p.m.

3 P R O C E E D I N G S
4

5 LINDA JOHNSON: What we have done in the past
6 is just sit and talk about the kinds of things that have
7 been going on with us for the last couple of months.
8 There normally is a two- to three-month span between times
9 that we meet. Sometimes a few issues would come up, and
10 sometimes we try to zero in on one or two, which we
11 handle before the next meeting.

12 Just to give you a follow-up are some things
13 that have come to us. At the time the State Legislature
14 was about to pass a bill that would revoke the roving
15 voter registrars that have been enacted along with the
16 1964 Civil Rights -- voting rights part -- a parcel of
17 the voting rights amendment.

18 This committee, too, acts in such a fashion
19 that we wrote both to the governor and State Legislature
20 and made a public appeal to the media that we were
21 opposed to such an act, and that action was not passed.

22 The floor is now open for discussion of
23 civil rights issues that may need our attention.

24 In this big wide state, we don't have any
25 problems?

1 CAL ROLLINS: We might have each person talk
2 about what they do. First of all, I'm curious to know
3 what each person is involved in in terms of their jobs
4 with so many issues, because I am personally involved
5 in trying to do some minor research on things that are
6 going on in the state, and possible issues. And I'd
7 be curious to know what each of you is involved in and
8 how I might zero in on some of what you're doing.

9 Oh, maybe if we could go around the room.

10 Lenoris, can you start that, because you've
11 got a couple of things going.

12 LENORIS BUSH: I'm the Executive Director
13 of UOIC. And as we say now, we run five training
14 programs, mostly in the high tech area. We are
15 responsible to train approximately 300 individuals
16 and place them in jobs. This year we are minority
17 contractor in this area, which is a grave concern to
18 me with the piece of legislation which is known as the
19 Comprehensive Employment and Training Act.

20 The new piece of legislation that is coming
21 about is the new Job Training Partnership Act, which
22 has come to the State of Utah and has several concerns,
23 and has not been addressed by our committee, per se.
24 And those are: We have been systematically eliminated
25 from the State planning process and the distribution.

1 Those are -- Well, that's the biggest concern that I
2 have. On the local level, we have had some input;
3 but, on the State level, we haven't.

4 There is another concern that I have that's
5 more grave than anything else, and considered to be
6 the small business area. I am on the Regional Advisory
7 Board for SBA, and have been for the last nine months.
8 I have some real concerns with the regional person
9 out of Denver, where the State of Utah no longer have
10 direct loans for minorities, for the money has been
11 frozen by the Regional Administrator, not by the
12 department.

13 We are not getting our fair share of those
14 dollars. And I have real, real strong concerns
15 because Utah is leading the nation in writing 503 grants,
16 which is one of the largest portions where a small
17 business can come together. And, I actually understand
18 a board is in the process to create public funds to
19 help substantiate small businesses. We are not being
20 utilized in that process at all.

21 I have some real problems with the minority
22 set aside. A minority contractor is supposed to be
23 the area's small business person for minorities, which
24 is without cooperation. I have seen no results. It's
25 no better than any other organization that was there

1 before they were.

2 The SBIC center seems not to even want to
3 deal with the minority community. It is the oldest
4 one west of the Mississippi, and that's the SBIC center.
5 Everything else is east of the Mississippi that is
6 dealing with that.

7 They do more than the Small Business Administra-
8 tion, and those files are not being shared with our
9 community. The Small Business Administration gives them
10 money, and they are supposed to give it out again.
11 But, for their part -- an integral part -- where they
12 do have to put together pages, in all pages they have
13 painted a much more valid picture than Small Business
14 Administration.

15 Small Business turned out for a loan. And
16 if you can get SBIC to recommend you for a loan, you
17 will get the money above Small Business Administration
18 recommendation not to give you the money.

19 The enterprise set-up, which is another
20 center which is dealing with small business, which
21 is funded by the Employment and Trade Administration
22 under the previous Industrial Council which I'm a
23 member of, there is no -- there has been two minorities
24 that have applied to that center. And no one has
25 gotten any loans.

1 There has been some 65 new businesses that
2 have started up, started up by the center in the last
3 year and a half, where we have not been reciprocated.
4 Personally, I sent five people there, and nothing has
5 came out of that.

6 I kind of lean more toward the business end,
7 because I don't want to look at it as a civil rights
8 problem. We want to be in that mode of development --
9 jobs and creating jobs -- that could be done. But we
10 are not being utilized into that entrepreneur process.

11 LINDA JOHNSON: But our civil rights are
12 being piggybacked on his 10 percent set aside. The
13 Department of Transportation for the last six or seven
14 months have been coming in here through their regional
15 office saying there are a lot of moneys getting ready
16 to come down. There is nothing in place, or there is
17 no means for the minority business people in the state
18 of Utah to know all the facts, or to find out how to
19 bid on contracts, just to get simple information on
20 how to obtain a small business loan on that.

21 The State has been receiving moneys all along,
22 for many, many years. And traditionally, what has been
23 said, either they don't have any money for the business
24 people to give the money to, or we have it and they
25 know about it, and they are not applying. I'm questioning

1 that. I can't speak for what has happened in the past,
2 but since I've been on the board in 1980, I question
3 all of that.

4 And, so, now, just this morning, in fact, I
5 read Mr. Bush a letter from Congressman Mitchell, who
6 was asked of the governor: Number one, I want to know
7 if you are going to cooperate with us? If not, on what?
8 And, number two: To tell me who to contact, who is
9 your person in the state that is making -- touching
10 bases with minority people and letting them know?

11 And my responsibility to the governor -- and,
12 too, as we have nobody in the State government, we are
13 talking about seven billion dollars coming down over
14 the next four years. 10 percent of that money needs to
15 go to minority business enterprisory representation.
16 And the governor, at this point, should get a staff.
17 The fees of the additive cost for that cost could come
18 off that same 10 percent; and that we get a staff
19 office; and that we have an advisory body made of
20 actual minority business people, not somebody that
21 the governor would randomly appoint, but somebody that
22 actually had to start from scratch and is proprieting
23 their own business, and who knows what is going on.

24 I'm waiting for a response from him on that.
25 Should that response be negative, this body certainly

1 needs to be very vocal. Maybe we can look for some
2 people who are sitting around that like to actually
3 be on that committee, and be part and parcel of
4 organizing that staff. However, we need to make sure
5 that if the 10 percent set aside is not flowing as it
6 should in this state, then neither should that seven
7 billion dollars coming to this state.

8 I think it's our responsibility to monitor
9 those kinds of things and make sure that we're getting
10 a firm handle on it.

11 LLOYD NELSON: What period is that?

12 LINDA JOHNSON: The letter, itself, said that
13 we are looking toward the State, beginning in September,
14 over a period of four years, seven billion dollars
15 coming into the state. I can make copies of that
16 letter and supply and make available to all of you.

17 JOANNE BIRGE: At the time you are doing
18 what you said to do, I think that we are able to maybe
19 work on the problem in Denver, because it's the regional
20 headquarters, and I have worked with SBA and minority
21 contractors. Could I pursue that connection for a
22 few minutes?

23 You said the SBA money is frozen by the
24 Region Administrator. Did he state a reason why?

25 LENORIS BUSH: No. He indicated it was

1 frozen at the last meeting that we had at Litton in
2 Ogden. He indicated that since there had been some
3 people that had leaked the information, and there had
4 been some pressure put on him, moneys was not available
5 again for minorities, especially set aside for this on
6 the SBA to apply for it. But, as we encourage people
7 to apply to that fund, you have not seen anyone in
8 this state receive any.

9 JOANNE BIRGE: Have you talked to anyone in
10 the Region 8 office? I was considering what names,
11 what persons, you might have talked to there, besides
12 the Regional Administrator, only.

13 LENORIS BUSH: That was the only one.

14 JOANNE BIRGE: Okay. And I've got Mr. Bush.
15 I don't know your first name, sir.

16 LENORIS BUSH: Lenoris.

17 JOANNE BIRGE: May I call on them and inquire?

18 LENORIS BUSH: You may.

19 JOANNE BIRGE: And use your name? I'll see
20 what I can find out and what the story is. They have
21 a section just for minority business, that is supposed
22 to be an advocate and a help, and all of that. I will
23 go see them and see what the story is.

24 Is there a phone number where I can call you?

25 LENORIS BUSH: Yes, 486-4351, area code 801.

1 I want to go a little farther and talk about
2 the 88 contract, and those are dollars. And that was
3 a letter that went to the department heads of all the
4 military installations from the President, as well as
5 from the Department of Army, indicating that all 88 con-
6 tractors should increase from 10 percent to 25 percent
7 to ensure that minorities get a piece of that pie.

8 I understand that there was a law passed; and
9 I understand there was a proclamation. But the suggestion
10 is not good enough for getting the doors opened.

11 We have been in contact with two military
12 installations, which is out of Tooele -- the Army depot --
13 and Hill Air Force Base. And I went there with several
14 minority contractors, some that I have gotten contracts
15 with, already, such as management maintenance and
16 services. I got a contract with them for Allstate
17 and some of the other companies. But the military
18 seems to not even want to talk to these companies.

19 Even for us to go to the County government
20 to talk about doing some bond processes so that some
21 of the smaller contractors could still apply for some
22 of the funds, Salt Lake County hinted around that they
23 probably would, but nothing ever happened on that.

