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BEFORE THE
KANSAS ADVISORY COMMITTEE TO THE
U. S. COMMISSION ON CIVIL RIGHTS

RACE RELATIONS IN RURAL KANSAS TOWNS

December 13, 1995

Garden City Community College
Student Center
801 Campus Drive
Garden City, Kansas

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Meet.
263
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I N D E X

		<u>Page</u>
Open	Chairperson Ana Roijas	3
Opening Remarks	Melvin L. Jenkins, Director, Central Regional Office, USCCR	
Welcome	Dennis Mesa, City Commissioner, Garden City, Kansas	10
Dr. Donald D. Stull	Chair, Department of Anthropolgy, University of Kansas	12
Ivanhoe Love, Jr.	City Commissioner, Liberal, Kansas	60
Donna Sanchez- Jennings	Community Developer United Mexican-American Ministries	83
San Ngu Yen	Headstart Coordinator	99
Reynaldo Mesa	Garden City Business Owner	115
Loretta de la Rosa	Citizen, Garden City, Kansas	138

P R O C E E D I N G SCHAIRPERSON ANA RIOJAS

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6
7 Good evening. The meeting of the Kansas
8 Advisory Committee to the U. S. Commission on
9 Civil Rights shall come to order.

10 For the benefit of those in our
11 audience, I shall introduce myself and my
12 colleagues. My name is Ana Riojas and I will be
13 acting as a Chairperson of the Advisory Committee
14 only for this session. Dr. Jacob Gordon, who is a
15 Chairperson of the Kansas Advisory Committee, is
16 snow-bound in Boston. So, whenever he gets here,
17 he will be taking over the chair.

18 The members of the Committee are, to my
19 right, Francis Acre, from Dodge City; William
20 Nulton, from Prairie Village; Teresa Flores, from
21 Liberal; and Dr. Il Ro Suh, from Overland Park,
22 Kansas.

23 Also present with us are Melvin Jenkins,
24 Director of the Central Regional Office, and
25 Ascension Hernandez, civil rights analyst.

26 We are here to conduct a community forum
27 for the purpose of gathering information on race

1 relations in western Kansas. We will take an in-
 2 depth look at a broad range of perspectives in
 3 order to identify civil right issues related to
 4 employment, education, and the administration of
 5 justice in rural Kansas towns.

6 The jurisdiction of the Commission
 7 includes discrimination or denial of equal
 8 protection of the laws because of race, color,
 9 religion, sex, age, disability, or national
 10 origin, or in the administration of justice.

11 Information which relates to the topic
 12 of the meeting will be especially helpful to the
 13 advisory committee. The proceedings of this
 14 meeting, which are being recorded by a public
 15 stenographer, will be sent to the Commission for
 16 its advice and consideration. Information
 17 provided may also be used by the Advisory
 18 Committee to plan future activities.

19 At the outset we wish to remind everyone
 20 present of the ground rules. This is a public
 21 meeting, open to the media and the general public,
 22 but we have a very full schedule of people who
 23 will be providing information within the limited
 24 time we have available. The time allotted must be
 25 strictly adhered to by each presenter in order

1 that everyone scheduled has an opportunity to
2 present his or her comments. Each presentation
3 will be followed by questions from Committee
4 members.

5 In order to accommodate persons who have
6 not been scheduled, but wish to make statements,
7 we have included an open section from
8 approximately 9:30 P. M. until 9:50 today,
9 Wednesday, evening, December the 13th, 1995, and,
10 also, we will have an open session at 5:20 P. M.
11 on Thursday, December the 14th. Anyone wishing to
12 make a statement during that period should contact
13 Ascension Hernandez for scheduling. Written
14 statements may be submitted to Committee members
15 or staff here today or by mail to the U. S.
16 Commission on Civil Right, 400 State Avenue, Suite
17 908, Kansas City, Kansas 66010.

18 The record of this meeting will close on
19 January 14, 1996.

20 Though some of the statements today that
21 are made may be controversial, we want to insure
22 that all invited participants do not defame or
23 degrade any person or organization. In order to
24 insure that all aspects of the issue are
25 represented, knowledgeable persons with a wide

1 variety of experience and viewpoints have been
2 invited to share information with us. Any person
3 or any organization that feels defamed or degraded
4 by statements made in these proceedings should
5 contact our staff during the meeting so that we
6 may provide an opportunity for public response.

7 Furthermore, such persons or
8 organizations may file written statements or
9 inclusions in the proceedings. We urge all
10 persons making presentations to be judicious in
11 their statements.

12 The Advisory Committee appreciates the
13 willingness of all participants to share their
14 views and experience with the Committee and, for
15 this, we thank you.

16 And now we will have some remarks by
17 Melvin L. Jenkins, Director for the Central
18 Regional Office of the Office, U. S. Commission on
19 Civil Rights.

20
21
22 **MELVIN L. JENKINS**
23 Director, Central Regional Office, USCCR
24

25
26 Thank you. Several years ago, staff of
27 the U. S. Commission on Civil Rights out of the

1 Central Regional Office decided to conduct a
2 series of community forums in rural towns
3 throughout our nine state jurisdiction. We have
4 conducted such forums in Selma, Alabama,
5 Scottsbluff, Nebraska, Hati, Missouri. We will be
6 venturing on from this area to Coffeerville, Kansas
7 and to selected towns in Arkansas and Mississippi.

8 One of the things that we have found in
9 our travels and rural towns in America is that
10 there's a lack of information concerning the
11 filing of complaints of discrimination,
12 employment, housing, administration of justice,
13 public accommodations.

14 One of the things that we want to bring
15 out during the course of these meetings is to
16 provide some information on how to file a
17 complaint. So often in rural towns you find
18 persons wanting to file complaints, but feel that
19 they may be retaliated against or some type of
20 reprisal. Understanding that politics in rural
21 towns is somewhat different from larger
22 metropolitan areas where you have the NAACP, the
23 Urban League, LULAC, GI Forum and some larger
24 organizations that act as advocacy groups in these
25 communities. So often in rural towns you don't

1 have those active groups. That's why with the U.
2 S. Commission on Civil Rights and the State
3 Advisory Committee want to provide as much
4 information as possible concerning the filing of
5 complaints to persons in rural towns in Kansas.

6 When we often look at rural towns, we
7 also think about the various agencies that are
8 available, Legal Services Corporation, the Kansas
9 Commission on Civil Rights, those agencies. We
10 want to explore the relationship of those agencies
11 with rural town residents, whether or not services
12 are being provided, whether or not they are open,
13 whether or not the information is being provided
14 concerning how to file a complaint. These are the
15 types of things that we want to be able to share
16 with the community.

17 The long-term goal for this Advisory
18 Committee is to come out with a written report,
19 hopefully, within the next three to four months.
20 Once we receive the full transcript of the
21 meeting, the Advisory Committee will take a
22 deliberate process and come out with a written
23 report that may include findings and
24 recommendations on race relations in rural towns
25 in this particular area.

1 Once we do that, we may well come back
2 again to provide on-hands assistance to residents
3 on how to file a complaint by bringing
4 representatives in from the federal family out of
5 the Kansas City Region and the Denver Region to
6 talk about EEO, housing, urban development,
7 community relations services, the Justice
8 Department, all the members of the official civil
9 rights family in providing on-hands experience,
10 on-hands technical assistance to citizens of this
11 area.

12 With those comments, I think now we can
13 move to our first order of business.

14 * * * * *

15

16 CHAIRPERSON ROIJAS

17

18

19

20 Thank you very much. Our welcome this
21 evening will be made by Dennis Mesa, city
22 commissioner for Garden City. And thank you very
23 much for agreeing to welcome our Committee.
Please come forward.

24

MR. MESA: Good evening.

25

CHAIRPERSON ROIJAS: Good evening.

26

27

1 DENNIS MESA
2 City Commissioner, Garden City, Kansas
3
4

5 It is very much my pleasure, in the
6 absence of our mayor who had a scheduled
7 appointment and we had the vice mayor, but, he, as
8 of four o'clock, he had to cancel.

9 It is very much my pleasure to give the
10 welcoming on behalf of what I truly believe is the
11 City of Opportunity, Garden City. I, myself, have
12 served as a city commissioner since 1989 and have
13 been twice the past mayor here of the fast growing
14 community in Kansas, Garden City.

15 Along with that growth, we have
16 experienced a lot of challenges and I do hope that
17 your presence here, if there are any situations
18 that may arise during your stay or anything else
19 that you may have thought about, if you need to
20 visit with our officials and our staff and myself,
21 please feel free to call us at any time, because
22 we do want to make improvements. We do want to
23 make a better than a good faith effort. We want
24 to go beyond the next step, because we want our
25 citizen, our community to be the best community
26 that anyone would want to live in.

27 Certainly, you've traveled far to be

1 here at our meeting. We have a lot of our
2 community members that, are quite frankly, ill at
3 this times, suffering from flu symptoms, from the
4 schools to I know a lot of working places are
5 somewhat shut down because of the illness
6 prevailing in the western part of Garden City and
7 the western part of Kansas and Garden City proper
8 as of right now. So, behind me, we may not have
9 very many people, but, definitely, the citizens
10 are very good and have been, hopefully, striving
11 to their best abilities and, hopefully, the city
12 and all those within have made their attempts
13 fulfilling and what they want to reach a very good
14 quality of living here in our community.
15 If there's anything that I can do, I'll be sitting
16 right here in the front row and I will answer any
17 and all of your questions, if need be. So welcome
18 to our community. Very much we'll have, I
19 believe, a full agenda tomorrow and if there's
20 anything you should be needing, we will have
21 people available at your beck and call.

22 CHAIRPERSON ROIJAS: Thank you very
23 much.

24 MR. MESA: Thank you.

25 * * * * *

CHAIRPERSON ROIJAS

1
2
3 Our first presenter will be Dr. Donald
4 D. Stull, Chair for the Department of
5 Anthropology, the University of Kansas in
6 Lawrence. Dr. Stull.

7 DR. STULL: Thank you. Do you want me
8 to speak into the microphone?

9 CHAIRPERSON ROIJAS: Yes, please.

10
11 DR. DONALD D. STULL

12 CHAIR, DEPARTMENT OF ANTHROPOLOGY
13 UNIVERSITY OF KANSAS

14
15 I want to thank the Committee for having
16 me and it's nice to see old friends in the
17 audience.

18 . Much of what I have to tell you I
19 learned from people sitting behind me and I can
20 echo what Dennis said, that Garden city is not
21 only the fastest growing community in Kansas, but,
22 I think, the most exciting community in Kansas and
23 what I would like to do this evening is give you
24 an overview of research that I and a team of
25 social scientists from several universities around
26 the region, the University of Kansas, Kansas State
27 University, Wichita State University, the

1 University of Colorado at Boulder have found in
2 our studies of Garden City beginning in 1987 and
3 being most intense from 1988 through 1990, but our
4 research has continued in Garden City and
5 southwest Kansas up to the present time.

6 I will focus my comments primarily on an
7 overview of what -- the reasons Garden City has
8 grown, the issues related to employment. I will
9 also give you a brief summary of some of the
10 changes that have occurred and then we'll be happy
11 to answer any questions that you may have.

12 Fueled by immigration and high birth
13 rates, minorities grew by 20% or grew to 20% of
14 America's population in 1990. Asian and Pacific
15 islanders doubled during that period, while
16 Hispanics grew by more than 50%. Native American
17 populations rose by 38% and African-Americans by
18 13%. On the other hand, the non-Hispanic white
19 population grew by only 6%.

20 What was happening at the national level
21 was also happening in Kansas. Asian Americans
22 were also the fastest growing ethnic group in
23 Kansas and their numbers soared by 110% from 1980
24 to 1990. The state's Hispanic population grew by
25 48%. Native Americans by 43%, African-Americans

1 by 13%. Non-Hispanic whites grew by only 3%
2 during that time.

3 Three-fourths of Americans are non-
4 Hispanic white. In Kansas it is 90%. But the
5 ethnic balance is changing. Demographers predict
6 that sometime in the next 20 years Hispanics will
7 move past African-Americans to become this
8 country's largest minority group and by the end of
9 the 21st century minority populations will
10 comprise more than one half of the total
11 population.

12 There are already many places in America
13 where these trends are today's reality. In fact,
14 two counties in southwest Kansas, Finney County,
15 in which Garden City is located, and Seward
16 County, Liberal being the county seat, were among
17 15 counties nationwide which saw the greatest
18 growth in Hispanics from 1980 to 1990.

19 I'd like to show you some slides. My
20 understanding is that for many of you this is your
21 first visit to southwest Kansas. For those of you
22 who live here -- For those of you that don't
23 know where you are, there you are, and I hope that
24 these will give you a little better sense of what
25 the community looks and feels like. There you

1 see, of course, Finney County, Garden City, and
2 Liberal.

3 In Finney County the white portion of
4 the total population declined more than in all of
5 but five other counties in the country between
6 1980 and 1990; declined from 79% in 1980 to 69% i
7 1990.

8 It's no wonder, then, that diversity has
9 become the watchword of the 1990's. Cultural and
10 ethnic diversity are increasingly a part of the
11 American landscape; not just in our great
12 metropolitan centers on the coasts or along the
13 borders of the southwestern states, but in small
14 towns and rural hamlets, as well.

15 Garden City is not what most Americans
16 imagine a typical Kansas community to be like, but
17 it is, in fact, typical of the social, economic,
18 and demographic changes that many American
19 communities experience during the past decade and
20 what many will experience in the decades to come.

21 In 1980 -- I hope you can see that -- in
22 1980 Garden City had a population of 18,300
23 people. It served as a trade and service center
24 for small agricultural communities and
25 unincorporated rural settlements in a five state

1 area of the southern high plains. Garden City
2 sits, quite literally, in the middle of America,
3 1,640 mile from the Atlantic Ocean, 1,625 from the
4 Pacific, and, in many ways, it typified the so-
5 called "heartland" in 1980.

6 Its 1980 population was predominantly
7 anglo, 82% at that time. The largest minority was
8 Mexican-Americans, 16% in 1980. Mexican-Americans
9 first came to this area in the early 1900's to
10 work on the railroad and in the sugar beet fields.
11 One per cent of Garden City's population was
12 African-American, one half per cent each was
13 American Indian and Asian.

14 Now economic conditions deteriorated
15 throughout much of rural America in the 1980's.
16 Agriculture based economies were hurt by lower
17 commodity prices, high interest rates, farm
18 indebtedness, and a strong U. S. dollar, which
19 reduced the competitiveness of farm exports.

20 In the wake of this latest farm crisis,
21 many state and local government officials have
22 attempted to attract new jobs to rural areas.
23 Food processing is particularly attractive because
24 it builds upon existing resources and allows for
25 increased employment and income at the local level

1 before the finished product is shipped to market.

2 In Kansas, Nebraska, Iowa, and Oklahoma,
3 meat packing has become a major source of new
4 employment in rural areas. Meat packing has been
5 transformed from an urban to a rural based
6 industry over the past 30 years. There you see
7 the old time -- an old time packing house. Plants
8 have closed in such traditional meat packing
9 centers as Kansas City, Sioux City, Des Moines,
10 Omaha, St. Joseph, while new plants have opened in
11 smaller towns like Liberal, Garden City and Dodge
12 City, Kansas, Lexington, Northfork, and Columbus
13 Junction, Nebraska. Guymon, Oklahoma will see the
14 opening of a new pork plant in the next few weeks.

15 This shift has been made possible by a
16 number of innovations. In 1967 IBP, the world's
17 largest meat packing company, introduced boxed
18 beef. Instead of shipping carcasses to its
19 customers, IBP removes fat and bone at the plant
20 and ships vacuum packaged portions, thereby
21 reducing transportation costs.

22 Transportation costs have also been
23 reduced by locating plants close to where animals
24 are raised. This provides the additional benefit
25 of reducing the shrinkage and bruising associated

1 with shipping animals long distance.