24 So, you have to have a bond of mega amounts
25 to get a \$5,000 contract. So, I can't see why you need

1 a \$25,000 bond for a \$5,000 contract. That's five times
2 more than what you are asking for.

3 JOANNE BIRGE: In one of the places where
4 I worked on a problem similar, last year in North Dakota --
5 and while I was working on this and calling on the
6 SBA and all the basic incidents to the problem -- it
7 was accomplished by the two Senators from North Dakota.

8 Do you have any hope of that here? Have you
9 made any attempts to sit down with them and see if
10 the Senators from Utah might --

11 LENORIS BUSH: I've worked with two of the
12 Senators. That's Senator Garn and Senator Hatch. I
13 don't know what you say, but it's the new federalism
14 taking process. Everything is back to the states, and
15 we have done the process as far as we can.

16 You've got to go to the governor in order
17 to get whatever you're going to get. And this is
18 what it seems to be when I talked to him. I first
19 approached Mr. Garn with this, because he was the
20 person that was in charge. Senator Hatch was the
21 person that recommended me for this position on the
22 SBA board, which I thought would be an ally. But, so
23 far, it has not.

24 JOANNE BIRGE: The Job Training Partnership
25 Act, you said that minorities were unable to impact

1 State planning. Is that the State Department of Labor?
2 Which State division?

3 LENORIS BUSH: That's the governor's office.

4 JOANNE BIRGE: He hasn't handed it out to
5 any State department?

6 LENORIS BUSH: That piece of legislation
7 for the first nine months is given especially to
8 implement that as they see fit. Now, in 1984, the
9 State Legislature is in behalf of that process. But
10 at this time, it's up to the governor, alone. No, I
11 am not indicating the minority community has been
12 systematically eliminated.

13 LINDA JOHNSON: We have had discussions with
14 the governor in recent weeks. And right now, there is
15 a technical committee who screened and set up the
16 guidelines on how this was going to proceed with the
17 governor. And there was no one sitting on that
18 committee to represent the black community. For a while,
19 there was no one representing the CDO's, really.

20 JOANNE BIRGE: I thought there was a black
21 liaison office.

22 LINDA JOHNSON: That's me.

23 JOANNE BIRGE: It is not working, though?

24 LINDA JOHNSON: Well, the office isn't
25 working; that is, no one's letting us know what's going

1 on. So, we have had conversations with him about that.
2 And he's going to expand that technical committee to
3 include a black. But, the problem is we should have
4 to get to him and say, "Look, we are being overlooked,"
5 in order to have that happen. We should be automatically
6 included in that planning process, and we are trying
7 to sensitize them to that.

8 So, I think at this level, we are going to
9 get that resolved. But, it could have been a case
10 where Lenoris would not have known about it and would
11 not have known about this. There we would have been,
12 and the decision was being made about it with no input.

13 JOANNE BIRGE: You are the best one to work
14 on that, so Cal and I can sit down.

15 LINDA JOHNSON: Lou Dobbs is the person we
16 have been working with on this on the Department of
17 Transportation.

18 JOANNE BIRGE: He's in Denver.

19 LINDA JOHNSON: Up until this morning, when
20 we got that letter from the Congressman, he's our only
21 contact with the 10 percent set aside.

22 Are there any further discussions on this
23 particular issue?

24 SHERRY REPSCHER: May I ask a question? Does
25 the definition of minority business include disabled

1 people, or is there a separate category for loans in
2 Small Business Administration for disabled people who
3 might be interested in setting up a business?

4 LENORIS BUSH: There has never been a law
5 processed, but I have said that I have had to get
6 people who were included. But, I guess if they are
7 handicapped, they should come under special exhibit
8 of 503, which has to be approved by the office.

9 SHERRY REPSCHER: All right.

10 LINDA JOHNSON: There is some document we
11 were going to pull that we were working on.

12 Lenoris, remember we talked about pulling
13 a document to show how that was worded, if we could
14 still get it then.

15 SHERRY REPSCHER: I'd like to know how that's
16 derived.

17 CHIZUKU ISHIMATSU: That is a separate
18 category. But there was an issue of handicapped
19 coming along with minorities.

20 LINDA JOHNSON: That's something I don't
21 know. We can pull that document and check that out.

22 LLOYD NELSON: If I understood you, you said
23 10 percent for the minorities is set aside? Is there
24 anything as far as can senior citizens make application?

25 LENORIS BUSH: Anyone can make application.

1 There is a special part of money for four categories
2 of funding loans on SBA. You have the diary loan
3 program; you have the minority set aside; then, you
4 have the 503. And that's the newest piece. And you
5 have a 1075. Those are the four parts of moneys that
6 you can apply for under SBA.

7 Now, most of the moneys as of May of our
8 last meeting, there have been some 30 million dollars
9 in federal loans that have been given under the 503
10 program by the State of Utah, which leads all the rest
11 of the states in the nation in making 503 loans.
12 And that goes to the State House Department to get
13 these bonds passed.

14 I think that I was more concerned about -- and
15 really, as I was appointed -- I went in specifically
16 to work on a minority hearing, because we knew there
17 was money. But every time we sent someone up to
18 apply, we didn't make a minority loan anymore. And
19 we said, "What happened to the money?" And because of
20 my working with the national office and also working
21 with Congressman Perry Nelson, the money was still
22 there.

23 But, systematically, they had to say, "We are
24 not going to do that anymore." And that was our
25 regional director.

1 LINDA JOHNSON: What we will do is pull that
2 document, and maybe for each of you we will get a copy.
3 We have you address and names. And then we will be
4 happy to answer any questions.

5 In our different positions, like for me --
6 and working with the State -- when I'm talking about
7 these things to the governor, I have to speak on plans
8 in bringing this before the board. I can also, after
9 tonight, speak on behalf of the members of the Civil
10 Rights Commission, which would involve everyone, so that
11 will be better. But that's a real possibility.

12 LENORIS BUSH: I've one other one that I'd
13 like to talk about, and it's related to education,
14 and I'll be through.

15 And this is related to Title 1 -- it used
16 to be Title 1, now it's Chapter 1, and that changed
17 in 1981. I talked to you about that this morning,
18 and you said someone would sit on that committee.
19 There is some 9.2 million dollars that is coming into
20 the state of Utah this year, which was 1.2 million
21 dollars worth that came in the year before, which
22 was 8 million dollars.

23 This money came in primarily for working
24 with poor and impoverished youth. There have been
25 several schools that have been identified throughout

1 several of the school districts where these funds go
2 in. But, because it was changed from Title 1 to
3 Chapter 1, the regulations was loose. This money
4 was there, and they don't have to spend it for the
5 reason that it was created for. It could be spent on
6 anyone in the school system. That's the new regulations.

7 One of the things that we come to find out
8 is that there is no proposition at breakdown of why
9 schools get the money and why schools don't get the
10 money. Because we have a school at 25 percent of
11 disadvantaged people -- You have got a school here
12 with 65 percent, and they are not receiving any. And
13 there is some big discrepancies there.

14 We took on this project as a project of the
15 national set-up, but the citizens' committee to monitor
16 the Title 1 funds here in the state of Utah -- Because
17 most of those funds are being spent in the school
18 system on computers, that has never had a chance.
19 And those students have been able to test those computers
20 that they were bought for. And those computers are in
21 all of our East Bench schools, and not in the schools
22 that they are supposed to be in. We have some real
23 problems with that. And I'm through.

24 LINDA JOHNSON: That's fine. I'd like to
25 give you a note on the recent news publication from

1 the Department of Labor out of Denver. You need to
2 note or check the June 7th Federal Register on the
3 moneys coming into the state of Utah for Veterans
4 Employee Training Service under the Jobs Bill. And
5 if you have a problem with any of that, you need to
6 send written comments by July 7th. And I'll have the
7 address here for you to check on, afterwards. Pay
8 attention to that.

9 Each of Region 8 is getting quite a bit of
10 money. Utah is getting \$50,000, which is not that
11 much; but it would put some Vets to work, and why not?

12 Sherry, do you have some discussions for us?

13 SHERRY REPSCHER: I have nothing prepared.
14 I can just briefly explain what I do on behalf of the
15 governor's committee on behalf of the employment of
16 the handicapped. It's primarily a public awareness
17 and public education committee dealing with the general
18 public, and, specifically, employers to educate about
19 disabilities and to promote the concept to promote a
20 better attitude towards employment opportunities for
21 people with disabilities; to look at the qualifications,
22 rather than the disability of the handicapped.

23 We don't have an affirmative action that says
24 some people have to be employed. So that's an issue
25 that may be a disadvantage. And I'm not sure that

1 that's entirely the best way to go at this point.

2 But, it's been interesting to note that
3 within the last three months, there has been a public
4 service announcement running on Channel 4, giving
5 information about our governor's committee in very
6 general terms, saying: If you are interested in
7 information about employment, or, if you have a
8 disability and are looking for a job, to call. And
9 it splashes our number on the television screen.
10 And it's been interesting to see about the response
11 we have seen from people who are looking for jobs.
12 But it's happened long ago, and they are not interested
13 in pursuing any kind of a legal pursuit of that
14 discrimination.

15 But, basically, it's a matter of working
16 with, and informing the general public, working on
17 behalf of the disabled people to help them create a
18 better self image, as well as being more educated to
19 be more knowledgeable about their own rights; and working
20 with the Legislature right now in an effort to create a
21 piece of legislation -- or pass a piece of legislation --
22 dealing with all new construction with facilities that
23 are being built with private funds that will be used
24 for the public, indicating that they should be made
25 accessible. And we are having some problems in that

1 area right now, as far as balking at the idea of putting
2 regulations on private property issues.