2 Worker productivity has been
3 substantially improved by the development of a
4 disassembly line which simplified the meat cutting
5 process and reduced the demands on high paid
6 butchers.

7 Operating costs have been reduced by the
8 construction of plants with larger slaughter
9 capacities, which are more economical to operate
10 than small capacity plants.

11 The principal beneficiaries of these
12 innovations in beef packing have been a group of
13 small towns located in an area stretching
14 northeast from the Texas panhandle to northeast
15 Nebraska, around Dakota City.

16 One of these plants is Garden City. The
17 area's feed yards -- there you see one not far
18 from here -- attracted beef packing plants which
19 wanted to move closer to their source of supply
20 and escape the unions of traditional packing
21 towns.

22 The feed grain, feed yard, beef packing
23 chain was completed in 1980 when IBP Incorporated
24 opened the world's largest beef plant ten miles
25 west of Garden City near Holcomb. IBP presently

1 employs about 2,800 people and slaughters and
2 processes 6,000 head of cattle per day, six days a
3 week.

4 In 1983, Val-Agra, which is now Monfort,
5 modernized its Garden City plant and doubled its
6 work force. Monfort presently employs about 1,300
7 people. It's daily slaughter capacity is 2,400
8 head -- I forgot to push my button -- and,
9 together, these two plants kill roughly two and a
10 half million head of cattle each year.

11 As a result, Garden City sits atop beef
12 packing's golden triangle. Fifty miles to the
13 southeast is Dodge City with two plants. Sixty-
14 five miles to the south is Liberal with one.

15 In 1985, Kansas replaced Texas as the
16 leading beef packing state and Garden City emerged
17 as the trophy buckle on the beef belt.

18 State and local officials have welcomed
19 packers by providing them with a variety of tax
20 breaks. In the case of IBP's Finney County plant,
21 the county commissioners provided three and a half
22 million dollars in property tax relief for ten
23 years and helped finance the construction of the
24 plant with a hundred million dollars in industrial
25 revenue bonds and that would be true whatever

1 community you were talking about.

2 Despite these incentives and the
3 proximity to cattle, many small towns, including
4 Garden City, lack the traditional attraction for a
5 manufacturer, surplus labor.

6 In 1979, when IBP announced its plans to
7 build the Finney County plant, unemployment in the
8 county average 3.3%, which averaged 432 people.
9 This small pool of surplus labor could not been
10 the demands of a plant that would eventually
11 employ 2,800.

12 Companies like IBP have a publicly
13 stated policy of wanting to recruit workers from
14 areas surrounding their plants. The packing house
15 work is physically demanding, dangerous -- the
16 most dangerous industry in America -- and
17 relatively low paying. Wages begin at around
18 \$6.25, \$6.50, and run up to around \$11.00 an hour.
19 These factors all contribute to high employee
20 turnover.

21 At IBP's Finney County plant, turnover
22 among line workers averages between 6 and 8% a
23 month. Those figures are roughly typical of all
24 of the plants in this area. At 6 to 8% a month,
25 this means that about 2,600 workers, about 100% of

1 the total work force, come and go each year.

2 Turnover is even higher in newly opened
3 plants. For example, the first two and a half
4 years of the opening of IBP's Lexington, Nebraska
5 plant monthly turnover was 12%. When IBP first
6 opened in Finney County, monthly turnover was 60%.

7 Under these circumstances, companies
8 quickly exhaust local supplies of surplus labor
9 and are forced to recruit from beyond the region
10 where the plants are located. IBP, for example,
11 in the early 1990's actively recruited workers for
12 its midwestern beef and pork plants from as far
13 away as the Rio Grande Valley in Texas and
14 California.

15 An examination of the work force at
16 IBP's Finney County facility over the last decade
17 clearly demonstrates the growing reliance on
18 workers from outside the area. In 1984, almost
19 half, 48%, of the plant's employees were anglo.
20 The remainder were divided about evenly between
21 Hispanics, 27%, and southeast Asians, 23%. One-
22 fifth of the work force were women. By 1992, the
23 demographic profile of the plant had shifted
24 dramatically. Almost two-thirds of the plant were
25 Hispanics, the employees, 63%, white and southeast

1 Asians each comprised less than one-fifth of the
2 work force, 18% each. More than one-fourth, 26%
3 of the workers, were women.

4 Women are an important segment of the
5 labor force in meat packing. They fill between
6 one-fifth and one-third of the jobs in meat
7 packing plants around the country. While the
8 number of women working in the industry has
9 remained relatively stable over the last decade,
10 the portion of Hispanics has risen dramatically.
11 At IBP Lexington, the newest IBP plant, Hispanics
12 went from 18% of the workers at start up in 1990
13 to 57% twenty-one months later. They now comprise
14 -- Hispanics now comprise -- 22% of the workers at
15 IBP's Emporia plant, up from 8% in 1984. At IBP's
16 Finney County plant, Hispanics make up two-thirds
17 of the labor force.

18 Ethnic mix and gender mix vary between
19 plants. Southeast Asians comprised less than 2%
20 of Monfort's 1988 work force here in Garden City,
21 but they were one-fourth of the work force just
22 ten miles down the road.

23 Although Hispanics and southeast Asians
24 have increasingly found work in meat packing over
25 the past decade, most enter and most remain in the

1 lower paid and more dangerous jobs. Again, using
2 IBP's Finney County and Emporia plants as
3 examples, we find that white males predominate
4 among officials, managers, and professionals.
5 White females predominate among clerical and
6 office staff. Out on the floor jobs for
7 technicians and skilled craft workers are
8 generally filled by white males, while Hispanics
9 and southeast Asians are usually assigned to semi-
10 skilled and unskilled line work.

11 In recent years, new immigrants,
12 minorities, and women have captured a bigger share
13 of the jobs at every level in meat packing. Most,
14 however, are still relegated to the line where the
15 work is dangerous, benefits are limited, and
16 turnover is high, and it's there that most will
17 stay.

18 "Meat and Poultry," the major industry
19 magazine of meat packing, did a recent survey of
20 industry management and it found that the average
21 respondent had worked in the industry in some
22 capacity for 18 years and averaged about ten years
23 with the same company.

24 When we look at the tenure of hourly
25 workers, however, a very different pattern

1 emerges. Using data from several plants in
2 southwest Kansas, we have found that clerical
3 workers average about four to five years with the
4 company at which they were. Length of employment
5 for all hourly workers is shorter, usually around
6 three years; but an overall average is very
7 misleading. There are really two distinct
8 patterns of tenure for hourly workers.
9 Approximately half of hourly workers average only
10 a little better of one year of service. The other
11 half average about five years or more. So that
12 the turnover, the roughly 6 to 8% a month
13 turnover, is not spread across the board in these
14 plants. It is, in fact, localized in certain
15 jobs.

16 If we examine these two groups more
17 closely, we find that Hispanics are more likely to
18 be recent employees, most of these Hispanic
19 employed at meat packing plants in this region are
20 new immigrants or members of families who have
21 recently immigrated to the United States. Non-
22 Hispanics appear disproportionately among long-
23 term workers -- and, by long-term worker, I mean
24 those who have worked in the plant two years or
25 more.

1 Not only do the Hispanics tend -- not
2 only do the long-term workers -- Let me back up.
3 Not only do non-Hispanics tend to be employed in
4 these plants for longer periods, but they also
5 tend to work on first shift, also called A shift,
6 the day shift, from 7:00 to 3:00, and they are
7 more likely to hold positions that demand less
8 stamina and are less exertion and are less
9 dangerous.

10 Hispanic hourly workers are, thus, asked
11 to be short-term employees, they're more likely to
12 work in physically demanding jobs, and those
13 physically demanding jobs are more subject to
14 injury and turnover. Hispanic employees are,
15 thus, at greater risk for injury and turnover.
16 They also, at the same time, tend to lack suitable
17 job alternatives. This means that they are likely
18 to leave the plant for varying intervals for rest
19 and rehabilitation, only to return at some point.
20 In some plants, 20% of the hourly employees are
21 rehires. That means they leave, they go away,
22 perhaps go home to Mexico, perhaps to go work in
23 another plant, and then will return.

24 So managers in meat packing plants
25 around the country, not just in Garden City, tend

1 to manage two work forces. One has much in common
2 with them. They're native born Americans, mainly
3 Anglos or African-Americans. They have many years
4 of experience in the industry. The other work
5 force is decidedly differently. They are likely
6 to be new to the industry, they may also be new to
7 the United States, with little or no command of
8 English, poor understanding of the cultural and
9 expectations of native born Americans. It is
10 these workers that are increasingly filling jobs
11 in meat packing plants in southwest Kansas and,
12 indeed, throughout the country.

13 Now, as I indicated, meat packing is
14 America's most hazardous industry. In 1992, the
15 average rate of injury was 50%.

16 The opening of IBP and the expansion of
17 Val-Agri coincided with declines in the region's
18 other industry to push and pull an estimated 6,000
19 people to Garden City between 1980 and 1985.
20 During that time, Garden City grew by one-third.
21 It became the fast growing community in Kansas
22 throughout the decade of the 1990's. Finney
23 County from 1980 to 1990 grew by 39%.

24 In 1980, less than 100 people in Garden
25 City were southeast Asian. These 100 people were

1 first wage refugees sponsored by local churches.
2 After IBP opened, southeast Asians began coming to
3 Garden City in significant numbers. They are
4 currently estimated to be between 1,000 and 2,000
5 people. They now make up between 4 and 7% of the
6 population. There were some significant problems
7 with the 1990 census in Garden City and it tended
8 to under-count; under-count, period, but, also,
9 especially under-count minorities and so that's
10 why I'm giving you these rather broad figures,
11 because we really don't know. In fact, the better
12 place to look is at the school district, at the
13 school records, where you get a much clearer
14 picture of the minority population in Garden City
15 or, indeed, many other places.

16 Most of the southeast Asians in Garden
17 City are second wave Vietnamese, so-called second
18 wave boat -- so-called boat people, but Laotians,
19 Cambodians, and ethnic Chinese are also to be
20 found here.

21 While Vietnamese immigration to Garden
22 City has attracted a great deal of attention,
23 they're not the only new immigrants. Hispanics, a
24 number of them undocumented, have also come to
25 seek work in the packing houses and in the feed

1 yards. Ninety per cent of Hispanics in Garden
2 City are of Mexican original, such as disnorteno,
3 but Cubans, Central Americans, South Americans
4 have immigrated to Garden City, as well.
5 Samolians have come to Garden City. Guatemalans,
6 Myans have come to Garden City and so, in fact,
7 Latin Americans are coming to Garden City who do
8 not speak Spanish as their first language and may
9 not even speak Spanish very well.

10 The two men in this picture are
11 emblematic of the range of experience of new
12 immigrant Hispanics in Garden City. Both of these
13 men are Nicaraguan exiles. The man in the striped
14 shirt on your left holds a master's degree in meat
15 science from a university in Mexico. At the time
16 this picture was taken in 1988, he was cutting
17 meat at National Beef in Liberal and suffered from
18 carpal tunnel syndrome. The other man has a
19 doctorate in education from the University of
20 Colorado at Boulder. He was at the time this
21 picture was taken the Director of Special
22 Education Programs at the Garden City schools and
23 was voted 1988's Man of the Year by the Kansas
24 Association of Hispanic Organizations. He
25 currently lives in Wichita.

1 Although not technically a boom town,
2 Garden City has experienced major socio-economic
3 impacts as a result of rapid growth. The migrants
4 tend to be young and mobile. The demographic
5 profile of the migrants, combined with their sheer
6 numbers, severely strain the community's capacity
7 to provide adequate housing, health care,
8 education, and basic services. Here we see the
9 largest of several trailer courts that have
10 emerged to provide housing in Garden City. This
11 trailer court -- it's not a very good picture --
12 but it holds 10% of Garden City's population.
13 This is East Garden Village.

14 Now Garden City has, undoubtedly,
15 experienced many problems of rapid growth
16 communities. It has also been very successful in
17 adjusting to a significant influx of new
18 immigrants and, also, rapid growth.

19 Early and concerted effort on the part
20 of the clergy, the news media, the school system,
21 the police, the social service agencies have kept
22 negative consequences to a minimum, which is
23 making Garden City an important laboratory in
24 which to investigate changing ethnic relations and
25 that is, in fact, what drew me and my team of

1 social scientists to Garden City.

2 In the space of five short years, Garden
3 City was transformed from a bi-cultural community
4 of established Anglos and Mexican-Americans --
5 here you see Fulton Street -- in the foreground is
6 a Vietnamese clothing store, Earmus No. 2, and
7 then Anglo communities in the background.

8 Garden City is no longer a bi-cultural
9 community. It is, in fact, a multi-cultural
10 community and it is, I think, the most
11 cosmopolitan community in the state. Here you see
12 the letter drop at the Garden City Post Office. I
13 don't know if it still looks like that, it used
14 to, with Vietnamese and English signage.
15 Interestingly, no Spanish signage. I don't know
16 if that has changed or not. This picture is
17 actually several years old.

18 I'm not exactly sure how much -- when
19 you want me to stop.

20 CHAIRPERSON ROIJAS: Keep on going.

21 DR. STULL: Keep on going. Okay. As an
22 academic, I can talk for a long time, so -- as my
23 students will attest.

24 Now building on the new jobs in beef
25 packing, Garden City and Finney County sustained

1 pro-longed -- a pro-longed period of economic
2 growth. Employment rose by 55%, that is 4,200
3 jobs, from 1980 to 1988 and, of course, grown
4 since then; and you saw concomitant gains in local
5 payroll and in jobs in service, retail, and so on.
6 However, most of the new jobs in Garden City pay
7 low wages. Gross annual income for IBP line
8 workers is in the \$17,000.00 to \$20,000.00 range
9 and this depends on job grade, length of
10 employment. It also varies seasonally because
11 people, in fact, consume seasonally.

12 Most new jobs outside of packing houses
13 are in the service sector and are characterized by
14 even lower pay and part-time employment. Many
15 holding such jobs must rely on social service
16 agencies for supplemental food, medical care, and
17 other basic needs. What's happened in Garden City
18 from 1980 on is happening in other meat packing
19 towns around the country.

20 Not surprisingly, school enrollments
21 have soared. From 1980 to 1990, school enrollment
22 in the Garden City public schools grew by 45%.
23 During that time, Garden City has approved a
24 number of bond issues, built several new
25 elementary schools, and I'm sure other -- I know

1 other people will speak to that issue tomorrow.

2 Minority enrollments in the Garden City
3 schools roughly doubled from 1980 to 1990. Bi-
4 lingual programs and ESL, English as a second
5 language, programs have greatly expanded.
6 Recruitment of minority and bi-lingual teachers
7 has been a major priority of the school system.
8 They have met with only limited success, in part,
9 because those individuals are, of course, in high
10 demand and it's difficult to attract them.

11 In 1990, the Garden City school district
12 had the highest drop out rate in Kansas, student
13 turnover of almost one-third each year, and
14 chronic absenteeism. Of ninth graders in 1986,
15 36% dropped out by the time their class graduated
16 in 1990. Underlying causes of this problem are
17 complicated, drop out problems are not unique to
18 Garden City, but poverty is clearly a major issue.
19 In 1990, 36% of the district's students qualified
20 for the federal lunch program. Many students
21 work. Two-thirds of the students in Garden City
22 High School worked in 1990. One-third of the
23 students worked for 35 hours a week or more.

24 Now, officially, meat packing plants do
25 not hire anyone under 18, but under-age workers

1 have been reported and for a time Monfort
2 advertised for workers in the "Sugar Beet," the
3 Garden City School newspaper. They have since
4 stopped. Of course, many students are over 18.
5 There are students who work the so-called B shift
6 from roughly 3:00 until midnight. We do not know
7 exactly how many, but we do know there are some.

8 Since the 1980's social disorders have
9 also increased. Violent and property crimes have
10 increased steadily in Garden City while falling in
11 the state. Child abuse, other issues have also
12 raised. Now much of that clearly comes with
13 growth. it also comes with growth that is focused
14 around young populations and so Garden City has a
15 young population, it's a growing population, and,
16 therefore, you expect to see increase in crime.

17 We also have seen increased demands of
18 social service -- put on social service providers
19 and, in fact, this is a major barometer, I think,
20 of the fortunes of newcomers and old timers,
21 alike, in Garden City. Emmaus House opened in
22 Garden City in 1979. In 1988, it sheltered 625
23 people, served 69,000 meals, gave out 3,600
24 holiday food boxes, a level of service that was
25 two and a half times greater than it was six years

1 earlier. I was over there all afternoon, in fact,
2 getting ready for the food boxes -- helping get
3 ready for the food boxes that will be distributed
4 at Christmas. Social services have been severely
5 strained in Garden City.

6 In Finney County, the ratio of
7 physicians to population have fallen sharply. In
8 1988, there was one physician for every 858
9 persons in Finney County. In 1993, just five
10 years later, there was one physician for every
11 1,800 persons. Health care is even more remote
12 for the poor. Of Garden City's 16 full-time
13 equivalent primary care physicians in 1993, only
14 on practiced exclusively -- or practiced
15 exclusively focused on the medical indigent.

16 Keep going? Okay. I have this sort of
17 accordion-like presentation.

18 CHAIRPERSON ROIJAS: You're giving us a
19 great background for our hearing.

20 DR. STULL: Well, I hope so.

21 I'd like to just summarize a little bit
22 about what Anglo old-timers think about this and,
23 of course, I'm not speaking for everyone, by any
24 means.

25 Most Anglo old-timers that I have talked

1 to and that our team has talked to feel the
2 quality of life in Garden City has declined over
3 the past 15 years. They bemoan the very real
4 increase in crime rates and the decline and
5 availability of health care, the increased
6 traffic, and what they perceive to now be a need
7 to lock their homes and cars. They admit that
8 meat packing has brought progress to their
9 community, new jobs, added incomes, new business,
10 but they also blame meat packing for what many
11 people call urban problems that now confront
12 Garden City.

13 The pattern of discrimination by Anglos
14 toward Garden City's other ethnic groups is fairly
15 typical of American communities. It runs the
16 gamut from open bigotry to subtle acts of
17 thoughtless of thoughtless omission and
18 commission. There are the usual racial slurs and
19 ethnic slurs. Ethnic labels often serve as
20 epithets.

21 The degree of discrimination is
22 inversely related to the group's position on the
23 social ladder. Cross-cutting ethnicity is social
24 class and occupation.

25 Inter-ethnic discrimination is a fact of

1 life in Garden City, as it is elsewhere in
2 America. Still, Anglos, African-Americans, and
3 Hispanics usually maintain frequent and overtly
4 smooth relations, a course of comment among many
5 newcomers to the community. One sign of such
6 accommodation is inter-ethnic dating and marriage,
7 especially, among established Anglos and
8 Hispanics. For example, inter-marriage between
9 Anglos and Hispanics totaled 30% of all Catholic
10 marriages involving Hispanics from 1950 to 1989.

11 Inter-action between southeast Asians
12 and members of other ethnic groups remains limited
13 and superficial, in spite of very positive images
14 often held by Anglos about southeast Asians.

15 Established Anglos share certain view
16 about recent growth, but there are different views
17 concerning Garden City's increasing ethnic
18 diversity. Educators, clergy, service providers
19 generally applaud, even celebrate Garden City's
20 cosmopolitan flavor. They take pride in their
21 response to Vietnamese immigration and the
22 attention it has brought to their community. In
23 fact, they have initiated several church and
24 community festivals that celebrate ethnic
25 diversity, emphasizing, food, arts, crafts. The

1 Community College has established a multi-cultural
2 conference that's held every year that serves the
3 region, not just southwest Kansas.

4 Much of what people celebrate is what
5 some scholars have called the commoditization of
6 ethnicity. Garden City knows it is a cosmopolitan
7 community, what some people consider to be a
8 contradiction in terms in Kansas, and so Garden
9 City has, I think, correctly seized upon this
10 strength.

11 In spite of the pluralistic stance that
12 many people take, however, it is the melting pot,
13 rather than the fruit salad, that is the dominant
14 Anglo metaphor for ethnic relations in Garden
15 City.

16 Relations are somewhat different among
17 working class Anglos. These men and women often
18 work side by side with Latinos and southeast
19 Asians in the packing houses and feed yards and,
20 thus, have more daily contact with other ethnic
21 groups than do Garden City's elites and
22 professionals. While they are likely to complain
23 about the growing number of wetbacks and the
24 government's special treatment of what are called
25 Vietmonese, instead of Vietnamese, they also come

1 to know such people as co-workers, neighbors,
2 drinking companies. They often appear overtly
3 hostile to Hispanics and southeast Asians in
4 unself-conscious use of racial slurs, for example,
5 but in their every day dealings with individuals,
6 they tend to manifest a pattern of accommodation
7 and accord.

8 What about in the packing houses? I'm
9 coming down here, but if you -- I have worked in
10 a number of packing houses, not only in southwest
11 Kansas, but elsewhere, and I have heard charges of
12 discrimination made by line workers of all
13 ethnicities toward other groups.

14 An Anglo white hat in one plant said
15 that, if you don't speak Spanish, you don't
16 advance. According to him, many whites had left
17 this particular company because of all the
18 Mexicans and discrimination against those who only
19 speak English. He expressed a view held by many:
20 this is my country, I ought not to have to learn a
21 new language to live here. But a Mexican working
22 in the same plant told me of a table in processing
23 that is all Hispanics, except for one new hire
24 Anglo. After only six months, the new hire Anglo
25 was promoted to a -- to what's called a leadman,

1 the assistant to the supervisor. The leadman
 2 before this individual was also white and the one
 3 before that was white. There are very few
 4 Hispanic leadmen, according to this individual,
 5 and they are all "yes" men. According to this
 6 individual, blacks and southeast Asians are over-
 7 represented among supervisors and leadmen.
 8 Leadmen can also be women, by the way. Often
 9 there is only one black on the line, but they will
 10 be the leadperson or the trainer.

11 Despite such views and, certainly,
 12 occasional incidents of racism, ethnic conflict is
 13 not serious in the packing plants in which I've
 14 worked, but, like many other multi-cultural and
 15 multi-lingual settings, cultural-based differences
 16 are recognized, and they often take the form of
 17 stereotypes. Americans are not nearly as family-
 18 oriented as Mexicans and we need to know why the
 19 Mexicans take off and go home for what.

20 The Monday syndrome is especially bad
 21 among Mexicans. Mexicans come up from Mexico and
 22 want to work three to five years, save up for a
 23 ranch, then they learn the system and find it's
 24 easier to get the money for the ranch by a
 25 \$50,000.00 claim against the company. These are

1 all direct quotes that I'm deleting.

2 But I'd like to give you, and close,
3 with an example that I think is very telling about
4 the kind of problems in inter-ethnic relations
5 that often occur.

6 Augustine, not his real name,
7 Augustine's grandmother died in Mexico last week.
8 His mother really freaks out in time of crisis and
9 has convulsions. So Augustine needed to get to
10 Wichita in a hurry to catch a plane to Mexico for
11 her funeral. He had to get permission to leave
12 and then drive to Wichita to make the flight. He
13 couldn't find his regular foreman and, when he did
14 find someone, a trainer, to ask for a leave, the
15 person sent him to Personnel. They told him he
16 had to go back to his foreman to get final
17 approval. Augustine couldn't wait any longer. He
18 told someone that he'd be back on Tuesday and he
19 left. When he came back to work on Tuesday, like
20 he said he would, he was fired because he left
21 without permission. Augustine understood that
22 sometimes Mexicans say they have a family
23 emergency in Mexico and then take off for a month
24 or so, but he said he'd be back on Tuesday and he
25 was.

1 Another part of the problems was that he
2 was told that he had to have documentation of his
3 grandmother's death, which he took to mean a death
4 certificate. In small town Mexico, you have to
5 send to the capital for a death certificate and
6 this can take a month or more. They generally
7 don't have announcements in the paper and don't
8 have programs at the funeral, but, while someone
9 in authority might have told an Anglo that
10 something simple like an announcement was enough,
11 no one told Augustine and he did not know to ask.

12 The union steward ran into him as he was
13 coming off shift and said he would try to help
14 him. The union steward was Anglo, by the way.
15 Augustine kept asking why are you doing this,
16 which impressed the steward, who kept telling
17 Augustine that he was a steward and that was what
18 he was supposed to do.

19 So the steward came to the union office
20 to get someone to intercede in Augustine's behalf.
21 He made it clear that Augustine was a good worker,
22 he came to work, he did his job. Eventually,
23 Augustine was rehired and things worked out.

24 This dilemma, I think, is emblematic of
25 a number of problems that occur in meat packing

1 houses and I just want to quickly summarize them
2 and then end. Passing the buck. No one in
3 authority wants to make a final decision, because
4 then they can be held accountable. Any of several
5 people could have given Augustine permission to go
6 to the funeral, but, if something went wrong, then
7 they would get yelled at by their supervisor. As
8 someone who was listening to this story said to
9 me, the motto of most supervisors is not heard,
10 not seen, not in trouble.

11 Mistrust of Mexicans is another issue.
12 There is widespread belief among non-Hispanics
13 that you can get any kind of verification you want
14 in Mexico. Many people told my team of
15 researchers that some Mexicans abuse the system by
16 claiming to have an emergency just to get time
17 off, but racism also played a part in this case,
18 because, if this had been an Anglo, the steward
19 who, in fact, told me this story -- the Anglo
20 steward felt there would have been no problem
21 getting off for the funeral.

22 Cultural and linguistic problems.
23 Augustine did not speak English or know the
24 speaker as would a native speaker. Distressed
25 over his grandmother's death and in a hurry to

1 catch his plane, he did not ask what he needed to
2 do to verify the funeral. Even in calmer
3 circumstances, he might not have understood proper
4 procedures, but no one volunteered to help him or
5 explain things until he got back. Then he was
6 fired and only being lucky in running into this
7 good Samaritan really ultimately helped Augustine
8 out.

9 Relations between supervisors and
10 employers are another issue. The consensus among
11 long-time workers is that, if you let yourself get
12 pushed around, you will; employees who stand up
13 for themselves may make their supervisor angry,
14 but, after a time, they get respect and proper
15 treatment.

16 And, finally, longevity. The longer
17 you've worked in a plant, the more likely
18 supervisors are to give you a break. Seniority is
19 sort of the formal aspect of this, but longevity
20 is the informal aspect. The longer you've been
21 around, the better you're able to work the system.

22 So I think that -- Let me just go on
23 end. This plant's EEO report stereotyped
24 Hispanics, as well. It indicated that most
25 Hispanics are not in management because they have

1 poor literary skills. They meant literacy skills.
2 The stereotype was repeated by the Personnel
3 Director, who said that they were dealing with a
4 lot of third and fourth grade educations. In
5 fact, we found in this plant that 93% of the
6 Mexican workers had completed the required sixth
7 grade education in Mexico and this is, of course,
8 a much better indicator of literacy and numeracy
9 than comparable education in the United States.
10 In fact, we found in this plant physicians,
11 engineers, educators working on the line and I
12 could tell the same story about any plant in
13 southwest Kansas.

14 So, with that -- I have gone way over my
15 time -- but I tried to give you a whirlwind tour
16 and I'd be happy to answer any questions.

17
18 CHAIRPERSON ROIJAS: Thank you very
19 much. That really gives us a good background for
20 these proceedings and to help us focus on those
21 issues that we need to be addressing.

22 Does anyone have any questions? Dr.
23 Suh?

24 DR. SUH: Yes, thank you. Thank you for
25 permitting... Yes, I have one or two questions.

1 My first question is your city is a better example
2 as compared with other cities in terms of race
3 relations. That's one question.

4 DR. STULL: I think that Garden City is
5 not perfect, by any means, but I think that Garden
6 City as a community has made a concerted effort to
7 deal with rapid growth, increased ethnic
8 diversity. It has done a better job of expanding
9 infra-structure, building new schools, new roads,
10 new sewers, than it has in some of the less
11 tangible areas.

12 On the other hand, there is a very, very
13 devoted community of service providers, both non-
14 governmental and governmental, in Garden City.
15 The leadership over the past eight years that I've
16 been coming to Garden City is, I think, has been
17 very committed to that.

18 It could do better, but I think Garden
19 City has set an excellent example. In fact, we
20 have used -- I've worked with Lexington, Nebraska
21 and Guymon, Oklahoma and a small town in western
22 Kentucky, which have all experienced new packing
23 plants that have opened up since I began working
24 in Garden City and we have used Garden City's
25 example in each case to help them get ready for

1 and deal with the kinds of changes that would
2 occur. In fact, we have put individuals in those
3 communities in touch with many people in Garden
4 City, some in this room, and people here in Garden
5 City have, in fact, helped other communities deal
6 with those issues, as well.

7 Now I don't mean to suggest that things
8 couldn't be better -- they could be -- but I think
9 as a community Garden City's done an excellent
10 job.

11 DR. SUH: Thank you.

12 CHAIRPERSON ROIJAS: Thank you. Any
13 other questions?

14
15
16 MR. HERNANDEZ: Yes. Doctor, you
17 mentioned that there was an increase in the number
18 of women that are working in packing plants. Are
19 these new immigrant women or are they single head
20 of households or American citizens?

21 DR. STULL: It varies. While I'm here,
22 I'm staying with an old friend who was a small
23 business owner. She is in her mid-50's. She came
24 to Garden City when she was 10. Her business
25 failed and so she has now been working at IBP for
26 the last two and a half years.

27 There are, clearly, a number of

1 individuals native born, Americans native born,
2 Garden Citians, and Kansans, who work in the
3 packing plants in this region.

4 Packing plants have always employed
5 women. If you read The Jungle, you will find many
6 women working in the packing plants of Chicago in
7 the turn of the century. Increasingly, however,
8 they are working on floors, wielding knives, and
9 the predominant -- they are predominantly new
10 immigrants, but that is true of all hourly jobs in
11 packing plants in southwest Kansas and I think
12 that the primary reason for that is clear. Women
13 and new immigrants are seen as less likely to
14 organize. They are seen as more docile and new
15 immigrants, especially, are seen as less likely to
16 object if they are fired or if they are injured,
17 and I think there's no doubt about that and that's
18 true of packing plants around the country, not
19 just in southwest Kansas.

20 MR. HERNANDEZ: The reason I raised the
21 question there is that there is a sociologist that
22 calls it the feminization of poverty in the
23 Dubuque area.

24 DR. STULL: That's -- that's certainly
25 the case, I think. You'll find many women in the

1 plants who are single mothers.

2 The packers are also like to hire
3 couples, married couples, and there are a number
4 of individuals whose spouses work there.
5 Sometimes one works day shift, one works night
6 shift because they can't afford child care, for
7 example, and so problems with latch key children
8 are, to some degree, exacerbated by the fact that
9 both parents will be -- both of them will be
10 working in the plants and one will work days, one
11 will work nights. That's not true of everyone, by
12 any means, but it's a common pattern. It's,
13 especially, a common pattern among new immigrant
14 groups.

15 CHAIRPERSON ROIJAS: Mr. Nulton.

16 MR. NULTON: Yes. Would you discuss
17 what the employer, in this case IBP, has done;
18 anything, particularly, with regard to dealing
19 with multi-culturalism in their work force?

20 DR. STULL: Well, I don't mean to single
21 out IBP, because it is only one of a number of
22 packing plants.

23 MR. NULTON: Right.

24 DR. STULL: It is the major packer in
25 this area. They could do a lot more. IBP did

1 open a child care facility on site at its
2 Lexington, Nebraska plant. It wanted to see how
3 it would work and it thought about, at least,
4 talked about, expanding it to other plants. They
5 have not done so and they have not done so.
6 Primarily, because it has not been met with as
7 much -- it hasn't been as popular as they'd hoped.
8 On the other hand, they charge for it and they
9 charge what is a relatively -- what is not a
10 particularly cheap rate.