3 The legal center for the handicapped is
4 still in full force, although it's been primarily set
5 up to serve the disabled population, rather than only
6 the handicapped population. So there is some problems
7 with the profession and advocacy area as far as
8 broadening the definition of disabled that are being
9 served there by the legal center.

10 I might add that this past Saturday, Senator
11 Orin Hatch had a public hearing on the authorization
12 of the rehab act. There were 11 local people who
13 submitted general testimony, as well as additional
14 written testimony, that will be put on the record.
15 And I think it was commendable that Hatch does have
16 a local advisory committee for the handicapped that
17 meets on a monthly basis; that we are kept informed
18 of issues with regard to funding or legislation that
19 is impacting nationally or locally on disabled people.
20 So, we feel, at least at this point, he's keeping us
21 informed as to what is going on. We, too, are keeping
22 him informed as to what the needs are.

23 LINDA JOHNSON: I just relinquished my chair
24 seat to Barbara Toomer. So, she'll be keeping an evil
25 eye on anything going on in this state.

1 We have known when we work with private
2 industry, such as Sperry Univac and Litton and so
3 forth, they have been really open to say, "Look, this
4 could be changed; and this could be altered." So,
5 you could just try it. It sounds really awesome at
6 first. But you might try having that person called
7 and going in and discuss.

8 SHERRY REPSCHER: There are several committees
9 that we interface with through the governor's committee.
10 One project that's just getting started is a grant.
11 That's a project with industry that is just being
12 established in the state, and funding is being channeled
13 through the state from the Rehab Service Administration.
14 And it is being channeled through the Northeast where
15 that foundation, through the handicaps -- and it will
16 be a direct line with private industries as far as
17 creating opportunities for disabled people.

18 LINDA JOHNSON: Do you have a discussion on
19 the handicapped?

20 CHIZUKU ISHIMATSU: There is a special walk-in
21 center for walk-ins, and they have employment counseling
22 as well as other kinds of counsel services that are
23 somewhat similar to the handicapped group.

24 JOANNE BIRGE: Do you have any estimates on
25 population?

1 SHERRY REPSCHER: No, not at the present time.
2 There's a State plan that's being put into its final
3 form right now, and I would be glad to share those
4 figures with you.

5 We use the national estimate, which could be
6 high or could be low as far as 1 in 10, as far as
7 the population.

8 LINDA JOHNSON: If you will make contact
9 with Barbara, 533-5386, she has all of that; and she
10 does it on, like, a bimonthly basis.

11 SHERRY REPSCHER: She has statewide statistics
12 that I didn't know she had available.

13 LINDA JOHNSON: She can break that down by
14 sex and age and ethnic background.

15 CHIZUKU ISHIMATSU: She gets those statistics
16 that say general zone and employment.

17 LINDA JOHNSON: I'm not sure if that is it,
18 because those figures weren't actual. Just double
19 check where she's getting them from.

20 Mr. Nelson, would you like to share with us?

21 LLOYD NELSON: I will try to do this in a
22 nutshell. If I do it in any other detail, you may have
23 some questions. Probably, the best summary we can give
24 you is two paragraphs here regarding our agency
25 mission.

1 I work in the State Division of Aging, and
2 we operate out of the Title 3 program. There is
3 actually three major parts to this program: One is
4 administration; another one is social services; and
5 the third one has to do with the nutrition program.
6 There is also some Title 4 money for training purposes.
7 Title 5 is the Senior Committee Services Employment
8 Program.

9 LINDA JOHNSON: Is that under the Department
10 of Commerce, or which department is that coming from?

11 LLOYD NELSON: Pardon me. The Senior Committee
12 Services notes that it's under the Department of Labor,
13 and I think the administration on aging has been
14 interested in trying to take over the program. But,
15 I'm not sure what is happening on that right now.

16 We have somewhere around \$3- or \$2,000 coming
17 into the state for the Division of Aging for the public
18 agents. But, there is also the Forest Service, has
19 money coming in for that program, as has Green Thumb.
20 So, there's three sponsors for the Senior Committee
21 Service Employment Program in the state right now.
22 Our major purpose, really, is to develop and fund
23 these; coordinate a service and delivery system for
24 the adult and elderly population.

25 When we look at the elderly, we are looking

1 at 60 and over adults. And the Division of Aging has
2 basic responsibility for the administration of the
3 Older Americans Act programs for the elderly, as well
4 as the alternative programs; and after the last
5 legislature, for adult services. We have a State staff
6 up there that provides the technical assistance. They
7 do monitoring, evaluating, some research, planning,
8 advocacy advisement, and training program development
9 services. So, there is a variety kind of services
10 provided by the State Division of Aging.

11 The moneys we get, as a rule, are passed
12 through to the area agencies on aging, and they take
13 the responsibility for contracting, or, on the waiver
14 basis, they can provide direct services. And that's
15 the way most of the programs are handled.

16 I might just give you a little idea here
17 in terms of the contracts. The area agencies provide
18 outreach advocacy, public education in nutrition,
19 employment, legal alternatives, too, and other social
20 service programs. When we took over the adult service
21 program, which is Title 20 Block Grant Program, the
22 division contracts through the Federal services
23 offices of the community -- and sometimes private
24 providers or public providers -- to render to the
25 seniors care, day care, money, protective services,

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1 some transportation, and other social services.

2 And that, essentially, is the kind of things
3 that goes on in the Division of Aging. I think our
4 state has approximately 150 out of 400 people over
5 60 years of age. We are only serving, actually, a
6 small portion of those. Some are able to meet their
7 own needs, and take care of themselves. We have 12 area
8 agencies in the state, and we have about 95 senior
9 citizens centers spread throughout the state. And
10 that also includes nutrition sites. And the nutrition
11 program: That's congregate meals at the sites, or home
12 delivered meals for individuals who can't come into the
13 sites to get the service.

14 There is also the multiplicity of programs
15 that go on in the senior centers to help meet the needs
16 of the seniors and take care of them. Transportation
17 is available, but transportation is a problem,
18 particularly out in the rural areas.

19 I guess another area that seems to be of
20 some concern -- and, I think, for a lot of you sitting
21 around this table -- that's employment of the seniors.

22 I think you know that the senior population
23 is growing by leaps and bounds. It's been 10.3 percent
24 for the state of Utah right now of the population.
25 Utah may be a little different, because we seem to be

1 able to have so many kids and old people. But, nationally,
2 it's about 10.3. And, by the turn of the century, or
3 by the time the war babies from World War II get up
4 there, it's going to be almost 20 percent old people.

5 One of the obvious things that's going to
6 happen is there aren't going to be enough workers to
7 take care of the old folks. I see an interesting trend.
8 If you happen to be one of the war babies, you'll be
9 one of the millions. If the country can find some new
10 ways to fund, and if not, the necessary programs won't
11 meet the needs of the people.

12 I think that a lot of our old folks, once
13 they retire, want to stay retired. It's really hard
14 to get them up and going again. There are some that
15 will want to work, but not too many. Really, when it
16 comes down to it, most are pretty happy with their
17 retirement. But work is going to be an essential
18 element, in my opinion. That's why I was interested
19 in your program over here that is going to happen to
20 the old folks.

21 I think you know social security is struggling
22 to keep things going. And my hope is that it will be
23 there long enough to take care of you. I don't know
24 about the war babies; they are going to have some
25 trouble, or the states are going to be in trouble

1 meeting the needs of our old people as time goes on.
2 Any questions on that?

3 LENORIS BUSH: You know, we have been
4 battling in my community with Salt Lake County Divison
5 of Aging for a long time, and why is a business
6 proposition with the senior citizen? Why do we have
7 to take all our people to the church and care for
8 them, to get some food for them, or else they don't
9 get fed, in these programs? I got some real questions.

10 CHIZUKU ISHIMATSU: I can answer that on the
11 County Division of Aging. One of the things we found
12 is that minorities didn't go to the senior citizen
13 centers as a whole. For instance, a Hispanic -- We
14 started with a group and found that the language was
15 a handicap, and also the ethnic food. And so, we did
16 a three-year study, funded from whatever title comes
17 from the State, and we did a thing.

18 And at that time,-- that's been 10 years ago --
19 we found that the blacks did their own surveys, the
20 Asian-Americans, specifically, and Japanese and Chinese
21 did their own surveys, as did the Mexicans. And they
22 came back with the thought that they would like at least
23 a once-a-week luncheon where they could meet together.
24 And from there, it's been continuing on. But at the
25 time, there was nothing that serviced the minorities.

1 LLOYD NELSON: I think just another thought
2 along that line. You know, it's perplexing to me, too,
3 in terms of this kind of problem because one of the
4 focuses of the Division of Aging is people of the
5 greatest economic and social need.

6 Now, when you look at the social aspect, you
7 know that can cover any senior citizen out there.
8 And usually the people that take advantage of the
9 centers are the people that have the experience of
10 living, you know, putting things together, and making
11 things happen. And they are able to take advantage of
12 the programs that are available to them.

13 I look at those people in the poverty area --
14 whether they are white or black, or Chicano or whatever --
15 with a similar kind of problem. I think it's very hard
16 to mix even the white person that's in a poverty area
17 with a middle income person that goes to the centers.
18 It just doesn't work; it doesn't happen. I think that,
19 I'm not sure if you cut out one group, you cut out
20 another, even if you stay with your white population.