11 Signage is translated into Spanish and
12 Vietnamese. Although it is, generally, done in-
13 house and it is often done by Mexican-Americans
14 whose literacy in Spanish is not necessarily very
15 good and so it is a major problem. I have, in the
16 plants that I've been in, it's very common to see
17 signage that -- in Spanish -- that is very poor
18 and often confusing and often incomprehensible and
19 many workers who are very literate, doctors, and
20 many very well educated often see that as an
21 insult and myself and other researchers have
22 recommended, to the extent that packers have
23 listened to us, to, among other things, hire full-
24 time translators, either translation services or,
25 perhaps, other things they might do to make

1 signage better.

2 Beyond that, I must say that, certainly,
3 they are equal opportunity employers and one of
4 the avenues to upward mobility in the meat packing
5 world is bi-lingualism and so, if you go out to
6 IBP, you will find, I would say, the majority of
7 their so-called yellow hats, their supervisors,
8 their floor supervisors, are Spanish or Spanish
9 speaking.

10 But they could do a whole lot more.

11 MR. NULTON: Would you care to comment
12 on that? Please.

13 DR. STULL: They could provide, I think,
14 ESL programs on site. They could encourage good -
15 - They could give people time off for that.
16 They could, I think, do a better job of -- They
17 could do a much better job of -- I think that one
18 thing that they should do is work on translation
19 services.

20 Packers tend to be very insulated. They
21 feel embattled, with good reason, and they tend to
22 promote from within, which the American dream, and
23 I applaud that, but most -- every supervisor I
24 know in meat packing has risen from the ground up.
25 Some of them started working in the summers when

1 they went to college or whatever, but they've
2 risen up. That is good, it is also bad,
3 because they learn how to do this from the guys
4 out there on the floor and, when all this training
5 -- when things go wrong, they resort to the big
6 stick and, if you've ever been in a meat packing
7 plant it's -- things are always going wrong.

8 It's a low profit industry, less than 1%
9 profit margin. You're getting 6,000 head of
10 cattle out every day. Things are always happening
11 and they are driven by the daily markets. They're
12 not driven by long-term kinds of issues. So they
13 often don't just have time. They're just trying
14 to keep their head above water.

15 I think the best thing they could do
16 would be to look more carefully at the skills of
17 their own employees. There are doctors, there are
18 teachers, there are engineers out there. They're
19 cutting meat because they fled their home
20 countries because of war, because of civil strife,
21 because of run-away inflation, but they are well
22 educated people. They may not speak English that
23 well, although some of them do, but they could
24 look to their own employees to find those skills
25 and then use those individuals.

1 Generally, the supervisors are Anglos.
2 They are more comfortable around Mexican-
3 Americans, they share a language, they share a
4 cultural tradition, and so they tend to turn to
5 Mexican-Americans to do translations and things
6 like that and the problem with that is that
7 Mexican-Americans may or do not, or generally, at
8 least, in this part of the world, not as literate
9 or as fluent in Spanish as they need to be in
10 order to provide those kinds of services and
11 that's what I would like to see them do.

12 MR. NULTON: Has IBP sought your input
13 on any of these?

14 DR. STULL: No. I would not use my name
15 as a recommendation at IBP.

16 MR. NULTON: Okay.

17 DR. STULL: Although I certainly know
18 the-- I know the people out there.

19 MR. NULTON: Uh huh. Secondly, what is
20 the status of unionization at the meat facilities
21 in the region?

22 DR. STULL: Well, as you know, Kansas is
23 a right to work state.

24 MR. NULTON: Oh, yes.

25 DR. STULL: And there are -- UFCW

1 represents Excel in Dodge City. It represents
2 National Beef in Liberal. The IBP plant here is
3 not unionized. The Emporia plant is not
4 unionized. There were organizing efforts here in
5 the late 80's, but they stopped, in large part,
6 because the UFCW, I'm told, decided that they
7 would end up getting a better master contract if
8 they stopped unionizing here. The Finney County
9 plant is the largest plant in the world. IBP does
10 not want to see it unionized.

11 I would also argue that UFCW is not the
12 power that it once was. It's not, I don't think,
13 as responsive to its membership as it once was.
14 It's leadership is much like the leadership of
15 meat packing plants. It's largely white men who
16 have not that much in common -- They have more in
17 common with management than they do with the line
18 workers who are a new immigrant predominantly.
19 Latino men or women or southeast Asians.

20 MR. NULTON: Would you be in a position
21 to comment with regard to what, if anything, in
22 the plants that are unionized, what to your
23 knowledge the unions have done to deal with multi-
24 culturalism?

25 DR. STULL: There was a union -- a joint

1 union/management committee formed as a result of
2 the wildcat strike on Labor Day, 1993, I believe
3 it was. So-called -- They called it the picnic
4 in the ditch over there.

5 MR. NULTON: Yes.

6 DR. STULL: As a result of that
7 settlement, there was a joint UFCW/Excel multi-
8 cultural committee formed. That committee hired
9 myself and Miguel Giner and Ken Erickson to do a
10 study and make recommendations around issues of
11 multi-culturalism in the work place. We provided
12 that report and what, if anything, has been done,
13 I cannot tell you. We made a number of
14 recommendations.

15 The union in August 1994 fired its
16 Latino business manager, Jose Flores, who was
17 scheduled to speak here this evening. I spoke to
18 him Tuesday morning and he thought he had to go on
19 a family emergency to Denver. I don't know if
20 he's in the back of the room there or not, but he
21 told me that he would hope that he would be able
22 to be back this evening, but it was -- it happened
23 like first thing Tuesday morning and he had to
24 dash out there. So, if he is not here, he sends
25 his regrets. And I think that that was a very

1 unfortunate step backwards on the part of issues
2 of union/management relations, as well as inter-
3 cultural relations, but I don't -- I'm not privy
4 to all the reasons for that.

5 MR. NULTON: One last question. Could
6 that report to which you've alluded, could that be
7 made available to the committee?

8 DR. STULL: Not with -- It belongs to
9 that committee.

10 MR. NULTON: In whose custody or who
11 would be the proprietor of that document?

12 DR. STULL: I would contact corporate
13 headquarters -- Excel's corporate headquarters --
14 in Wichita. I have -- We have permission to
15 publish our findings out of that and we're
16 currently talking to Meat and Poultry about
17 discussing some of those issues.

18 I think what we found, essentially, was
19 sort of what I told you. There's a lot of --
20 That ethnic relations are, on the whole, not so
21 bad. There's a lot of mistakes are often untoward
22 and the example I gave you came out of that.

23 CHAIRPERSON ROIJAS: Melvin?

24 MR. JENKINS: Yeah. A couple of
25 questions. One, you mentioned a turnover rate, a

1 monthly turnover rate between 6 and 8% or
2 something of that nature.

3 DR. STULL: Yes.

4 MR. JENKINS: Coupled with that and, as
5 you know, INS has targeted certain communities,
6 not only in Arkansas, but in Kansas, but raids.

7 DR. STULL: Yes.

8 MR. JENKINS: And, in recruiting persons
9 for those positions in meat packing plants, what
10 has been the impact of those INS raids on the
11 recruitment possibilities for those meat packing
12 companies?

13 DR. STULL: Well, the Operation Jobs is,
14 of course, a national program. There was a --
15 they don't like to call it raids -- but there was
16 an Operation Jobs activity here at the Monfort
17 plant, as there had been in other plants in the
18 high plains. I do not know what, if anything,
19 the federal government has done to provide
20 replacement workers, although they were supposed
21 to.

22 MR. JENKINS: Right.

23 DR. STULL: I hasten to say that I know
24 of no meat packing firm that knowingly hires
25 undocumented workers. On the other hand, we're

1 all, of course, familiar with the fact that desk
2 top publishing has made it much easier and more
3 affordable to provide false documents.

4 People also say that it is more likely
5 for indoctrinated workers to work in the cleaning
6 companies that are sub-contract and work from
7 midnight to 6:00 in the morning. I know of no
8 evidence that those companies hire undocumented
9 workers knowingly, either.

10 On the other hand, anyone in meat
11 packing knows -- who knows about meat packing
12 knows that there are a lot of undocumented --
13 well, they're not undocumented. There are a lot
14 of people whose documents are questionable working
15 in plants and packing plants throughout southwest
16 Kansas have accommodated the fact that many of
17 their workers are from Mexico and often wish to go
18 home about now, actually, for Christmas.

19 It also is in the packer's best
20 interests, because people go away and they stay
21 away for a month or so, they don't have that much
22 vacation, they come back at the bottom of the
23 scale.

24 MR. JENKINS: Revolving door?

25 DR. STULL: Pardon me?

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MR. JENKINS: The revolving door syndrome.

DR. STULL: Yes. Yes.

MR. JENKINS: Okay. What --

DR. STULL: I hasten to say that, if America was more willing to pay a fair price for its meat, then I think that we would see working conditions improve. So I think that all of us share certain blame in the fact that meat packing workers are treated poorly. There is no doubt that little has changed in the industry since 1906 when Upton Sinclair published The Jungle. The immigrants are different. They're no longer Slovaks or Poles, they are now Laotians or Myans or Mexicans, but the conditions are the same,

MR. JENKINS: One of the things under consideration by the Advisory Committee is whether or not persons know their rights concerning civil rights in this country and, particularly, in the Garden City area, Liberal, Dodge City.

You indicated that there may be some concern about the number of persons working and moving up, mobility type jobs, as supervisors. If you take a look at the -- the immigrant population working in these meat packing companies, are they

1 aware of how to file a complaint concerning
2 discrimination if they feel that they are being
3 passed over for various supervisory positions? Or
4 are they not really concerned about that?

5 DR. STULL: I think that some
6 individuals may be, but most are not and many
7 individuals depend upon English speaking friends
8 or relatives to interpret for them, to tell them
9 what -- you know, how things are, or to intercede
10 whenever there are issues. The answer is, I
11 think, many people are not.

12 MR. JENKINS: Okay. That's all.

13 CHAIRPERSON ROIJAS: Okay. Any other
14 questions? If not, I did -- I need to take care
15 of some housekeeping here. For the record, would
16 you please state your name, address, and
17 occupation? I forgot to have you give us that
18 information.

19 DR. STULL: My name is Donald D. Stull,
20 S-t-u-l-l. I am professor and Chair of
21 Anthropology at the University of Kansas in
22 Lawrence. My address is 2900 Westdale Road --
23 that's one word -- Lawrence, Kansas 66049.

24 CHAIRPERSON ROIJAS: Thank you very
25 much, we appreciate your comments.

1 DR. STULL: Thank you.

2 * * * * *

3
4 CHAIRPERSON ROIJAS: And we will now ask
5 for our next presenter, who is Ivanhoe Love, Jr.,
6 city councilman, Liberal, Kansas, for the record.

7
8 IVANHOE LOVE, JR.

9 CITY COMMISSIONER, LIBERAL, KANSAS

10
11 Good evening. My name is Ivanhoe Love,
12 Jr. I am a city commissioner for the City of
13 Liberal.

14 I hate to have to follow the academic
15 world, in that they are much more prepared and can
16 tell a story a lot better than I, but I would like
17 to just dove-tail, just before I start and we talk
18 about meat packing companies and plant and I -- I
19 like to use the analogy that they're slave labor
20 camps which our communities depend on and it's
21 really a -- really unfortunate that management of
22 that industry, in my view, treats human beings the
23 way that they do, and so, with that, as you see,
24 I'm a politician and I was asked to talk about the
25 politics and talk about relationships with police
26 and my role as a politician.

1 One of the thing that concerns me and
2 the presentation on the stats about Garden City
3 pretty much mirrors the way our demographics are
4 in Liberal, Kansas.

5 One of the things that concerns me is
6 that things are not going to change for minorities
7 or for our people as a whole until we can somehow
8 or another wake this sleeping giant up. It is
9 that segment of the population that does not vote
10 and I think, when you look at these communities,
11 you're going to find that the political power
12 rests with the Anglos and, because of that, in my
13 view, many of the minority issues are overlooked
14 with the typical saying that everything's all
15 right in our community, what do they want.

16 It's that attitude that, I think, has to
17 change and is going to change when we as elected
18 officials can somehow or another convince
19 minorities to register and vote. And, as you
20 understand the demographics, with the Hispanics
21 and many of them are immigrants and many of them
22 are not even told how to register and vote and
23 then those that do very seldom exercise their
24 right to -- to vote.

25 When I ran for election -- I've served

1 now -- this is my third year as a city
2 commissioner -- I've served a tour as a county
3 commissioner -- and in my campaign strategy we
4 figured out early on that minorities don't vote.
5 So it was a waste of my time to try to capture the
6 minority vote if I was going to be elected and I
7 had to come up with a platform that appealed to
8 the -- to the masses and we did that.

9 However, once elected, I assumed the
10 responsibility of looking out for the minority
11 population and I have tried to do that by not
12 alienating those that put me in office, but, by
13 the same token, touching those that did not ask or
14 want me to be in the elective position and so I've
15 taken the position that, if I could do things from
16 a political point of view that helped my city as a
17 whole, then the minorities would be helped, as
18 well, and so that has been my approach to -- to
19 dealing with the problem of how could a minority
20 get elected in southwest Kansas.

21 What's stranger in my case is that, when
22 I decided to run for elected office, I had not
23 made a determination as to what political party I
24 wanted to be affiliated with, having been in --
25 served 28 years in the military, I made a

1 conscious decision to try to help the party that I
2 felt needed the most help and then I decided to
3 become a Democrat. When I ran for election as a
4 Democrat, I beat by a third everyone running
5 against me. Now that's odd and that's something
6 that very seldom happens out here and I think it's
7 because the strategy I chose to try to appeal to
8 those folks that.

9 Now, once -- once I took office,
10 naturally, when -- when things go wrong,
11 minorities of all -- all minority groups comes to
12 where they think they're going to get the most
13 help and so they would come to me and I was the
14 recipient of most complaints as it dealt with
15 racism, discrimination in our community. They
16 felt that there was someone on the board that they
17 could, at least talk to.

18 Part of our problems out in the
19 political arena is that we have no what I call
20 escape valves. We have no mechanisms in place
21 that will just listen to the problems of the
22 Hispanics, of the blacks, of the Asians, and, when
23 you confront politicians about that, they will
24 say, oh, well, we've got this committee or we've
25 got that to, in my view, say that, well, we've

1 addressed the problem, when, in actuality, those
2 things may exist, but there's no means of
3 communicating to the masses that those things are
4 there. We don't respond to them. We say, well,
5 when they come up with a problem, well, they ought
6 to learn how to be an American. Well, it is that
7 mind set and then, when you don't really try to
8 encourage folks to come -- one of my dreams is to
9 have a hotline or to establish a day at the
10 courthouse when anyone, regardless of color, has a
11 problem and they want to talk to an elected
12 official come do that.

13 We have got to develop these sorts of
14 values because I call it a pressure cooker. If we
15 don't, we're going to have what happened to us in
16 Liberal about three years ago where we had an
17 almost -- we had a near riot that took place as a
18 result of the police arresting a young black man
19 in the black community and used what the community
20 thought was excessive force to apprehend the
21 fugitive. It almost caused us a riot. Through,
22 you know -- I'll talk in just a second about how
23 we went about curbing that -- but we have got to
24 have some sort of relief or some mechanism put in
25 place to hear complaints and, once we've heard the

1 complaint, then to act on it or to, at least, give
2 feed-back to the people that are complaining what
3 your actions are or what your intentions are,
4 because, sure as I tell you, if you'd make no --
5 or you take no action, you're dead in the water
6 and people then fall back to this thing of where
7 can we go, who do we talk to.