21 Many of the leadership for the senior programs
22 in the state really come from that group of people.
23 They go to the political system, go to the County
24 governments, and things happen. So, I think they
25 know a lot about fund raising; they know a lot about

1 how to organize; and they do that. Consequently, they
2 can very often take an old depot, a train depot, to
3 get the resources to pick it up, set it down, and
4 finish it off on the inside; and you have a senior
5 citizen center.

6 Probably a key example was down in Kanab.
7 They wanted a senior center down there. They came to
8 us, and we said, "We don't have anything to give you."

9 Somebody offered a building -- it happened
10 to be a rectangular thing -- and they said, "You can
11 have that." It was outside of town by itself. They
12 looked at it.

13 And then the commissioners said, "Like, you
14 must be nuts." But they went over and looked at it.
15 And then they knocked out a couple of walls. And pretty
16 soon they had a couple of doors and windows. The resources
17 were good enough.

18 When they had that fire down there in
19 Las Vegas -- What was the name of the place? I want
20 to call it the Orpheum, the MGM -- it had a lot of
21 carpet. They knew how to go down, and had access to
22 the carpet for a dollar a yard. They had gotten some
23 of the most plush carpet you have ever seen. They got
24 a grant for \$50,000 to put a solar heat system on the
25 roof, from an experiment. And, basically, it's one

1 of the nicest centers in the state. When you go down
2 there, you should go inside the center to see what that
3 is.

4 But they knew what to do and how to do it.
5 And they found ways to tap, to come up with the dollars
6 to do it. And I think there is a psychology behind
7 that.

8 Now, I think in terms of the Salt Lake area
9 agency on aging, they have an outreach staff to find
10 out: What can we do to help you; how can we get you
11 involved? And some of the reports that come back
12 have been that they haven't been able to make the
13 indentations that they wanted to make, in terms of
14 getting the people active and involved.

15 But, I understand what they are doing today
16 is, rather than the outreach people from the area
17 agencies doing the job, they are going to your
18 community leaders, like your Baptist church. And they
19 are able to do something to get the people motivated
20 and trained to take part in the program. Even if it's
21 down there at the church, and not in some of these
22 centers, the people are welcome to go to the centers.
23 The centers are open and available to them. If they
24 call up, the van will come out and take them. But,
25 it's that wall that everybody seems to build around

1 themselves that keeps people from going and attending;
2 and you do find some that do.

3 And Roy, for example -- I think you know
4 Velma. She was a key community leader up there --
5 Velma got a senior center up there. I haven't seen
6 it, but I think it's open. She does a tremendous job.

7 RABBI ERIC SILVER: I think I see a circular
8 problem here. That's the people you are describing
9 down in Kanab have in some way or another, through
10 the years, been involved with the system. And they
11 were clever in utilizing it to their own advantage.

12 If I'm hearing things correctly, the people
13 Mr. Bush describes have never been part of the system.
14 So, they lack the savvy about how to go out and make
15 the system work for them.

16 It's very easy for us to sit here and say,
17 "If you folks will go and do, you can solve the
18 problem." They have never been a part of this system
19 or seen it work for themselves.

20 CHIZUKU ISHIMATSU: They became a part of
21 the system, but they chose it--at that time, 10 years
22 ago--to go through the churches. And they used the
23 churches as a means.

24 And the Hispanic community, they expanded
25 to the Northwest Center, but they essentially started

1 with Saint Patrick's Church. But, that was 10 years
2 ago. And I don't think they ever changed that kind
3 of concept.

4 LINDA JOHNSON: What can we do at this point
5 to resolve the problem, to bring those people in and
6 teach them how to use the system to help themselves?

7 Leslie, you've been working with elderly
8 minorities. Shed some light on this.

9 LESLIE KELEN: Light on how to bring them?
10 No, no. I can't do that. I can tell you what I've
11 seen, but I really don't have any answer.

12 I've been interviewing a project director
13 for an oral history project. He interviews ethnics
14 and elderly people in this state, largely in the
15 greater Salt Lake area. And he interviewed Piute,
16 Ute, Jewish, Greek, and the black communities over
17 last year. And the project is not basically, you know,
18 aimed at ferreting out or bringing only civil rights
19 issues. It is live histories. And, so, as a result,
20 we get a whole gamut of information, a whole range of
21 what happened to these people over their life times.

22 The kind of things we are looking at -- what
23 I'm hoping his project is going to bring out -- is a
24 kind of community profile about what has happened to
25 our communities, themselves. We know what has happened

1 all the time. Information that I do have so far, from
2 the demographics that we have, has been doing backup.

3 What you are saying in the black community,
4 they are being systematically kept out of the business
5 end in Salt Lake, simply because they have been kept
6 in menial work for a long time. One of the interesting
7 things is that young black people from the '40's, '50's,
8 and '60's, many of them who received college training
9 left the state because they couldn't find work here.

10 As far as I know it's an interesting thing,
11 the senior citizens. I was down on the Ute reservation,
12 and there is a senior center down there. And they also
13 bus the elderly to eat at the motel, which is owned
14 by the tribe, a business called Bottle Hollow. And
15 the people get bussed in every day during lunch.

16 This, in part, corroborates what you are
17 saying. There seems to be a tension at work here,
18 because there's a great need to maintain cultural
19 identity and to remain together and enforce each other
20 in that sense.

21 At the same time, there is a need upon the
22 part of the individuals who see civil rights only
23 in terms of integration. We see the final results
24 of that. The kind of study we're doing -- and the fact
25 that minority communities, ethnic and minority

1 communities, maintain contacts with ancestral rights --
2 say that civil rights and integration is a lot more
3 complicated emotionally than we think.

4 That's not an answer for you, unfortunately.

5 CHIZUKU ISHIMATSU: But, the elderly, there
6 are a lot of races. For instance, a black person or
7 Asian, if they should come into a nursing home, they
8 are called Japs or whatever the case is. And so, you
9 know, really, you do have a kind of problem with that
10 if you are talking about integration. I think you
11 find that more throughout the center than they do
12 in homogenous groups.

13 LESLIE KELEN: One of the interesting things
14 about the senior center is a white woman working with
15 them, who always sits apart from the Indian older
16 women of the same age. She never eats with them.
17 All the Indian women sit here. And she's been down
18 there all her life, since the age of 18 or 19, since
19 she got married.

20 And she has put together by herself, of her
21 own volition, a dictionary of Ute terminology. And
22 the Utes are just putting together their own now.

23 The ramifications of that are really telling.

24 JOANNE BIRGE: Whose choice is it? I don't
25 understand.

1 LESLIE KELEN: That's a good question. I
2 think it's the choice of both. There is a sort of --
3 They keep each other apart. Obviously, the woman
4 isn't accepted into the Indian main fold, in part
5 because she doesn't speak the language fluently.
6 Most of the older people speak Ute and haven't learned
7 English. It is, as the Rabbi pointed out, a circularness
8 that exists.

9 But this problem of individualness makes it
10 more complicated on people identifying with their own
11 and being more comfortable. So, I don't know where
12 that puts you.

13 LLOYD NELSON: It is a major problem.

14 LINDA JOHNSON: Would you, Lenoris, be willing
15 to check, make a random check of some of those people
16 and ask if they know what services are available,
17 and if they chose not to use it? And, if they don't,
18 why? And could I get some feedback on it? From that,
19 maybe that would be a starting point.

20 If it's their choice, then, we can work on
21 that area. If it's not their choice, we can certainly
22 do something on that.

23 LENORIS BUSH: We do do physical examinations
24 on some of the older workers, and they come to us.
25 They expand our survey, and we counsel them. And that

1 has been the responsibility of Mrs. Ishimatsu. She
2 has been running our clinic.

3 LLOYD NELSON: I have a paper that was
4 written by Andrew Gallegos, talking about the things
5 and groups and points we are talking about here. It
6 followed right down the line in terms of kinship and
7 relationships they have with one another around culture
8 at the center.

9 LINDA JOHNSON: And that's a very real problem.
10 Some blacks, they just won't eat anything that's not
11 ethnic food. Of course, when you are hungry, you'll
12 eat anything. But, if we could zero in on the guys,
13 maybe, Lenoris, we could start solving the problems.

14 CHIZUKU ISHIMATSU: If you check to see,
15 do they only go to that center, or do they go to more
16 centers? Because, we have a few in Salt Lake County
17 that make a little trek. Once they go on Monday here;
18 and Tuesday, they go here; and Wednesday, they go there.
19 So, they don't always stay with one little center.

20 LENORIS BUSH: This is a little group of
21 ladies -- There's about 25 of them, and they are
22 at Calvary Baptist Church every day at lunch. You
23 can sit down and talk to them. And one thing that
24 came to the forefront with me -- and that is with
25 all these senior citizens -- we are having to pay for

1 things twice, because these are originally areas --
2 In the first place, they didn't give us loans
3 deliberately because they red-lined the area, and the
4 property went down. Then they condemned the property
5 and put in these community centers, and then charge
6 an arm and leg to stay there.

7 LESLIE KELEN: Which property did they condemn?

8 LENORIS BUSH: The area of Sumner School,
9 the area that's close to the railroad tracks which
10 is known basically as minority areas of town, West
11 Second South.

12 CHIZUKU ISHIMATSU: The old Jap town, the
13 night town, all this.

14 LENORIS BUSH: They are coming back on those
15 people here, those things, because once they owned the
16 business, They had property there.