8 I'm also convinced, once we wake the
9 sleeping giant up and we understand how to place
10 people in office who we want there, then this will
11 help solve some of the problems, but we've got to
12 do that somehow.

13 And part of the reason that we're not
14 drifting, I think, into broadening our base as far
15 as minorities are concerned to get into the
16 political arena is that we are protective. We
17 don't want to lose political clout and, I think,
18 once that giant is awoken, is awake, I think
19 you're going to see some erosion of the powers to
20 be and they're fearful of it. So they would much
21 rather, of course, to be politically ignorant as
22 opposed to being politically astute and I just
23 have seen this now for the past -- past five
24 years.

25 Now let me go back to this near riot and

1 it was four years ago that -- three -- four years
2 ago that it happened and, since then, we've
3 changed and it was a god-send because we've
4 changed some procedures as a result of this and I
5 think it was a plus for the community that these
6 procedures were implemented.

7 A young black man, the police saw him,
8 told him to stop, and he wouldn't do it, he
9 started running, took off, the police got on the
10 ground, took off on foot, called for back up and,
11 I guess, within a matter of about six or seven
12 minutes we had no less than eight, nine policeman
13 trying to apprehend this little short black fellow
14 and he was either on drugs or hyped up on alcohol
15 or something, but he was a very strong young man
16 and just would not stop. The police were giving
17 the command, the proper commands, and it boiled
18 down to that the police had to use their batons to
19 apprehend him, which meant that they were striking
20 him, the gentleman, below the knee, trying to
21 subdue him. In the meantime, he's got one on this
22 arm and one on this arm and he's biting one and
23 he's got, you know, he's kicking the door, hurting
24 one's hands, so every policeman on the scene was
25 aggravated.

1 In a matter of three minutes or four
2 minutes, there was a crowd of about sixty or
3 seventy absolute hostile blacks. They began
4 throwing rocks at the police. They began kicking
5 out windows. And the police, instead of
6 apprehending the individual and getting him out of
7 the scene, stood there and started dialoguing with
8 this -- with this crowd that didn't want to hear
9 anything. All they saw was you hit him with a
10 stick, you know, you about broke his neck, and you
11 didn't have to do that.

12 Well, again, after that incident, we
13 went and reviewed our procedure for how to -- how
14 we arrest, how we apprehend. To make a long story
15 short, we did change the way now that we apprehend
16 our subjects that we see or that need arresting
17 and we do that now by using pepper mace. We don't
18 use the batons anymore. You know, if you walked
19 up and you saw a policeman, you know, striking,
20 although, you know, they're trained to do that and
21 they hit certain -- certain parts of the body,
22 but, if you were a bystander, you'd understand
23 that and you saw this guy being -- being hit with
24 a stick, you, probably, would feel, as that crowd
25 did, that the policeman, probably, was using a

1 little too much force. So that's a positive thing
2 that happened out of that near riot.

3 It also opened a dialogue, and this is
4 the hardest thing in the world when you've got
5 angry people. I set about to -- to get key
6 individuals, the city manager, the chief of
7 police, the sheriff, the county attorney, and we
8 set up a panel and we met in the minority
9 community on a regular basis immediately after
10 this to try to define some problems and try to
11 tackle them. We had the people on the panel that
12 could deal with the social issues and we did this
13 for about two or three months and did come up with
14 some workable alternatives and some good positive
15 stuff came out of it.

16 But it took this crisis to cause that to
17 happen and it was very uncomfortable and we sat on
18 a panel much as you're -- just as you're sitting
19 and the room was crowded with people, shouting
20 hostile, hostile things at us and, of course, I
21 was the resident Uncle Tom and was leading this
22 charge to try to pacify our minorities and so we
23 took a lot of verbal abuse, a lot of threats, but
24 we weathered the storm and we did solve it and we
25 worked through it.

1 Now there is a perception in our
2 communities that minorities are the targets by the
3 police for certain crimes and that is that the
4 police will position themselves outside of local
5 Hispanics bars and wait 'til the bars close and
6 then pull them over and drag them to jails for
7 DUI's and that perception is alive and well and,
8 yes, our DUI rates in the Hispanics have
9 skyrocketed. You know, we no longer have police
10 parked outside of or down the block from these
11 bars as a result of this coming together an
12 understanding what the police were actually doing.

13 A part of our problem is that, in the
14 police world, you've got to have good strong
15 leadership and you've got to communicate the
16 message throughout the police force that, you
17 know, everyone should be treated equal and that's
18 an on-going thing and that comes from training.
19 Constant training.

20 The other problem that I see is that the
21 arrest records and the rate of arrest among
22 minorities -- I don't know if it was pointed out
23 earlier -- is high. You take -- you take our
24 jail, for instance. At any one time we could have
25 anywhere from -- and my sheriff will be here

1 tomorrow to tell you -- but we're running two-
2 thirds of the people that are in there are -- are
3 minorities at any one time and that has a lot to
4 do with their inability to bond out.

5 Although they're not, you know,
6 committing the highest number of crimes in our
7 community, they are being incarcerated at a much
8 larger per cent and I think a lot of it has to do
9 with not being able to bond out and, as a
10 consequence, they're sitting in local jails and
11 that is a very significant problem when it comes
12 to dealing with the police and those are some
13 issues that I've talked to both the sheriff and
14 the chief of police about, to include the county
15 attorney who readily admits that, yes, these
16 things seem not -- seem out of whack, but that's
17 just life. Well, I don't buy it. I think there's
18 something that can be done about that.

19 You know, I think, until we have more
20 cultural awareness within our police force and how
21 to deal with our communities, I think these
22 problems will -- will continue.

23 Now, with that, I'll shut up and listen
24 to any -- entertain any questions you may have.

25

1 CHAIRPERSON ROIJAS: Thank you very much
2 for your comments. Does anyone have any
3 questions? Francis? Francis and then Dr. Suh.

4 MR. ACRE: Do you think that enough
5 education is given for the minorities so that they
6 would understand some of the problems as far as
7 law, following through with the restrictions, and
8 things in this respect?

9 MR. LOVE: I don't think so. Now you
10 will, probably, hear my police chief and sheriff
11 say that, you know, we have these forms written in
12 Spanish and we've got formats in Spanish and Asian
13 and al that. but the trick is is getting the
14 officer on the ground to use that. You know, he
15 can have it and I've gone in there and seen it.
16 You know, they pride themselves in showing me
17 these stacks of documents that are in Spanish and
18 then, when you go down and you ask the policeman
19 on the beat let's see your copy, he's saying,
20 well, it's back at the... Well, you know, that's
21 a -- I think that's an on-going thing and, no,
22 there's not enough education, both on law
23 enforcement and out in the community.

24 CHAIRPERSON ROIJAS: Thank you. Dr.
25 Suh.

1 DR. SUH: I think you already answered,
2 but what you said is applicable to other minority,
3 such as southeast Asians? Yeah?

4 MR. LOVE: I would say so.

5 DR. SUH: Yeah? Say so?

6 MR. LOVE: You know, when the
7 establishment, in my view, if you're not Anglo
8 and, you know, your skin happens to be just a
9 shade different, I mean you're put in the same
10 basket. Now I think -- I think there are certain
11 degrees within that that I mean the Hispanics in
12 my view are discriminated against far more than
13 any other minority in our -- in our area. I mean
14 that's clear and you'd have to be blind not to see
15 it.

16 Now, of course, obviously, I'm a black
17 and I'm from here and this is -- times have
18 changed and I've seen it change very rapidly. At
19 one time, of course, you could say that the blacks
20 were the -- were the ones discriminated against
21 the most, but that certainly has changed and it's
22 changed because of the rapid growth of the
23 minority, the Hispanics, coming into our
24 community.

25 And I'll tell you people -- and I've

1 said and I've predicted -- that, whenever it is,
2 if we can ever unite and organize and show folks
3 their political clout, you're going to see a
4 change in the old guard quicker than what you can
5 imagine and I welcome that change.

6 CHAIRPERSON ROIJAS: Any other
7 questions?

8 MR. JENKINS: A series of questions.

9 CHAIRPERSON ROIJAS: Okay. Go ahead.

10 MR. JENKINS: Does the City of Liberal
11 have a human relations commission.

12 MR. LOVE: We do not. Now a few years
13 ago there was one established and it sort of died.
14 We're trying. Two years ago we tried to restart
15 it and we sort of -- it sort of died on the vine.

16 MR. JENKINS: If there were a human
17 relations commission established by city
18 ordinance, would that alleviate some of the
19 concern of minority citizens about police
20 community relations --

21 MR. LOVE: I believe it --

22 MR. JENKINS: -- to have that safety
23 valve that you mentioned or escape valve?

24 MR. LOVE: I believe it would certainly
25 be a help, but, again, you can create any -- any

1 organization or anything there. Unless you
2 communicate, unless you support it from your
3 political base, unless your politicians support
4 it, communicate it, make it easy to get to, then I
5 think it'll work and, yes, I think we do need one.

6 MR. JENKINS: One of the concerns that I
7 asked the previous speaker deals with knowing your
8 rights and concerning civil rights, how to file
9 complaints, where to put the pressure. In your
10 visit with citizens in Liberal and going
11 throughout the community and also in the county,
12 do you find that Hispanics, Asian Americans or
13 either the black citizens know how to file or
14 where to go to file complaints of discrimination
15 as far as housing, public accommodations,
16 education, the whole gambit?

17 MR. LOVE: As a general rule, I'd say
18 no and those that do would never exercise it.

19 MR. JENKINS: Why not?

20 MR. LOVE: Because the powers to be
21 would not allow it and would, probably, fire them.

22 MR. JENKINS: Okay. How --

23 MR. LOVE: Or threaten them in such a
24 manner as to discourage any formal action against
25 them for discrimination.

1 MR. JENKINS: Okay. That's a major
 2 concern of the advisory committee, because, in
 3 putting together this community forum/hearing by
 4 the staff, we received information that there may
 5 have been retaliation for some of the persons that
 6 we wanted to invite not being able to participate
 7 because they were afraid of reprisals from their
 8 employers of from the powers that be and,
 9 particularly, in small towns. Having grown up in
 10 one in Norfolk, I well know the political wheels
 11 flow.

12 One of the things that you mentioned
 13 early on deals with voting rights.

14 MR. LOVE: Yes.

15 MR. JENKINS: The fact that you may have
 16 persons who you don't register to vote and they do
 17 not register to vote. Why not? And, too, if
 18 they're registered to vote, they fail to exercise
 19 that franchise right of voting. Then why not? In
 20 your perspective as a politician, and, also, as a
 21 leader in the community, the total community in
 22 Liberal, what's your response to that?

23 MR. LOVE: In my view, it is a question
 24 of mind set. Again, those that are in power fear
 25 this sleeping giant and they will do whatever it

1 is that's necessary to protect their turf. If I
2 can keep you from voting by not educating you, by
3 not coming out and showing you and touching you,
4 then you -- you're not a threat to me and I don't
5 have to cater to you to maintain my base.

6 I believe in all small towns that, what
7 you do over here in the south quarter, I'm going
8 to know in the north quarter within a matter of
9 seconds. Your livelihood is threatened. Maybe,
10 not openly, but, certainly, the good old boy
11 network is alive and well and it hurts people. It
12 is very vicious. It is quiet, but, yet, this --
13 this infrastructure is there, alive and well, and
14 you and I -- and, to break that, it's going to
15 take a changing of the guard. We have got to wake
16 up our people.

17 MR. JENKINS: If this committee were to
18 hold a meeting in Liberal concerning a person's
19 civil rights, knowing how to follow through or how
20 to file complaints of civil rights, would we be
21 receptive -- received warmly by the general
22 community, then, too, the minority community?

23 MR. LOVE: I think we will grin and say
24 come on in, I want to show you, you see they don't
25 have a problem, what's the matter, come on in and

1 sit down.

2 MR. JENKINS: Uh huh.

3 MR. LOVE: We'll do that. And then,
4 when you leave, I'm going to take this guy and
5 come in -- and bring him in my office and say
6 don't you do that no more.

7 MR. JENKINS: Uh huh.

8 MR. LOVE: You know, I know your daddy
9 over there and he works for Jones and you all been
10 good people here for the last 20 years. See?

11 MR. JENKINS: Uh huh.

12 MR. LOVE: Now that's threatening my
13 livelihood.

14 MR. JENKINS: Uh huh.

15 MR. LOVE: MR. LOVE I'm going to tell
16 you to come in. Going to treat you nice and I'm
17 going to take you to every official and
18 everybody's going to grin and shake your head and
19 say come on, see, we ain't got no problem,
20 we're...see, look around. Jones, you got a
21 problem? No, sir, I ain't got no problem. That's
22 what's alive and well.

23 MR. JENKINS: If there were federal --
24 Oh, let's strike that. If there were state
25 agencies --

1 MR. LOVE: Yeah.

2 MR. JENKINS: -- in western Nebraska,
3 like the Kansas Human Relations Commission --
4 Human Rights Commission, or an advocacy agency
5 like the Mexican-American Advisory Committee,
6 advocacy agencies located somewhere in western
7 Kansas, would you see a change then?

8 MR. LOVE: You better believe it.

9 CHAIRPERSON ROIJAS: District offices.

10 MR. LOVE: Yes, sir. Yes, ma'am.
11 Because that's non-threatening. I mean you're
12 away from us and you can get in there and --
13 You're going to have to have the ability to get
14 inside of us.

15 MR. JENKINS: Uh huh.

16 MR. LOVE: And look at us under a
17 microscope and then use X-ray vision.

18 MR. JENKINS: Because one of the things
19 that happens, generally, when we, meaning the
20 Advisory Committee to the U. S. Commission on
21 Civil Rights, we will go into a community and then
22 we, perhaps, will come back, let's say, three or
23 six months later to release a report and then
24 we're received very warmly by the city officials
25 and --

1 MR. LOVE: Yeah.

2 MR. JENKINS: -- and by the minority
3 community. But, when we leave, we are concerned
4 about what happens once we leave.

5 MR. LOVE: Yeah. Just as --

6 MR. JENKINS: What can we do? How do we
7 stay in contact?

8 MR. LOVE: Well, that's a difficult one
9 and, really, I -- you're going to have to be able
10 to come inside, spend sometime, and you're going
11 to have to contact people who are not threatened,
12 who they cannot intimidate, who have no political
13 gains or any of this, who will tell you the truth,
14 and I'm talking about senior citizens and I'm
15 talking about folks that's been around there a
16 while, have established their roots, who don't
17 mind telling you the truth. Those type people, i
18 think, will be your conduit to sustaining some
19 effort within the community, once you're out
20 there.

21 CHAIRPERSON ROIJAS: We have time for
22 one more question. Ascension.

23 MR. HERNANDEZ: I just want to verify a
24 comment I received in my field work in Liberal and
25 you alluded to it in saying that a human rights

1 agency was established.

2 MR. LOVE: Yes.

3 MR. HERNANDEZ: Now I had an
4 understanding that there was -- I heard that
5 there was some Hispanics that made complaints and
6 that they were intimidated by the powers that be
7 and that they didn't complain again. Is that kind
8 of phenomena --

9 MR. LOVE: I'm not aware of the black
10 situation, but, certainly, I have run into those
11 kinds of situations myself personally where people
12 have told me that. Now -- and you've got to
13 understand -- in a small town like ours -- and
14 this is in Garden City -- I mean that the network
15 at the powers that be is -- is about as tight as
16 it could be, because, if you challenge one of
17 them, you better believe those that are in the net
18 will know it within -- within minutes.

19 So it's not a -- And so it affects
20 jobs. I mean, you know, those people are control.
21 They control jobs. They control people. And,
22 yeah, they're going to grin. I mean they're going
23 to tell you -- Because they want a good report,
24 you see. They don't want the state and federal
25 government messing around in my little square.

1 MR. HERNANDEZ: Uh huh.

2 MR. LOVE: So I'm going to let -- I'm
3 going to show you that we don't have a problem and
4 you're going to go back to your office and you're
5 going to set there and say -- you write your
6 reports and you're going to say well received,
7 yeah, isolated problem taken care of, and then
8 they can read their reports at their meetings and
9 say, well, the Commission said we were okay and
10 that's the kind of thing that we're up against.

11 CHAIRPERSON ROIJAS: One more. Go
12 ahead.

13 MR. LOVE: Okay. Thank you.

14 MR. JENKINS: Yeah, one more question.
15 Sorry.

16 CHAIRPERSON ROIJAS: And that's it.

17 MR. JENKINS: Okay.

18 CHAIRPERSON ROIJAS: So give it your
19 best shot.

20 MR. JENKINS: One of the things that we
21 are always interested in is what recommendations
22 would you make to this committee for positive
23 change in rural towns in western Kansas? How can
24 we make a difference?

25 MR. LOVE: Well, you're not going to

1 beat them with a big stick. You're just going to
2 alienate small town U. S. A. when the government
3 comes in demanding. I think your best tactic is
4 through education.

5 MR. JENKINS: Uh huh. ✓

6 MR. LOVE: Getting on the ground and
7 some way requiring employees, requiring state
8 agencies or local governments to educate, to
9 generally work the cultural differences, to truly
10 understand what it means to -- to be promoted on
11 jobs and how to do that, to establish things that
12 look at you, regardless of race, and that comes
13 through education.

14 You all know that. I mean it's not --
15 it's not a quick fix, but education is the way, I
16 think. If you're going to do anything, get out
17 here and teach them how to do it, show them, and
18 you can't leave a bunch of literature and say go
19 away now, read this, and we'll come back next
20 week. I mean you got to work it and, when you
21 leave pamphlets, you come back next year, I'm
22 going to put them in the drawer because you're
23 going to give me another stack, see. So...

24 CHAIRPERSON ROIJAS: There are many more
25 questions that we have for you, but, because of

1 the time constraints, we will have to go on. We
2 hope that, perhaps, we can visit with you later on
3 again and discuss some other issues. We
4 appreciate your candor and we appreciate your
5 dedication and determination to represent all
6 people in Liberal. Thank you very much.

7 MR. LOVE: Well, thank you all.

8 * * * * *

9
10 CHAIRPERSON ROIJAS: Next, Sheila Abers.
11 No? Donna Sanchez-Jennings.

12
13 DONNA SANCHEZ-JENNINGS

14 COMMUNITY DEVELOPER,
15 UNITED METHODIST MEXICAN-AMERICAN MINISTRIES

16 MS. SANCHEZ-JENNINGS: Good evening.

17 CHAIRPERSON ROIJAS: Good evening. For
18 the record, please --

19 MS. SANCHEZ-JENNINGS: My name is Donna
20 Sanchez-Jennings. I'm the community developer of
21 United Methodist Mexican-American ministries in
22 Liberal, Kansas and I need to clear for the record
23 that I'm very sorry I'm late. The information
24 that I received from our central office is that we
25 started at 8:00 and so we thought we were early.

26 CHAIRPERSON ROIJAS: Okay. May we have

1 your address, please?

2 MS. SANCHEZ-JENNINGS: I live at 515
3 North Grant in Liberal, Kansas.

4 CHAIRPERSON ROIJAS: Okay. Do you have
5 a statement on the issue of race relations in
6 western Kansas with reference to your job or the
7 community activities?

8 MS. SANCHEZ-JENNINGS: My statement
9 concerning race relations is that I believe that
10 racism is alive and well. It is nurtured in a
11 very sophisticated way that makes it very
12 difficult for one to pinpoint the problem and,
13 therefore, effectively address the problem. De
14 facto is, I believe, rampant in Liberal.

15 They hide behind -- It hides behind the
16 facade in the community that I principally deal
17 with of language problems and I don't think I need
18 to expound more on that situation. We see it in
19 housing. We see it in school. We see lack of
20 sensitivity and very little effort to communicate.

21 CHAIRPERSON ROIJAS: Why don't you tell
22 us a little bit more about the issues as you see
23 them affecting the community with regard to
24 housing?

25 MS. SANCHEZ-JENNINGS: I believe one of

1 the main problems in housing is that people simply
2 don't care. My feeling is that I believe
3 sometimes the community would wish that the non-
4 English speaking community would just simply
5 disappear. It would make life so much easier.

6 And I say that because there's very
7 little effort made to translate any information
8 concerning housing. There's very little effort
9 made to address the problems of slum landlords. I
10 believe the city fails many times in their
11 responsibility to inspect housing when they know
12 that minorities are living in -- in the housing
13 that they would -- might otherwise even consider
14 condemning the property.

15 If people complain very readily, they
16 get a three day notice that they can move out.
17 This frightens people and so, therefore, they
18 don't complain many times about the condition or
19 the poor conditions in the house, because they
20 know that the Sheriff's Department will act
21 promptly in providing them with a three day
22 eviction notice and, being that they are ignorant
23 of the laws that, you know, nobody can make you
24 get out of a place in three days, they're
25 terrified and so many times we find families in

1 homeless situations.

2 CHAIRPERSON ROIJAS: You know, I've been
3 listening to this, the presentations this evening,
4 and I must admit I'm really confused here because
5 low unemployment rate, a meat packing industry
6 that need workers, the community is -- is,
7 obviously, dependent on the meat packing industry.
8 Without the workers that are within the community,
9 then you have to import workers.

10 You know, it baffles me as a I listen to
11 the presentations tonight that people don't
12 understand the economics and would be willing to
13 do something that would be positive to -- to form
14 a community where problems would be looked as a
15 means, a challenge, to solve.

16 Tell me. What are your recommendations?

17 I'm sitting here tonight just -- You
18 know...

19 MS. SANCHEZ-JENNINGS: Well, I'm not a
20 native of the area and what I have observed as
21 coming into the area and I've been in Liberal, I
22 guess, 12 years now, is that there is a very
23 tightly knit, what they call good boy, system.

24 They're people that have been there for
25 years. People who have been in dominant positions

1 and in control positions and they don't want to
2 relinquish this.

3 They need to feel this control and to be
4 able to manipulate people and it's very difficult
5 for someone to become a part of this small group
6 that is able to control the city, almost.

7 I feel that the quote old money there is
8 able to -- to pretty well dictate to everyone what
9 they want to do and, being that the economy of the
10 United States is what it is, people are willing to
11 bear these tremendous burdens and pressures and
12 frustrations in order to have a paycheck. So
13 we're playing with economics here and greed and a
14 few people are able to -- to control that and I'm
15 old enough to be outspoken, but many people aren't
16 able to enjoy that and so they need to maintain
17 the status quo in order to provide for their
18 families.

19 The Hispanic families that are in are
20 controlled pretty much by fear because they don't
21 know the laws and there aren't many efforts made
22 to -- to teach those and make people aware and
23 help them really become a part of the community.

24 The community would prefer, to my point
25 of view, to have separate pockets and people who

1 are ignorant are no threat. If you can reason and
2 think and you know the laws, then you're -- then
3 you're dangerous and so we don't see a lot of
4 education directed toward adults to equip them so
5 that they're able to -- to be successful in the
6 community and so, therefore, you can maintain your
7 control.

8 At one time I was Director of the SPLEAC
9 program, which was the Legalization Impact Act
10 grant, at the community college and we
11 incorporated in our classes as a part of history
12 knowing your rights and that was a part of the
13 curriculum. However, later on, I was told that
14 was not to be the emphasis and I said, well, I'm
15 going to direct and that's going to be the
16 emphasis. The program does not exist any more.

17 I believe that our education system for
18 adult ESL is geared toward English and, probably,
19 on a third grade level, and we are not
20 incorporating survival skills and the skills for
21 living in our classes and, again, you can control
22 people who -- who don't know the law and can't
23 challenge you on what you say.

24 CHAIRPERSON ROIJAS: Francis.

25 MR. ACRE: Excuse me. Do you feel that

1 there are more than two age groups? You spoke of
2 the old guard or the old money. Then the new
3 people. Do you feel that there is two or three or
4 more elements of age? Does that have an effect in
5 the town of Liberal?

6 MS. SANCHEZ-JENNINGS: I believe that
7 there are -- there are two or three age groups,
8 but I believe that the old guard grooms the next
9 group that's going to come in and it's pretty well
10 kept within the same club, so to speak. So, in
11 fact, you don't have new groups, because the
12 person who is going to step in or in a younger
13 group to take a position when someone retires from
14 that has already been groomed by the old guard.
15 This is what I would recognize.

16 MR. ACRE: Thank you.

17 CHAIRPERSON ROIJAS: Question? Do you
18 have any other recommendations?

19 MS. SANCHEZ-JENNINGS: I think that,
20 probably, we need to look at the public school
21 system, as well. I think that the public school
22 system needs to re-evaluate their reason for being
23 and, in my notion, their reason for being is to
24 educate and to provide an atmosphere for health
25 and success, mental and physical, mentally and

1 physically, and I don't believe that they're doing
2 that.

3 I believe that the school for Hispanic
4 parents, limited English speaking parents, is an
5 intimidating area, No. 1. The INS law, the
6 federal law, says that you may not insist on
7 social securities and ask a lot of questions about
8 documentation and so forth. The school is not
9 INS, but they will very subtly keep insisting to
10 parents that you have to have a number. I might
11 write back and say this family is in status
12 adjustment, there are things that we cannot do,
13 you are allowed to generate a number for your
14 record, because that's all the social security
15 number really is for, and so we have children who
16 miss a lot of school because their parents are
17 fearful that those children will somehow be
18 spirited out of the school and taken. So this is
19 a very subtle form of discrimination.

20 There have been times when children come
21 into the high school who have a very limited level
22 of the language. It is suggested that they might
23 feel more comfortable in the adult education
24 program. Now, to my mind, we're talking about
25 test scores. These children may bring down some

1 test scores and so they are removed from the
2 public school system or suggested that they might
3 go to the adult education program, which is not a
4 part of the public school system, that's Seward
5 County Community College adult learning, and so
6 they miss a lot of the benefits that they,
7 otherwise, might have.

8 So I think that where I was talking
9 about sensitivity and a real commitment to the
10 whole community and not focusing on greed of the
11 money that's going to be spent in the community
12 and the people are going to live there and they're
13 going to put up with any kind of housing that we
14 need, really need, to address these two areas and
15 I don't -- You can't make anyone do anything in
16 Liberal, but I think that we need to find a way to
17 communicate that these things need to be done and
18 work from the inside out.

19 For example, the school system as far as
20 I know does not communicate with grass level
21 organizations like -- like ours to see what we can
22 do to further help parents to -- to get
23 information out, to advise people of scholarships
24 and all kinds of things.

25 On the open -- To just first glance, it

1 looks as though it's open, but it's really not,
2 because, if you go to the meeting, you can sit and
3 listen, but you're not on the agenda. Therefore,
4 you can't speak and, if you say what you would
5 like to speak about, you most certainly will not
6 be on the agenda.

7 So it's a sophisticated, vicious circle
8 and education is the No. 1 key, but we need help
9 and we don't have a way to break into the -- to
10 the inner circle and it is very frustrating for me
11 and the community and so I spend a lot of time
12 fighting and spinning wheels because we're only
13 putting band aids on a lot of the problems and
14 it's going to take, maybe, the shadow of a threat
15 of investigation. People don't want you looking
16 in your closets and, if they thought you might,
17 that might be very helpful.

18 CHAIRPERSON ROIJAS: Good. Ascension.

19 MR. HERNANDEZ: One question. Two
20 questions. You mentioned that ignorant people are
21 not a threat and I notice that in the student
22 population of the Liberal School District it's 46%
23 minority.

24 MS. SANCHEZ-JENNINGS: Uh huh.

25 MR. HERNANDEZ: And are the -- Is the

1 staffing patterns, are there minority teachers
2 there that are considered as role models?

3 MS. SANCEZ-JENNINGS: There are very few
4 minority teachers. I believe that we have three
5 Hispanic teachers. One from Puerto Rico. I don't
6 believe that we have any teachers from Mexico and,
7 to my knowledge, my last count, I believe that we
8 had two black teachers.

9 It is not -- It has not been an area
10 that is really conducive to keeping minorities
11 there. It is -- it is not a friendly environment.
12 I felt tremendously alone when I was at Seward
13 County Community College and I believe that I was,
14 probably, the first Director in the history of --
15 of the college. I could be wrong. And I don't
16 know that they have any minority teachers. So our
17 children are not getting a very positive picture.

18 MR. HERNANDEZ: Are they graduating or
19 are they dropping out or --

20 MS. SANCHEZ-JENNINGS: We have -- we
21 have a very, very large drop out rate in -- in
22 Liberal among black and Hispanic community, but
23 something very striking, we have a large
24 graduation when they're adults. The Mexican
25 community goes back for GED's and they're

1 graduating. So this says that something is very
2 discouraging. Something traumatic is happening in
3 our schools.

4 It is not for the lack of desiring
5 knowledge. And my experience has been in working,
6 and I can speak only of the Mexican community, is
7 that most of the parents that I have known in my
8 years of dealing with the Mexican community are
9 very much pro-education and, you know, as you
10 know, I lived in Mexican for 30 years and taught
11 there for 17 and I need not -- I only needed to
12 threaten that I would call their parents and the
13 problem disappeared.

14 Education is very much respected and so,
15 for a whole change in attitude, I'm immediately
16 suspicious and the children are dropping out at --
17 at, really, a very high percentage and there isn't
18 any motivation there and, when you look at the
19 scholarship list absent of minority students, it
20 has only been recently that the school ran the
21 scholarships that were available to minorities on
22 the television on the school -- school channel.
23 We would have to fight and many times I wrote
24 KACHA to find out what was available to get that
25 information out to parents.

1 CHAIRPERSON ROIJAS: Do you know if
2 there is some definite program or effort to
3 recruit Hispanic teachers in Liberal? Because I
4 hear, you know there are some cliques, as to the
5 reason why Hispanics do not come to Garden City or
6 to Kansas City or to Des Moines. They're all the
7 same cliques.

8 MS. SANCHEZ-JENNINGS: Uh huh.

9 CHAIRPERSON ROIJAS: I'd like to know if
10 there is an active recruiting policy.

11 MS. SANCHEZ-JENNINGS: I really can't
12 speak to that, because, as I mentioned before, if
13 they are recruiting, I don't believe that they are
14 addressing that in any open sessions in any of the
15 board meetings. People have stopped going to
16 board meetings because most of the material or on
17 the agenda was not something that really
18 interested the immediate public or the grass roots
19 public and no one ever would have an opportunity
20 to get on the agenda and so that in itself is a
21 way to -- to discourage people from coming. So I
22 don't know.

23 Some years back we had these very same
24 type meetings in Liberal where we worked out a
25 time line and a time frame where things were

1 supposed to happen. Some things did happen and
2 then they sort of back slid and I don't believe,
3 really, that they're actively recruiting, because
4 I think they could. You know we've got doctors
5 there from all the way from Canada. I know that
6 we would, surely, be able to get someone to come
7 into this area.

8 Housing's a big problem and they can say
9 we have housing for you and it would be
10 discouraging that you would want -- might not want
11 to be there. There are all kinds of subtle ways
12 that they can discourage you from settling in.

13 CHAIRPERSON ROIJAS: Does anyone have
14 any other questions?

15 MR. NULTON: With regard to the school
16 board meetings, do they have what I would refer to
17 as an open forum portion of the meeting in which
18 any patron of the district can speak?

19 MS. SANCHEZ-JENNINGS: When I went, that
20 was, generally, not the case and, generally, in
21 the newspaper they announce what's on the agenda
22 and those are the things that -- that need to be
23 handled -- that they're going to handle in the
24 meeting.