17 When I came here in 1966, there were more
18 blacks than there are now. See, those are the things
19 that I think you ought to deal more with than racial
20 kinds of things and racial connotation.

21 That is who it is being taken from in the
22 first place, and that's where they feel they are
23 being ripped off.

24 JOANNE BIRGE: I have a question. While
25 other persons are trying to understand what's going

1 on, what does the State do to cope with the reality
2 of it? Do you have an advisory panel?

3 LLOYD NELSON: Well, we have an advisory
4 board; we had a State board. Every local agency has
5 an advisory counsel, also.

6 JOANNE BIRGE: What is minority participation
7 in that?

8 LLOYD NELSON: I don't know if I could tell
9 you if we have foreigners on any of the boards. We do
10 have it on the State board. We have a Chicano; we do
11 have a black person; and then representation from across
12 the state from each one of the area agencies. Again,
13 when you get outside of the Wasatch Front area, the
14 minority population is very low, down to maybe .3 percent,
15 somewhere like that, in the total population of 60 plus.
16 So, we don't have a lot of representation coming in
17 from the rural areas of minority background, whoever
18 happens to be chairman of the local minority council.

19 JOANNE BIRGE: There is nothing really
20 administratively specific as to, you know, how do you
21 cope with this. I think the area agency on aging here
22 in Salt Lake is working very hard to try to work with
23 the leadership of the black community, the Chicano
24 community, and -- What do I want to call them? The
25 informal leadership -- to see what they can do to get

1 those people to give us some assistance to make some
2 inroads into the problem. I think Salt Lake County,
3 particularly, is working very hard on it.

4 LESLIE KELEN: I was just going to add:
5 Through interviews, I think this has been a particularly
6 difficult area to voice grievances, at least what I can
7 sense.

8 JOANNE BIRGE: Because you don't know who
9 to go to?

10 LESLIE KELEN: I think because -- I don't know
11 whether to exactly describe it as a long-standing
12 desire not to look at the problems. There's a difficulty
13 in this area in terms of acknowledging the difficulty
14 of people and the pain in living here. I think it,
15 you know, stems in part from not wanting to see it.
16 It's one of the things that prompted this project to
17 come about because I felt, and others felt, it was
18 imperative to try to give voice to things. But, I
19 felt that it was a problem. And many people, of course,
20 feel that it is. It's hard to give it voice and hard
21 for it to really impact.

22 JOANNE BIRGE: So, as far as what is the
23 State doing to address the reality of it, you don't
24 see anything concrete?

25 LESLIE KELEN: Well, I see, you know, advisory

1 committees and boards. But, I see as well a kind of
2 invisibility. I see these communities remaining
3 invisible, not really getting and having -- not really
4 getting the kind of representation and kind of voicing
5 of problems. Maybe we should have this on TV or
6 something.

7 LLOYD NELSON: The medical assistance, the
8 State does play in some situations where we do have
9 some problems where there have been some discrimination,
10 or the staff has gone to the centers to work with the
11 centers and people to iron out difficulties, with
12 threats if necessary, to pull the money out.

13 JOANNE BIRGE: Just one more question. In
14 your interviews, have you attempted to determine the
15 involvement that the voting -- I mean, is that a
16 segment of the community that votes, 50 percent like
17 most of us, or more than that, or not?

18 LESLIE KELEN: I can't answer that. But,
19 it seems to me, there is always in the back of the
20 minds of people that feel persecuted, the sense of what
21 is going to happen if I say something. There is a
22 known factor. I just don't think it is an area where
23 civil rights has had a great deal of power, generally.
24 I mean, that's my observation.

25 LENORIS BUSH: I have one observation, and

1 that is: Instead of putting people on an advisory
2 position, put them into a decision making policy
3 position.

4 And I think you can eliminate many of the
5 problems you have with the senior citizens, if you
6 put somebody else in there that's not a senior citizen
7 that is talking for senior citizens. But, they never
8 see the senior citizens; they are talking for themselves.

9 LINDA JOHNSON: You make mention of making
10 media attention. The goings on of our meeting are
11 released to the news media, and that's why we have a
12 reporter here. Hopefully, that will do some good.

13 Maybe we can do a follow-up and make a
14 statement from the body a week or two after that,
15 at least give us some attention.

16 LESLIE KELEN: Yes.

17 LINDA JOHNSON: Any other discussions on
18 aging?

19 Oh, Rabbi, do you have some issues? What
20 I've heard, they sound rather small. By the way, what
21 we are going to do is: Since we don't have a full
22 board, we need a full board to act, so we'll continue
23 our discussions for the moment.

24 RABBI ERIC SILVER: Most of the areas that
25 I have to cover would be in the area of frustrations

1 that are not quite on the same level as people who
2 are trying to eat. Nonetheless, there are a number
3 of frustrations that are perceived by the Jewish
4 community. One of these, of course, is in the political
5 area.

6 Jews, as a whole, tend to be politically
7 aware, politically active. You don't find that many
8 Jews in public office in Utah. And that, I think, is
9 a statement of that problem.

10 The other thing is who has to do with
11 encounters in the schools, and a number of other areas.
12 I have,-- I would say I have at least two or three
13 times a week, school children in my office: Harassment
14 in the public schools; in organizations like Boy Scouts;
15 and so forth. These run more into the area of
16 annoyances, and discriminations, exclusion from
17 school activities.

18 Like, rather interestingly, a couple of
19 weeks ago while participating in a forum of the
20 Hinkley Institute at the University, I brought this
21 up. And one of the other speakers said, "You should
22 understand that Utah was colonized by a specific
23 religious group and constitute a majority of the
24 voters in the state. And, therefore, they elect
25 representatives to the State Legislature. And if

1 anyone there" --

2 LINDA JOHNSON: Rabbi, on one issue about
3 public schools for the State, if you will give me,
4 I'll just go to the governor's office, and the whole
5 thing, I can handle that for you. We are facing the
6 same problem with blacks. We have one black. All you
7 have to do is get your people politically active to
8 the point where they are being heard from every time
9 elections are rolled around.

10 Financially, you are going to have to build
11 some clout so that people will sit up and listen to
12 you when you talk. But it's going to take more of
13 the grumblings in the political arenas. They're going
14 to have to show up at political activities and let
15 the people see that they are there and that they
16 are interested. And just begin an all-out effort of
17 kind of a campaign in your own community. That's
18 basically what we are doing. Mr. Bocage is who will
19 be our next candidate that will be running.

20 RABBI ERIC SILVER: I think demography,
21 population, and density in any one particular area
22 has a great deal to do with it. The Jewish community
23 in Utah is diffused geographically, and, therefore,
24 it would not be possible to muster a sufficient
25 number of votes in any given area to achieve it, whereas

1 there are a number of areas in which the demography
2 works in favor of the black community. And it then
3 becomes possible to elect black representatives.

4 LINDA JOHNSON: Have you talked to people
5 that are already in place, the legislators, governors,
6 mayors, all those kinds of people? Have you gone into
7 the office, sat down and said, "Look, we have not
8 been able to get that voice here, but we want--"

9 RABBI ERIC SILVER: The voice exists, Linda,
10 in ways that sort of makes us a gray eminence in the
11 state. For example, I get called rather frequently
12 at various political levels. And other Jewish
13 community leaders will get calls because Jews are
14 able to exercise a certain amount of influence in the
15 community.

16 LINDA JOHNSON: Are you not able to use --
17 I'm questioning you because I'm not sure I know what
18 the situation is. Are you not able to use those
19 moments to say, "While we are talking, can we not
20 discuss this and our dissatisfaction with that?"

21 RABBI ERIC SILVER: It's certainly worth a
22 try.

23 LINDA JOHNSON: Just from my own experience,
24 I think we have to use every moment that we get, and
25 use it for our own purposes as well. Not only make

1 times that we go to them, but every time they come to
2 us, you know, make sure we are getting something out
3 of it, too. At least, we have gotten our point across.
4 It's kind of a constant being on guard thing, you know.

5 I don't know. Does anybody else have any
6 discussions?

7 JOANNE BIRGE: Do you have a political
8 action committee?

9 RABBI ERIC SILVER: As a pact, per se?

10 JOANNE BIRGE: Yes, uh-huh. I was thinking
11 of a kind of situation where the Chamber of Commerce
12 forms a pact over here on their right side and says,
13 "We have \$10,000. We'll interview the candidates for
14 this office, and we'll select one that we might want
15 to give the whole \$10,000."

16 RABBI ERIC SILVER: We do not have a political
17 action committee in that sense. We have the United
18 Jewish Council which is sort of a united way for
19 Jewish activities in Utah. Elsewhere, interestingly
20 enough, during the last election, we did invite the
21 two candidates for Congress in the district to speak
22 at the synagogue. One showed up, and what she had to
23 say was greatly appreciated. The other candidate
24 declined to attend and to respond to the invitation.
25 I will not mention names.

1 LESLIE KELEN: There is some precedent to
2 going into the schools. One of the lawyers in the
3 community, a Jewish community, with the former Rabbi --
4 two Rabbis ago -- went into the school system and did
5 some teaching about some of the harassment you are
6 talking about.

7 RABBI ERIC SILVER: Sure. It only works
8 as long as you are actually there watchdogging the
9 thing. As soon as you turn around and go out the
10 door, things immediately revert to the status quo
11 entity.