25 Now, frankly, speaking, I have not gone

1 to any of the school board meetings recently. I
2 deal, primarily, with work that does with getting
3 people taken care of for their immigration and
4 that kind of thing and I have been really pushing
5 that and pushing citizenship and send the letters
6 that your power's in the vote and do my own little
7 subtle things.

8 MS. SANCHEZ-JENNINGS: I believe Mr.
9 Love can explain that better, but it's a city-wide
10 election and I was surprised that they
11 incorporated another little small area that I
12 think it's an all-white area and so I don't think
13 you have a -- you can't, you know -- you're not
14 going to win.

15 MR. LOVE: We'll take a closer look at
16 the education system tomorrow.

17 CHAIRPERSON ROIJAS: Yes, we will.
18 Thank you so --

19 MS. SANCHEZ-JENNINGS: Thank you very
20 much.

21 CHAIRPERSON ROIJAS: -- very, very much
22 for your comments.

23 MS. SANCHEZ-JENNINGS: Thank you.

24 CHAIRPERSON ROIJAS: Appreciate your
25 coming.

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CHAIRPERSON ROIJAS: And I think right now we could, probably, stand a few minutes of stretching exercises, because I know I'm ready to move here. So we'll be back at 8:30.

MR. HERNANDEZ: Could you ask the folks to sign in?

CHAIRPERSON ROIJAS: Yes. Whoever would like to have some comments, please sign in and --

MR. JENKINS: We need them to some just sign in.

CHAIR PERSON ROIJAS: Yeah. Oh, just sign in?

MR. JENKINS: Yeah, right now for the opening.

CHAIR PERSON ROIJAS: Okay.

MR. HERNANDEZ: And the publications are free and there's also an agenda for Day 2.

(Recess)

CHAIRPERSON ROIJAS: We will now resume our session and Sang Yen, headstart coordinator. Hello. And, for the record, would you please

1 state your name, address, and occupation?

2
3 SANG NGU YEN

4 HEADSTART COORDINATOR

5
6
7 Good evening. My name is Sang Ngu Yen.
8 Sang is the first name, Ngu is middle name and Yen
9 is last name.

10 I came from Vietnam and right now I am
11 working for Headstart Program as social service
12 coordinator in western Kansas. So I came from
13 different background and different history from
14 the panel and from the audience. So what I would
15 like to do is tell you something about southeast
16 Asian people in the southwest area. Why they are
17 here, how they are here, and how they -- how they
18 have been doing. So...

19 I came from Vietnam to this country
20 about ten years ago. Even though I became U. S.
21 citizen ten -- five years ago, but I feel still
22 brand new in this country. So I'm going to tell
23 you why the southeast Asian people came to
24 America.

25 You know that I came from Vietnam and
26 maybe all of you over here know that the U. S.
27 government became involved in Vietnam since 1960

1 under President Eisenhower.

2 So as of that time -- I mean after 1954
3 Vietnam was divide into two different parts. The
4 north government, backed by Soviet Union. The
5 south government backed by the Americans.

6 So American government began involvement
7 in Vietnam wars under President Eisenhower and I
8 worked for the south government with different
9 positions, very high positions.

10 So, after the communists took over
11 Vietnam in 1975, I was in prison for nine years
12 and, after I was released, I was put in the
13 control of the local government two more years.

14 At that time, I didn't have anything.
15 No job, no house, no money. How can I survive?

16 So the only way for me at that time was
17 to escape from my country, even though I am old
18 man, I love my country, and I love my people.
19 That's the reason I am here.

20 That's the reason the southeast Asian
21 people came to America, because, after 1975, when
22 the communists took over Vietnam, those who worked
23 for Saigon government backed by the American
24 government or those who have relationship with
25 Saigon government were in jail. We don't know how

1 Vietnamese -- southeast Asians and in Dodge City
2 there are about 900. I used to visit with them
3 and I also used to visit with the Vietnamese
4 community throughout the state, but I don't see
5 any problem in adapting to the new society and I
6 don't see any problem about discrimination or
7 something like that among the Vietnamese community
8 or among the southeast Asian community.

9 CHAIRPERSON ROIJAS: Any questions?

10 DR. SUH: Yeah.

11 CHAIRPERSON ROIJAS: Dr. Suh?

12 DR. SUH: It is wonderful to hear that
13 you have no problem whatsoever, but don't you have
14 something? There is many kind of minority -- I
15 mean racial ethnic group here in Garden City.

16 MR. YEN: Uh huh.

17 DR. SUH: White. He said Anglo or
18 Spanish, Mexican. Also, black. Are they all
19 doing good to you? All of them equally?

20 MR. YEN: Yes.

21 DR. SUH: Are they?

22 MR. YEN: Yes. It's my observation.

23 DR. SUH: There's no --

24 MR. YEN: No. I don't see any problem.
25 Just about less than about six years ago or five

1 years ago when I first came here, in high school
2 there was a group fighting between Spanish student
3 and Asian students and the high school principal
4 called me and I came there asking him, and, after
5 that, we -- we divide into two different -- two
6 different groups, a Spanish group and an Asian
7 group and we talk. I talk to the Spanish group
8 and a Vietnamese -- and a southeast Asian group
9 and a Spanish official talk to Spanish student
10 and, after that, we get together.

11 So I don't see any problem and Ms. Linda
12 Tujlio is the Director of the Bi-Lingual and the
13 ESL Director of the school district. Any time
14 when she has some problem, she call me and I came
15 there with her.

16 DR. SUH: And in the big city like L.
17 A., New York, there is a Vietnamese gang, right?

18 MR. YEN: Right.

19 DR. SUH: Yeah.

20 MR. YEN: Right.

21 DR. SUH: You have any of those here in
22 Garden City?

23 (No audible response)

24 DR. SUH: No? Did you understand my
25 question?

1 many years.

2 And, after we were released, we didn't
3 have anything. No job, no house, no money. So we
4 had to escape. For my case, at that time, it was
5 the only way, even I am old man, I love my
6 country, I love my people, but I have to leave my
7 country.

8 So it's very dangerous to escape by boat
9 from Vietnam to Thailand or to Hong Kong or
10 Indonesia. For my case, I took three attempts,
11 escaping by boat. The first time I was capsized,
12 but safe and sound. The second time I was
13 captured and jailed again and I escape from the
14 jail. And the third time a very, very small
15 fishing boat, make of wood and bamboo, it take
16 about five days and five nights in the open sea.
17 I reached Indonesia and I stayed in Indonesia for
18 about ten months and I was allowed to arrive in
19 America in Oklahoma. I live in Oklahoma for five
20 years and, after that, I moved to Garden City
21 seven years ago. That's the reason the southeast
22 Asian people came to America and how they came
23 here, there are three ways. First, they escape by
24 boat. Very dangerous. Only about 30% of them
25 survive. Second, they can come here as -- If you

1 escape by boat, you can come here as a refuge and
2 you can come here as a refuge if five years ago
3 American government have a new program to bring
4 all the former political prisoners directly
5 legally from Vietnam to America. They are
6 legally. Or they can come here if they are the
7 children of American servicemen during the
8 wartime. You know, that gives me -- American
9 people, servicemen, are very romantic. So they
10 left behind a lot of children. It's totally
11 wrong. I am not talking about the war over here,
12 but it's totally wrong. You leave -- You left
13 Vietnam and you left behind everything, including
14 your children. They are your children, but you
15 left behind and they were looked down by the
16 communist government. The communist government
17 conceive of them as enemy. So they live in the
18 street, in the bus station, everywhere, homeless.
19 So about, let's see, in about 1980 or 81 the U. S.
20 government had the new program to bring all of
21 them. I mean the children of the American
22 servicemen during the war directly and legally to
23 America.

24 So there are three ways for you -- for
25 the southeast Asian people to come here as

1 refugees. First, you escape by boat. Second, you
2 are former political prisoners. Or you are the
3 children of the American servicemen during the
4 wartime.

5 And you can come here under the
6 immigration program. Let's examine. I came here
7 and I fill out the many different forms. I bring
8 my relatives from Vietnam over here, but now we be
9 here not as refugee, but that we were here under
10 immigration program. So that's the way southeast
11 Asian people can come here.

12 So I move to Garden City about seven
13 years ago and right now I can estimate in Garden
14 City there are about 3,000 southeast Asians. In
15 Liberal there are about 1,000. And in those
16 cities there are about 900, because it's estimated
17 the people move in and move out all the time.

18 So, talking about the southeast Asian
19 people in southwest Kansas and western Kansas,
20 myself I don't have any problem when I move over
21 here. People welcoming me. I take it from over
22 here, Garden City down here, and some here and
23 he's there and I was in the community relations
24 board, the City of Garden City. So I, myself,
25 speaking for myself, I don't see any problem when

1 I move to Garden City. People welcomed me.

2 People welcome the southeast Asians.

3 So let me tell you in relation to the
4 doctor's statement over here, I was overseas for
5 two years. I flew around Philippines, Hong Kong,
6 Thailand, Indonesia, and Malaysia in '92 and '94
7 and I was so emotional, so moved. When I was
8 there, the New York Times came here -- I mean came
9 to Garden City -- for a very special article about
10 diversity of Garden City and that article was
11 reprinted in Hong Kong and I read it in the
12 Philippines and the coming week I flew to Thailand
13 after reading that article, talking about Garden
14 City where I came from, because that make me so
15 move and that make me so proud of Garden City. So
16 I don't have, speaking for myself, I don't have
17 any problem when moving to Garden City.

18 And how about the southeast Asian
19 people? Let me tell you. We came from different
20 culture. In my country, the parents sacrifice
21 your life for the children. We work so hard for
22 our children's future. Over here we keep doing
23 that. So, if you consider about how many
24 southeast Asian students there are, very, very
25 few. Why? It's because we sacrifice our life for

1 MR. YEN: Yes. I don't think so. Like
2 I told you many time, I don't see any problem in
3 Garden City and about gang I don't think so. I
4 don't think we have Vietnamese gang here or
5 southeast Asian gang in Garden City, no. The
6 answer is no.

7 MR. HERNANDEZ: Are there are social
8 problems that the southeast Asian has in Garden
9 City?

10 MR. YEN: No.

11 MR. HERNANDEZ: They're receiving good
12 social services?

13 MR. YEN: Yes.

14 MR. HERNANDEZ: Good education in the
15 school district?

16 MR. YEN: Yes. Let me tell you.

17 MR. HERNANDEZ: And, okay, and then a t
18 third question.

19 MR. YEN: Uh huh.

20 MR. HERNANDEZ: Is their relation -- Is
21 their relationship with the police and the Sheriff
22 Department good?

23 MR. YEN: Okay. Let me tell you. About
24 social services for the refugees, in western
25 Kansas we have the -- in Garden City we have the

1 organization what we call in southeast Asian
2 Mutual Existence Association, mostly funded by
3 federal money, providing services to the southeast
4 Asian people.

5 Also LC, I mean Laotian Learning Center,
6 receive a small grant, federal grant, providing is
7 a class for the new arrivals.

8 In Liberal there is a small program
9 under the Seward County Committee, what we call
10 refugee program, very small funding through a
11 federal -- providing services for the southeast
12 Asian people and in those cities we have HOS, HOS
13 mean human opportunity, skill, training, also
14 receiving federal funds, providing services to the
15 southeast Asians.

16 So we have enough services service
17 providers helping them.

18 CHAIRPERSON ROIJAS: I would like to
19 make a comment. When the boat people came over in
20 1975 from Vietnam --

21 MR. YEN: Uh huh.

22 CHAIRPERSON ROIJAS: -- Cambodia and
23 Laos --

24 MR. YEN: Uh huh.

25 CHAIRPERSON ROIJAS: I was the Executive

1 them. We work so hard. The only thing they do is
2 going to school and come back and study their own.

3 Second observation is for this
4 generation we still keep our culture and it's my
5 part. Everybody is root in culture. If I lose my
6 culture, I lose myself. So, when I came here, my
7 thought is and I talk to many people is we had to
8 do two things. First, adapt quickly to the new
9 society and become self-sufficient. Second,
10 maintain our culture and family. This is one of
11 the ways how we can use American culture.

12 Because of my age, because of my
13 background, I used to go through the nation,
14 talking with the Vietnamese community, especially,
15 in Orange County and in San Jose. In Orange
16 County there are about 100,000 Vietnamese people.
17 In San Jose there are about -- From San Jose to
18 San Francisco, there are about 200,000 Vietnamese
19 people. So anywhere they invite me to talk with
20 them how to adapt to the new society, I explain my
21 priorities. Okay, adapt quickly to the new
22 society, but keep Vietnamese culture, keep Laotian
23 culture, keep Cambodian culture at home.

24 So back to Garden City. I don't see any
25 problem and talking with the Vietnamese or Laotian

1 or Cambodian students in Garden City, they told me
2 we don't have any problem. They work so hard and
3 in Garden City there are about three certified
4 Vietnamese teacher for the school district and,
5 maybe, next year we get one more.

6 One of the ladies I know, she's a
7 certified teacher, she came here and she became by
8 getting the GED and kept going up, going up and
9 two years ago she get certified teacher.

10 So for my generation, we sacrifice the
11 rest of our live for our -- for our children.

12 The last five years in Garden City there
13 are many, many former political prisoners came to
14 Garden City. Many of them got a very high
15 position in the Tsao government, but they are old
16 now. They are almost or over 60 and they work so
17 hard at the beef packing plant, sacrificing their
18 life, the rest of their life, for their children.

19 So, when I -- before I left, I told her
20 that, see here, I told her that Garden City is my
21 second hometown, I will be back, and, before I
22 left for overseas job, I say Garden City is my
23 second hometown, I will be back, and I -- I came
24 back.

25 And in Liberal there are about 1,000

1 Director for the federal government to re-settle
2 the Indo-Chinese people in Kansas, Missouri, Iowa,
3 and Nebraska?

4 MR. YEN: Really?

5 CHAIRPERSON ROIJAS: And, prior to that
6 time, Hispanics had no help in the educational
7 system with regards to the fact that many of the
8 children spoke Spanish and were having a -- having
9 a hard time learning English --

10 MR. YEN: Uh huh.

11 CHAIRPERSON ROIJAS: -- because there
12 were no bilingual --

13 MR. YEN: Programs.

14 CHAIRPERSON ROIJAS: -- classes. So I
15 pushed the federal government to provide English
16 as a second language to the Vietnamese so that
17 then I could go back and say to them the
18 precedence has been set. Now let's use it on the
19 Hispanic children.

20 MR. YEN: Uh huh.

21 CHAIRPERSON ROIJAS: And so I always
22 think about the Asian community coming to this
23 country, not only in providing services and many
24 opportunities to the Asian community, but also
25 using the Asian community as a means of setting a

1 precedence so that we could provide services to
2 the Spanish speaking children.

3 So, for that, I thank you for coming.

4 MR. YEN: Thank you. Thank you so.

5 CHAIRPERSON ROIJAS: We all benefitted
6 and we are delighted to hear that there are no
7 problems --

8 MR. YEN: In Garden City.

9 CHAIRPERSON ROIJAS: -- and that is the
10 first time we have ever heard that and we thank
11 you for being the first one to tell us.

12 MR. YEN: All right.

13 CHAIRPERSON ROIJAS: Thank you very
14 much.

15 MR. YEN: In Garden City, I think he's
16 the only one who knew anything about that.

17 CHAIRPERSON ROIJAS: Okay.

18 MR. YEN: We don't -- We don't see any
19 problems --

20 CHAIRPERSON ROIJAS: Okay.

21 MR. YEN: -- within the different
22 ethnic, minority in Garden City. We get along
23 well. Is some problem there, he's here. So we
24 met every day, almost every day, for any small
25 problem. So we thank you for that.