12 LINDA JOHNSON: Well, if you can get involved,
13 I think we can be a little bit more effective. If you
14 find me a black Jew, I can really be effective. We'll
15 see what we can do on that level.

16 My fear is that the calls you get are these
17 token kind of calls we get a lot of the time. "I touched
18 base with that Jew, so, we are okay." And that's how
19 they think a lot of times.

20 At some point, they have got to know: If you
21 want me for these kinds of purposes, then I want the
22 authority and strength behind all of that as well.
23 I don't know, because we're kind of in the same boat,
24 too, you know.

25 JOANNE BIRGE: But I think, also, if you can't

1 pool your votes because of your geographical locations,
2 you can pool your money.

3 RABBI ERIC SILVER: That certainly gets done.
4 The interesting thing is that Senator Hatch, for
5 example, regularly calls on leaders of the Jewish
6 community in Utah. And some of it may have to do with
7 the financial contributions that these people are
8 capable of making, although we don't have that many
9 wealthy Jews in Utah.

10 This Jewish community is relatively of moderate
11 means. And most of them tend to be a far more liberal
12 bent than he would represent. Nonetheless, I think he
13 recognizes that 2,000 voters can be a swing vote in
14 some instances. I believe he's interested in cultivating
15 that, and that's what I read into his regular contacts.

16 LINDA JOHNSON: Maybe all we can do about
17 that -- Did you talk to Terry at all? He'd be a
18 good person to talk to about that. I really think so.

19 We are going to be winding down. I need
20 to hear from Mr. Bocage and then from Ralph Barr.

21 WILFRED BOCAGE: My full time job is employee
22 relationship at Sperry Univac at Salt Lake. I'm involved
23 with the NAACP. I'm the vice president and on the
24 governor's advisory council. I chair the economic
25 development part of the council.

1 One of my major issues right now is economic
2 development concerned with our employment from the
3 youth standpoint up into our young adults. Some of
4 the things that we are looking at is the kind of
5 educational curriculum that some of our minority
6 students are getting in the schools. And we found
7 out when they come out of school, they have no
8 marketable skills to go into the kind of industry that
9 is going to be prevalent here in Salt Lake City, and
10 that is the high tech industry.

11 We are trying, at this time, to recommend
12 some of our own programs, because we don't see the
13 programs in place right now doing anything for our
14 minority youth. They're still coming out of school
15 not able to get into what we classify as inter-level
16 positions in high tech industry.

17 Some of the things that we are doing is that
18 a few of the large companies in the area in conjunction
19 with the NAACP, and the black scholarship council,
20 and the black advisory council, to generating some
21 scholarships and generating some commitments from our
22 junior colleges and two-year colleges, and set aside
23 a certain amount of scholarships per year. Or, give
24 us the opportunity to go into the schools and identify
25 the students in 8th, 9th, and 10th grade, and kind of

1 just follow the students and make sure that the
2 equipment they are getting will enable them to pursue,
3 if they want to, to pursue into the high tech area,
4 or, at least, come out of high school with the basic
5 requirements of high tech industry. And that's, you
6 know, mathematics, reading, and those particular
7 skills.

8 We find that kids are coming out without
9 those kinds of skills.

10 One of the things that bothers us quite a
11 bit, as Lenoris touched on, is usually there are a
12 lot of schools in the area here that have computer
13 training. But the students, we feel, who should be made
14 available to those computers, are not being given
15 the opportunity because of the scores, the combined-
16 score factor, that they are using to admit these
17 students into these programs.

18 And with everything from media on down to
19 just neighbors talking, it is kind of really ironic
20 to think that we don't know that the high tech
21 business is going to be the thing of the future.
22 Every household, every person that's in the median
23 income right now, either have computers or will be
24 acquiring computers. It's a fact. And with these
25 being high tech industry, it's going to be a way of

1 life.

2 And if these youngsters are not given
3 opportunity to be involved in that level of technology,
4 you know, we are going to have a continuance of our
5 high unemployment among our minority youth and our young
6 minority adults.

7 So, one of our grave concerns is that we don't
8 see a lot of activities going on within the school
9 districts -- and I would say all of the school districts
10 in Salt Lake City, especially -- when we see high dropout
11 from minority students. We see a lot of counselors that
12 are not really advising our minority students what the
13 true world is all about. They kind of put them in
14 and put them out.

15 And from a standpoint of industry, whatever
16 the school gives us, we have to work with. We, from
17 the industrial standpoint, would like to hire all kids,
18 especially minorities if they have the ability to do
19 the job. And that's the thing we have to emphasize.

20 Companies are not in the business of training.
21 That should be done from the schools, because that's
22 what we pay taxes for, making sure those kids are
23 trained to go out and pursue a higher education or
24 go out into the job market. That's not happening.
25 So, you can't really go back to the companies and say,

1 "Train students." We should have some things where
2 the companies say, "We have openings, requisitions
3 for a particular skill." We should have a base, or
4 at least a pool to be able to pool from. Right now,
5 we don't have that.

6 And if things proceed on the way that they
7 are, it's going to get to the point that, first of
8 all, we are going to have to go out of the state to
9 get technical competent people. And in the mean time,
10 our own minority youth are going to be unemployed.
11 So, it's a very serious problem.

12 And the only way we see trying to do that
13 is do it ourselves. And, unfortunately, of course,
14 without a small population in the state, and some of
15 us involved in so many different areas, we cannot put
16 them on in the time that we would like to put into it
17 to show that these programs are implemented:

18 So, from a civil rights commission standpoint,
19 we want that to be known to the commission.

20 CAL ROLLINS: We got a letter two months ago
21 from your people in asking for help in locating minority
22 persons for jobs. What was that all about?

23 WILFRED BOCAGE: Every year we try. For
24 example, this year, we have a coop entire program
25 that we try to fill some of our minority slots. The

1 problem that they have -- and go back again to -- do we
2 have the technical people here in the state, competent
3 to go into those jobs. We don't; so what we have to
4 do is go to other minority organizations. Organizations
5 say we don't.

6 Do you have a means, or do you have some
7 suggestions on what kind of agency we should be pursuing
8 to get these students in?

9 This year -- and I don't want to mention no
10 company, because I'm not affiliated with a company --
11 but I will say a company has brought in this year
12 minority students in the engineering field outside of
13 the state of Utah, because we really don't have them
14 here in the state.

6 15 One of the reasons why we did that is because
16 we felt -- the company did -- that if these students
17 were made available physically to the students here
18 in the area, just to be around them, to talk to them,
19 maybe we would generate enough interest. That's one
20 area, generate enough interest for other students to
21 pursue the engineering field.

22 And if you look at the statistics right now
23 in the schools, we have very few minorities pursuing
24 technical degrees, engineering, computer science,
25 which are two major scientific occupations that are

1 going to be needed in the state. So we are trying
2 to do two things: To bring a minority student in
3 with the probability of retaining that student; and
4 also as a model figure where we could profile that
5 student to our minority students in this area and see
6 if we can encourage not only the student we want to
7 pursue the field; and, also in conjunction with the
8 schools, to indicate to the counselors they should
9 be pushing the reality of saying, "Don't just take
10 anything. You need to take something that is going
11 to make you a living." And so far that's been working.

12 Our company sent out lawyers and saying,
13 "What kinds of suggestions can you give us, or give
14 them to make sure a program like this would be working."
15 Right now that program is running pretty good. Hopefully,
16 in the coming years, that will be expanded -- That's
17 been the only thing we see right now is to be able to
18 get minorities into the state, because, right now, we
19 don't have them in the schools.

20 To be able to fill those jobs, we have to
21 identify minority students within the state that's
22 taking those particular fields, or taking those particular
23 degrees, that don't exist right now. There are very few,
24 so the only other alternative is to go into students
25 outside of the state to get those students to come in,

1 hopefully stay and kind of do what we are doing; that
2 is, stay here, go out to the schools, and try to
3 encourage and inform and communicate with the minority
4 students exactly what kind of field they should pursue.

5 LINDA JOHNSON: I think that will take a lot
6 of public relations on the part of private companies,
7 on the part of each of our representative constituencies,
8 and giving it any attention and all attention that we
9 can. That's something we can handle easily. It's going
10 to take doing it, and doing it over a period of time.
11 I know the people I deal with. As a result of that,
12 I tell them every chance I get at the colleges and
13 so forth, "Main stream your people into the high tech
14 field," and so forth, you know. There's a solution
15 there.

16 LENORIS BUSH: That's one of the things
17 I was saying. Most of your career labs that people
18 go to, they explore careers. If you are of a minority
19 descent, if you are of any race, you are just about
20 pigeonholed into social service fields. It's like
21 when I walk to the University, which all my training
22 was in agriculture and biology, I was told to go into
23 the people business. Not so. That's why I finally
24 wound up in the people business. And I went to BYU
25 and they said, "Go into the people business."

1 I don't want to go into the people business
2 this time. I want to deal with something else. I
3 think those are the kind of things making sure that
4 those people there -- that is, the ones that are
5 advising the kids, to make sure they are given the
6 message that these are growth industries, these are
7 industries that have futures. And maybe we can do
8 something a little bit more.

9 JOANNE BIRGE: I had a couple of questions
10 of Wilfred.

11 You seem to be talking about a company who
12 cares, that's spent a lot of time and money to see
13 that they get some persons from the minority community.
14 I'm wondering two things: One, what is your sense of
15 how many corporations in Utah do care; and, two, where
16 does that caring come from? Is that OFCC pressure?
17 Is that the company, itself?

18 LINDA JOHNSON: Can I answer the second
19 part, because it's hard for you to talk about it
20 yourself.

21 I think this particular company in this
22 state, Sperry Univac, has taken extra pains to do
23 whatever they could for groups. If they do go and
24 point out to them where they are deficient, they
25 are just as happy to talk to you. But in this case,

1 this company has out that information and came to us
2 and said, "What can we do?"

3 WILFRED BOCAGE: The first part, no, I don't
4 see a lot of other companies doing that. I think if
5 you see it, if somebody's reporting you to OFCC, you
6 may see some inquiries. And after everything is over,
7 it kind of just goes away. I just don't see a lot of
8 companies that -- it has to be an internal thing. It
9 has to be a commitment internally from the highest
10 management down to the lowest supervisor to say, "We
11 want to do the right thing."

12 And, I think, if that's not done within the
13 company, you know, you could come up with so much
14 outside pressure, you know, You could see anything
15 you want to see and say, "I want to see it." And, as
16 the Rabbi said, "What happens when you leave?"

17 JOANNE BIRGE: So, you don't see OFCCP in
18 the state. The major determinative is one determiner,
19 one way or the other.

20 WILFRED BOCAGE: I think OFCCP is only looking
21 at open companies over a period of time. They can't
22 scrutinize every company on a weekly basis. They can
23 only audit so many companies and go in so many companies
24 per year. But, I think if a company feeling is that
25 we want to do the right thing and fulfill, you know,

1 our requirements so far as equal opportunity, equal
2 jobs, I think it's going to have to be internally.
3 It's going to be a commitment from inside the company
4 more than, say, if OFCCP -- they can't put pressure
5 again. When OFCCP leaves, who monitors the company?
6 Who monitors whether those people are still going
7 to be in place a year from now? And when they get
8 in, do they stay there, or do they move like anything
9 else has? That's the only thing I can tell you.

10 LINDA JOHNSON: Would you like to comment
11 on that?

12 RALPH BARR: I would agree 100 percent with
13 what Mr. Bocage says; that it really takes commitment
14 with the company. You take away OFCCP -- like any other
15 agency that pursue matters like this -- you only have
16 so many resources, and so this is a situation where
17 you can't be with the same company all the time. So,
18 if somehow that doesn't come to our attention, that this
19 company is doing something other than what they had
20 agreed to, we would never know until the next time
21 we went back, which could be two years.

22 JOANNE BIRGE: I guess what I'm wondering,
23 maybe you can't really know, is it seems to me that
24 companies that are doing it because it's the right
25 thing to do would do it if OFCCP existed or didn't

1 exist. I guess that's what I'm trying to measure,
2 the importance of your influence.

3 LESLIE KELEN: I wouldn't guess that would
4 be true because OFCC would have come out of the whole
5 civil rights movement. And unless the movement had
6 created the kinds of agencies which increased the
7 awareness of people, people just would not have been
8 led into the high risk area. There would have to be
9 something leading that, too.

10 I think it's important to have the agencies.
11 I don't think just good will is everything.

12 JOANNE BIRGE: So, at least, they can create
13 awareness.

14 LESLIE KELEN: I think that's really vital.

15 LINDA JOHNSON: Because -- and if we relied
16 on good intent, we would have the one company in the
17 whole state that would really be up to par.

18 LESLIE KELEN: It's just not enough. I think
19 the other, from personal experience also, I think there
20 is probably a great deal of conservativeness in terms
21 of state agencies who are overlooking discrimination
22 issues. From a talk that I had with the Director of
23 the State Industrial Commission, he said that cases
24 wherein which they find a company is at fault, and
25 if they push that through to the next level, if the

1 companies object and push it through to the next level,
2 he said that about 95 percent of the cases are overturned
3 against them. So, there doesn't seem to be much higher-
4 up backing. I mean, I don't know if this is something
5 you can corroborate.

6 LINDA JOHNSON: That's true.

7 LESLIE KELEN: That's about a year and a half,
8 I learned that information. That is an appalling kind
9 of thing.

10 LINDA JOHNSON: I want to give Barbara Pearce
11 a second opinion on that question.

12 BARBARA PEARCE: Regarding the OFCC pressure,
13 I can only speak for one company. I have experience
14 with one company. I do agree that the commitment has
15 to be from the top. There is no way to work otherwise.
16 If you don't have the commitment from the top and
17 people who are really paying attention, and if the
18 EEO job in any organization is just going to be a
19 token job, to say, "We have got one. And here is our
20 number, and our numbers all fall in the entry level,"
21 it's important for them to be committed to promoting
22 and to create clear paths and upward mobility for
23 females and minorities and other protected classes,
24 as well as everyone in the plant.

25 And we do have at our company a very dedicated,

1 you know -- Every month I will have a director, or I
2 will have a vice president of the company coming over
3 and saying, "Let me take a look. Where are the goals
4 and time tables? Are we meeting them?" So it's important.
5 I can only talk for that company.

6 I don't think it's the OFCC pressure. Here
7 in Salt Lake City for a good number of years, we would
8 go through our compliance reviews, but we didn't get
9 a lot of pressure from OFCCP. But we did it anyway.
10 So, at one point in time, it was reorganized, and OFCCP
11 came in and had more teeth in their program and
12 scrutinized the work a lot better. We are there without
13 having to scramble to get people to come in.

14 LENORIS BUSH: I had to speak for 26 businesses
15 represented on my industrial advisory council and from
16 the chamber labor task force of the 17 major companies
17 that moved into the area in the last two years.

18 We talked extensively around this same issue
19 here. And that was the issue when American Express
20 came in, leaving New York City, and leaving a work force
21 that was one-third black and one-third Hispanic and
22 one-third Anglo, and coming to an area such as
23 Salt Lake City, Utah. Why you have many less numbers
24 in terms of those in minority population, what would
25 be their posture?

1 Now, at the time they shifted and said, "We
2 have not decided upon Salt Lake City; we have decided
3 on Salt Lake and Little Rock, Arkansas are the two
4 states we have in mind." We picked up the daily
5 newspaper and it said, headlines: American Express
6 have chosen Salt Lake City as their facility.

7 To me, many of the businesses move here to
8 get rid of some stigma that has been created around
9 a minority issue and the whole issue of affirmative
10 action and equal opportunity. I do not see any teeth
11 in OFCCP, EEOC, the State anti-discrimination. There
12 is no teeth in terms of the authority on litigation,
13 in terms -- in favor of our large number of people.

14 Now, we met in John's office about two weeks
15 ago with the head of the EEOC Commission officer in
16 Phoenix, Arizona: myself; Rabbi Davis; and a couple
17 of people from the Phoenix Institute. It seems they
18 were drumming up business. They had 95 cases that had
19 been filed in the whole state of Utah with EEOC. Two,
20 only, came out of the Salt Lake area. They were saying,
21 "Well, we can pursue this, but, really, we don't have
22 any" -- and at that time EEOC said, "We don't take
23 care of cases based on merit of whether there was
24 wrongdoing or not, or whether we feel we have the legal
25 ground to win the case." And that tends to turn me off.

1 LINDA JOHNSON: What he's saying is that new
2 companies are coming in to get around affirmative action
3 like the last new company that moved in here.

4 When I called to say, "Let me know what your
5 recruiting procedures are so I can get people in and
6 let them know," a secretary's response to me was, "We
7 were told that we didn't have to worry about affirmative
8 action here."

9 RABBI ERIC SILVER: Come to Utah.

10 LINDA JOHNSON: That's because I had an
11 executive committee of my board, and his whole attitude
12 was the same thing. It's like he didn't say it as
13 blatantly as they did. But he was saying to us in
14 no uncertain terms that they were told, "We didn't have
15 to be bothered with that here."

16 SHERRY REPSCHER: I can share an example, too,
17 of going out to the same new company and having a grand
18 tour of it, to show how architecturally acceptable it
19 was. They brought one man in a wheelchair, who was
20 also Hispanic, for us to meet to show that they were
21 employing handicapped people at this company. I didn't
22 see anyone else with obvious disabilities.

23 I thought that was interesting. I felt like
24 it was show-and-tell. "We do have our token," is what
25 I actually felt, because I asked what their policy on

1 other applications and their opportunity might be
2 in referring some people -- or training program that
3 might be available.

4 We were told that they had thousands of
5 applications on file, and they wouldn't be taking
6 any other applications.

7 RALPH BARR: May I ask a question? Do you
8 think that the reason why these companies -- or
9 company's personnel, perceive this was because of
10 the minority population here, or for some other
11 reason?

12 LINDA JOHNSON: I think what they did from
13 negotiating to come into the state, the powers that
14 be -- the cheaper powers of all those people -- they
15 were told that we don't have a minority problem here.

16 RALPH BARR: What I'm asking is that because
17 of the minority population being so small, that the
18 thing if you are working with affirmative action and
19 you are working with goals and that kind of thing, you
20 are not talking about a whole lot of people. Is that
21 the reason you are saying? Was that your perception?

22 That's what they are saying because of
23 the population. Because, needless to say, because
24 if a company was moving into an area like Los Angeles
25 or San Antonio, or something, there is no way that

1 company could sit there and not have a lot of minorities.

2 LINDA JOHNSON: This is true. But, if the
3 particular company moved in here from Los Angeles --

4 RALPH BARR: If you move into an area where
5 there is a small minority population, and the way the
6 affirmative action guidelines are set up --

7 LINDA JOHNSON: There's a difference, Ralph.
8 And somebody said to me, "You don't have to worry
9 about hiring minorities here, because there is not
10 that many here," as opposed to saying, "You don't have
11 to worry about hiring minorities here, because there
12 are too few of them to make a stink about it if you
13 don't." There's a difference between the two, and I
14 got the latter impression.

15 RALPH BARR: Anyway, it had something to do
16 with the number of minorities that were here.

17 BARBARA PEARCE: The availability will make
18 a great deal of difference in different cities.

19 LINDA JOHNSON: I understand that it's
20 attitudes we were concerned about.

21 JOANNE BIRGE: The Governor of South Dakota
22 has caused a lot of unrest in his state. He has made
23 it known publicly if companies will move to
24 South Dakota, which they need people in South Dakota,
25 we'll work for less than minimum wage and not say

1 anything about it.

2 It sounds like you are talking about the
3 same kind of thing. "If your company will come here,
4 we'll see that nobody on the State level will hassle
5 you." It sounds to me that maybe it's a similar kind
6 of thing. Because right now, there is that competition
7 to be a corporate center.

8 LENORIS BUSH: There is three things that
9 is shown by the Chamber of Commerce when they sell
10 Utah. Number one is: We subsidize. For each dollar,
11 we'll subsidize public dollars 8 to 1; that is number
12 one. And number two is: We have very few minorities.
13 And Number three: We have a very good work ethic.
14 Most people are working, and at a very low wage.

15 Those are the three things that sell this
16 state from the promotion division of this state, from
17 the Chamber of Commerce, and NABS -- which I sat on two
18 boards, one with NABS, and one with the Chamber of
19 Commerce. And those are the things that are talked
20 about more readily.

21 And we had a conference about a month ago
22 where we invited all these new businesses in and took
23 job training moneys. And we sent people to challenge
24

25 (Continue to page 67 with nothing removed.)

1 them and to look at prospective new businesses that are
2 coming to Salt Lake City. But they do involve all
3 these things: We never mention a minority population.
4 We never talk about it. It's not in any reference. The
5 only black you will see in the little book that they
6 put together on Utah in this area, you see one black
7 basketball player on the Utah Jazz. If you didn't
8 know it was Utah Jazz, you wouldn't know there were
9 any black people in the whole state.

10 The one problem that I came up with -- and
11 that's American Express executives out to train in
12 the community and how they were going to be involved.
13 It became the impression on me -- I had to sit and talk
14 to the lady and talk about the black community. And
15 I said, "What does this community do to offer to
16 blacks?" because that was never explained.

17 LINDA JOHNSON: By the same token, I feel
18 that same company never did any outreach to pull
19 any blacks. There was one black hired.

20 LENORIS BUSH: There was an agreement that
21 is stricken with the rest of the companies in this
22 valley. The agreement was that they would only pull
23 two people from any existing work force, because, see,
24 there was a lot of stink raised by Mountain Fuel in
25 the beginning because American Express wages are more

1 than theirs, and they are highest paid in the valley
2 in terms of office workers. And that was the first
3 stink. And they said, "No way are you going to pull
4 all of our labor and all these people we spent all
5 these years on."

6 And so American Express said, "We won't do
7 that. We'll only hire two people from existing
8 companies. And we'll make our work force from people
9 that were unemployed."

10 And then they came here and made a big
11 splash down. We want to talk to minorities and do
12 right. And they moved in here, and nobody was hired.
13 They brought in a new division and 300 people, and no
14 minorities were hired. I know of two.

15 JOANNE BIRGE: How many have you audited in
16 Utah in the last fiscal year? How many companies has
17 OFCCP audited in the last fiscal year in Utah?

18 RALPH BARR: The last fiscal year, we have
19 one compliance officer.

20 JOANNE BIRGE: For the whole state?

21 RALPH BARR: For the whole office, yes. So
22 that person is responsible -- it would be eight.
23 This office was set up to have seven people at one
24 time. But because of all the cuts, as people left,
25 there was no back fill. So that's what we're stuck

1 with.

2 LINDA JOHNSON: I'd like to sort of bring
3 this meeting to a close. We got a lot of good work
4 done today. We got a lot of information out. And I
5 think what we're intending to do with it all is to
6 compile it and get down to a specific pressure kind
7 of thing on these issues we have talked about, and do
8 that during the month of July. And we will be calling
9 on some of you.

10 What I'd like to do is introduce Bill Muldrow,
11 who is the Acting Executive Director of the Civil
12 Rights Commission, Regional Office, and ask him to
13 maybe give a few brief remarks.

14 (Whereupon, upon the request of the
15 chairperson, Linda Johnson, the remarks of
16 Bill Muldrow were not reported by the reporter.)

17 LINDA JOHNSON: I'd like to thank you all
18 for coming out. We had a long session, but we worked
19 in the whole session. And I'd like you to know that
20 this meeting is adjourned.

21 (Whereupon, the meeting was concluded
22 at 9:00 p.m.)

23 * * *

24

25

1 STATE OF UTAH)
) ss.
2 COUNTY OF SALT LAKE)
3

4 I, SUZANNE WARNICK, Shorthand Reporter and
5 Notary Public within and for the County of Salt Lake,
6 State of Utah do hereby certify:

7 THAT the foregoing proceedings were taken before
8 me at the time and place set forth herein, and was taken
9 down by me in shorthand and thereafter transcribed into
10 typewriting under my direction and supervision.

11 THAT the foregoing pages contain a true and
12 correct transcription of my said shorthand notes so
13 taken.

14 IN WITNESS WHEREOF, I have subscribed my name
15 and affixed my seal this 11 day of July, 1983.



Suzanne Warnick
SUZANNE WARNICK
Shorthand Reporter
Notary Public in and for
the County of Salt Lake,
State of Utah

22 My commission expires:

23 4-1-87
24
25

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1. DATE OF ORDER 6/13/83	2. CONTRACT NO. (if any) N/A	3. ORDER NO. CR26130417	PAGE 1 OF 2
4. ISSUING OFFICE Office of Management			
5. ACCOUNTING AND APPROPRIATION DATA 11.985.3.91518.251			
6. SHIP TO (Consignee and Address, ZIP Code) U.S. Commission on Civil Rights 1020 Fifteenth St. - Suite 2235 Denver, Colorado 80202		VIA	
7. TO: CONTRACTOR (Name, Address, ZIP Code) Beehive Reporting Service 419 Church Street Salt Lake City, Utah 84111		8. TYPE OF ORDER <input type="checkbox"/> (a) Purchase Reference your _____ Please furnish the following on the terms specified on both sides of this order and on the attached sheets, if any, including delivery as indicated. This purchase is negotiated under authority of _____ <input type="checkbox"/> (b) Delivery Except for billing instructions on the reverse, this delivery order is subject to instructions contained on this side only of this form and is issued subject to the terms and conditions of the above-numbered contract.	
9. REQUISITION OFFICE Administrative Services		10. REQUISITION NO./PURCHASE AUTHORITY	
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15. SCHEDULE

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955.01	To hire Beehive Reporting Service to take verbatim the planning meeting to be held June 29, 1983 from 7:00 p.m. to 10:00 p.m.	70 @	2.25 =		157.50	
	Place: Howard Johnson's Motor Lodge in the Uintah Room 122 W South Temple Street Salt Lake City, Utah 84101				\$150.00	
	The vendor will provide the Commission with an original and two ^{one} copies of the transcript at the rate of \$2.25 ^{2.95} for an original and two ^{one} copies. Appearance fee \$75.00 Transcript to be double spaced with 25 lines to the page.				75.00	

16. CLASSIFICATION: <input checked="" type="checkbox"/> SMALL BUSINESS <input type="checkbox"/> OTHER THAN SMALL BUSINESS <input type="checkbox"/> MINORITY BUSINESS ENTERPRISE				15. (h) Total from continuation pages
SEE BILLING INSTRUCTIONS ON REVERSE	17. SHIPPING POINT	18. GROSS SHIPPING WEIGHT	19. INVOICE NO.	\$10.00 XXXXXX
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21. UNITED STATES OF AMERICA BY (Signature) <i>Joyce M. Butler - Gresham</i>			22. NAME (Typed) Joyce Butler-Gresham Supv. Supply Mgt. Assistant TITLE: CONTRACTING/ORDERING OFFICER	

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147-108

FOR SUPPLIES OR SERVICES
SCHEDULE—CONTINUATION

MARK ALL PACKAGES AND PAPERS WITH ORDER AND/OR
 CONTRACT NUMBERS ▼

PAGE NO.
 2

DATE OF ORDER 6-13-83	CONTRACT NO. (If any) n/a	ORDER NO. CR26130417
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ITEM NO.	SUPPLIES OR SERVICES	QUANTITY ORDERED	UNIT	UNIT PRICE	AMOUNT	QUANTITY ACCEPTED
	<p>Completed transcripts are to be sent by registered or certified mail to the U.S. Commission on Civil Rights.</p> <p>1020 Fifteenth Street Suite 2235 Denver, Colorado 80202</p> <p>Postage</p> <p>Delivery time. Within ten (10) days of the meeting .</p> <p>COPIES ARE NOT FOR SALE</p> <p>NAMES MUST BE SPELLED OUT.</p> <p>SUBSTITUTES WILL NOT BE ACCEPTED.</p>				\$ 10.00	

TOTAL CARRIED FORWARD TO 1st PAGE →

\$10.00
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