1 CHAIRPERSON ROIJAS: Well, thank you,
2 too. Thank you very, very much.
3 MR. YEN: Thank you.
4 CHAIRPERSON ROIJAS: Good night. Okay.
5 Oh. Francis.
6 MR. ACRE: Yes. Any of your -- You
7 spoke of the three organizations in each of the
8 three counties. Are they headquartered or are
9 they conducted and managed by caucasians or by
10 southeast Asians?
11 MR. YEN: By southeast Asian.
12 MR. ACRE: Okay.
13 MR. YEN: Mostly.
14 MR. ACRE: Mostly?
15 MR. YEN: Right. But many coming from
16 federal through SRS.
17 MR. ACRE: Yes. Through SRS or the
18 federal.
19 MR. YEN: Right.
20 MR. ACRE: But what I was wondering,
21 too, if there was administerial positions, any of
22 them were by the southeast Asians?
23 MR. YEN: Yes. Yes, sir.
24 MR. HERNANDEZ: The board of directors
25 of HOT in Dodge City has an Anglo board.

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MR. YEN: Yes.

MR. HERNANDEZ: Yes.

MR. YEN: But the board -- Let's take an example about SAME -- I mean Southeast Asian Mutual Existence Association in Garden City. The board require two white, a Vietnamese, Laotian, and Cambodian, but administered by southeast Asian people.

CHAIRPERSON ROIJAS: Okay. Thank you very much.

MR. YEN: Thank you.

* * * * *

CHAIRPERSON ROIJAS: Okay. Ascension?

MR. HERNANDEZ: Mr. Yen was the last of the invited guests and now we are going into --

CHAIRPERSON ROIJAS: Into the open session, yes.

MR. HERNANDEZ: I see. And we have one person signed up and is going to talk and...

MR. MESA: Good evening.

CHAIRPERSON ROIJAS: Good evening. Would you please state your name, address, and occupation?

MR. MESA: My name's Reynaldo Mesa. I

1 live at 1012 Evans Street here in Garden City and
2 I am self-employed. I am a business owner here in
3 town.

4 CHAIRPERSON ROIJAS: Do you have any
5 opinions on the race relations in western --
6 western Kansas, either through your job or your
7 community activities?

8
9
10 REYNALDO MESA

11 GARDEN CITY BUSINESS OWNER

12
13
14 Yeah, of course. I sit on several
15 different committees. A state-wide committee,
16 which is the Kansas Advisory Board on Hispanic
17 Affairs. I sit on the Inclusion Committee here
18 within the Chamber of Commerce, who has tried to
19 attract more minorities to become involved within
20 the Chamber. And I'm also the president of the
21 Garden City Association of Hispanic Professionals
22 here.

23 So there's things that go on on a daily
24 basis that always involves race and I -- I believe
25 there are some problems, but I can say this, that
26 Garden City, probably, has been more pro-active
27 than any community in southwest Kansas in facing

1 some of these problems. I can honestly say that.

2 Also, there's people here that have
3 recognized the dragging of the feet, so to speak,
4 of getting the minorities, Hispanics, Asians,
5 whatever the case may be, to become more involved,
6 whether it's in the Chamber, maybe, it's in the
7 school, or just community events.

8 And I still think we lack. I still
9 think, with all this rhetoric about English only,
10 bilingual ed, affirmative action, there's even
11 more so of talk about immigrants and we have a lot
12 of these people in this community in the packing
13 houses, of course, and I can, probably, honestly
14 say -- it's, probably, safe to say that they
15 employ -- 90% of their work force is Hispanics in
16 these packing houses and, with these packing
17 houses, obviously, you're going to have some
18 problems and that's what Garden City's been
19 experience and we're slowly working to minimize
20 some of these problems.

21 And so, sitting on the Board of the
22 Inclusion Committee of the Chamber, what we are
23 after there are trying to get local or the
24 minority owned businesses to play -- to get
25 involved. There are people out there that

1 actually own businesses that, maybe, need help
2 with tax situations, management situations,
3 whatever the case may be in the business world and
4 we're trying to get those people to come -- to
5 become more involved and taking more of a
6 leadership role in Garden City.

7 And it hasn't been an easy job. So many
8 times, I think, many of our immigrants or even
9 Hispanics alone tend to sit back and let things
10 happen and -- and, as far as my opinion, that's
11 not -- that's not good. We need to play a part.
12 We need to be vocal. But, as I said once before,
13 we have, in Garden City, I can -- honestly, it's
14 getting better, but we still have a long ways to
15 go.

16 Going back east in Topeka to a meeting,
17 I've had people say, well, you people in Garden
18 City are really doing a good job, because, you
19 know, from what they hear, you're getting people
20 involved, you're doing things that needs to be
21 done.

22 So I don't know if -- Is there any
23 particular thing that you wouldn't know, that you
24 were wanting to know about either --

25 CHAIRPERSON ROIJAS: You made a

1 statement that is very provocative to me: 90% of
2 the workers in the meat packing companies are
3 Hispanic.

4 MR. MESA: Well, I'm going to say --

5 CHAIRPERSON ROIJAS: Let's say 80%.

6 MR. MESA: That'd, probably, be safe to
7 say.

8 CHAIRPERSON ROIJAS: Say 70%.

9 MR. MESA: Correct.

10 CHAIRPERSON ROIJAS: Okay? I'll even go
11 60%. Why would they hire people that are going to
12 cause problems?

13 MR. MESA: Because these people, they do
14 the work. They are the ones that are coming up
15 here to look for work. These are the type of
16 people that, regardless of the situation, I think
17 the working conditions or whatever the case may
18 be, they're going to try to provide -- they've
19 come to a better life and, if it's a packing
20 house, so be it, you know.

21 The thing that I would like to see is
22 these companies take more responsibility and be
23 held accountable. They talk about illegal
24 immigration and they always make the people out to
25 be the bad guy. Well, you know, that's a -- You

1 know, that's fine and dandy, but these companies
 2 been doing this for years. Hiring illegal
 3 immigrants. Probably, gone as far as advertising
 4 to come to work here and I think there's a better
 5 way of treating people. We're all human and,
 6 well, just the other day I don't know if you
 7 caught an article in the paper about 19 illegal
 8 aliens that were -- they were in a van, had gotten
 9 stopped for some reason or another -- I can't
 10 remember -- and the sheriff that stopped them had
 11 called INS -- okay -- and the INS just said, well,
 12 it's your problem, we don't have any funds, we
 13 can't help you, but, you know, that's really
 14 ironic, because they can come in here, oh, I can't
 15 remember the month it was that they come to Garden
 16 and made a raid and make a big stink and it was
 17 blasted all over the newspaper.

18 They have money to do those types of
 19 thing, but yet -- and I'm not -- I'm not so sure
 20 it's the INS' fault. The people that, sheriff or
 21 whoever it was that picked them up, probably,
 22 should have gone that extra mile and helped those
 23 men, regardless if they're illegal or not, because
 24 they are human, see. Instead -- and there was an
 25 article in the paper in the "Public Pulse" that

1 said -- that brought this article up and said they
 2 were actually treated like -- dogs would get
 3 treated better than these men and they actually
 4 would be.

5 These types of things got to stay. We
 6 have so much -- These things got to stop. We
 7 have so much hatred within our own country in the
 8 United States. We have enough people hating us
 9 already, the U. S., and this hate, you know, it's
 10 just unbelievable and it seems like it's coming up
 11 to the surface even more and I was just -- I was
 12 appalled at the way that was handled.

13 But, going back, the companies need to
 14 be held responsible in the sense that they have an
 15 obligation. If they're going to hire illegal
 16 aliens and they knowingly hire illegal aliens,
 17 then they, too, themselves need to be held
 18 accountable for that. They've been doing it for
 19 years. It can't be something that they can make a
 20 phone call one minute and wash their hands from it,
 21 you know, and put it on the backs of the people
 22 that come here to better themselves.

23 I see it as a community thing. I see
 24 it, not only those people who are here to better
 25 themselves as their responsibility to do things in

1 the right way, but, also, the companies that hire
2 these people. It's just not these people that
3 come up here to better their lives. It's just not
4 their fault. These companies that are hiring
5 these people need to be held responsible and not
6 make it, well, you know, they're illegal, we need
7 to send them back.

8 It's almost, to me, and I -- and I feel
9 this way in a sense that what is the difference
10 between that and slavery, you know. You can hire
11 these people, work them for a little while, and
12 get rid of them. Solve your problem a little bit,
13 hire some more people, and work them a little
14 while, and get rid of them. It's a cycle. It's
15 been going on for years and I feel the government
16 need to become -- needs to play a bigger role in
17 doing something about these companies.

18 And I'm not trying to bad-mouth IBP or
19 Monfort, because they have been good to this
20 community and -- and they bring jobs and it's been
21 an economic boost for Garden City, Kansas, but
22 they have responsibilities, as well.

23 At this present time I'm trying to get
24 the INS to come back to Garden City, which Michael
25 Heston, who's now the new Director in the Kansas

1 City area, agreed to come back and to meet with
2 Monfort and IBP and to meet with the business -
3 community and line out the responsibilities and
4 tell them, if you are hiring illegal aliens,
5 you're going to get punished for it and these are
6 the steps that you need to do, you know, in order
7 to keep yourself out of trouble and, hopefully,
8 we'll have a meeting with the community, as well.

9 These are the types of things that need
10 to be done and, hopefully, it will minimize the
11 fear that these types of things instill in people.
12 During that raid that was here in Garden City, my
13 God, they missed -- 100 children missed school the
14 next day. In dollars, that's a lot of money to
15 the school district and it was right about the
16 time that they had to turn in their numbers into
17 the state.

18 So it's a problem and I think we're
19 always wanting to blame it on somebody else, put
20 it on somebody else's shoulders and we need to
21 come to realize that it's the company's
22 responsibility, it's the people's responsibility,
23 I think it's the government's responsibility, and,
24 hopefully, we'll get this meeting and, hopefully,
25 something good will come out of it.

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I think there's a better way of going about doing these types of things with illegal immigrants and you don't have to broadcast it, because that does instill fear and, not only that. It's just another black eye to me in the Hispanic community. We have trouble with gangs. We have trouble with drugs and alcohol. We have trouble in school. Okay? And, yet, it's just another black eye and that bothers me a little bit.

But, like I say, we're always trying to move -- Garden City's always trying to better itself and within -- I think in race relationships here in Garden. I firmly believe that. We've had our times in the school district and in the community and within the Police Department; but I see a move to more acceptance than going back the other way. Although you've still got to fight sometimes, but I see a move and I hope it continues, you know. I hope it continues, but, with all this on a national level when you've got politicians talking about getting rid of bilingual ed, English only, and these types of things, it just adds fuel to the fire and people start believing that, maybe, hey, some of these politicians are right, which sometimes some of

1 these guys don't have any iota what goes on in a
2 community such as Garden City or southwest Kansas,
3 you know.

4 So it's a -- it's an every day -- it's
5 an every day -- Everything we do, I believe,
6 involves race, you know, whether you believe it or
7 not. So --

8 CHAIRPERSON ROIJAS: Dr. Stull -- Dr.
9 Stull -- Excuse me.

10 MR. JENKINS: I need to clean the record
11 up.

12 CHAIRPERSON ROIJAS: Okay.

13 MR. JENKINS: You made a statement --
14 and we have a public stenographer -- you indicated
15 that some of these companies are knowingly hiring
16 illegal --

17 MR. MESA: Well, I think --

18 MR. JENKINS: I think you want to
19 rephrase that or clean that up because --

20 MR. MESA: I, probably, should.

21 MR. JENKINS: Yeah.

22 MR. MESA: But --

23 MR. JENKINS: Because that's a violation
24 of federal law.

25 MR. MESA: Sure, it is, and I understand

1 that and I -- it's just so obvious. It is just so
2 obvious that how could you phrase it any other
3 way?

4 MR. JENKINS: Do you have any docu --

5 MR. MESA: You know, if I'm going to
6 tell you -- I want to tell you the truth. I'm
7 not going to -- I'm not going to sit up here and
8 lie and I don't -- The truth is obvious here.

9 MR. JENKINS: Because we have an
10 obligation, once an allegation like that is made,
11 is --

12 MR. MESA: Well, I --

13 MR. JENKINS: -- to go to the company to
14 ascertain their side of the story, also, because
15 this is a public record that we are creating.

16 MR. MESA: Sure.

17 MR. JENKINS: And, if you have
18 information that they are illegal -- performing or
19 doing something illegal, we need to clean the
20 record up as to that.

21 MR. MESA: Well, you know, I don't know
22 if they are now. Okay? Actually, I don't know.
23 I know in the past they have been. There's been
24 fines that -- In Garden City I'm not so sure, but
25 I know there's been fines levied at other packing

1 houses -- okay -- and, maybe -- maybe, I went too
2 far out, but I will tell you, sir, that it's --
3 it's obvious -- okay -- and I, you know, I can
4 only say I don't know, I don't know if they're
5 doing it, and I'll retract what I said.

6 MR. JENKINS: Okay.

7 MR. MESA: But it's awful tough --

8 MR. JENKINS: I understand.

9 MR. MESA: -- if you went to see this.

10 MR. JENKINS: I understand.

11 MR. MESA: And, you know, because --
12 and, like I say, I'm not trying to bad-mouth
13 Monfort. They have been great and I've got some
14 good friends and I have spoke to people in these
15 packing houses. I'm wanting to bring them
16 together. I don't want them to say to heck with
17 Reynaldo, you know. I don't want that, but they
18 know they have a problem and -- and I know it is
19 tough sometimes with fake documents,
20 documentation, but I just get so tired that it's
21 always laid on the people's backs, you know --

22 MR. JENKINS: Uh huh.

23 MR. MESA: -- and that, to me, sir,
24 everybody needs to be held accountable. If we're
25 going to allow these people in this country, if

1 we're going to allow them to come in our
 2 communities, okay, then we need to provide and
 3 treat them just like anybody else. If we're not
 4 going to do that, then stop taxing them, send them
 5 back home, if you really want to get mean about
 6 it, just, you know... And that's to the extreme,
 7 but that's how I see it. So...

8 MR. JENKINS: Okay. Back to you. I'm
 9 sorry.

10 CHAIRPERSON ROIJAS: Okay. Dr. Stull
 11 made the statement that 30% of the marriages in
 12 the Catholic Church in a given year, '89 or what
 13 year was it?

14 DR. STULL: 1950 to 1989.

15 CHAIRPERSON ROIJAS: 1950 to 1989. 30%
 16 of all the Catholic marriages were Hispanic-Anglo
 17 and so there -- there's, obviously, a mixture of
 18 cultures taking place, but, from what I'm -- I've
 19 heard this evening, it doesn't seem like there's a
 20 positive benefit coming from this -- these
 21 alliances.

22 You mentioned that you belonged to not
 23 only the Kansas Advisory Committee for Hispanics
 24 Affairs, also, the Inclusion Committee, and there
 25 was one other organization. I know that -- that

1 the Kansas Advisory Committee on Hispanic Affairs,
2 have been under the gun lately and we have heard
3 many comments regarding that organization. Has
4 that been of any benefit at all to the Hispanic
5 community in Garden City or in Liberal or in
6 western Kansas that could help bring some
7 resolutions to these problems regarding Hispanics
8 or do you see it as a hopeless situation?

9 MR. MESA: Well, I think it is helped
10 because it has allowed a voice in Topeka. Okay?
11 I think in that sense it has helped. KACHA was,
12 actually, created by Governor Docking, if I'm
13 correct, back in 1974 and because of the
14 Hispanics' needs and the advancement was being
15 neglected. So it's been around quite some time.

16 And one of the members or I can't
17 remember who said it, but, when we were at a
18 meeting -- and I can honestly agree with him --
19 that I think the legislature is looking at it this
20 way. We have an entity here. Okay? Why are we
21 funding an entity that goes against what we want
22 to get passed as far as legislation goes? Okay?
23 Someone told me that and I firmly believe
24 somewhat. That's believable to me.

25 As far as KACHA, yeah, it -- it has

1 helped. I think it's been a voice. And it's not
2 powerful, you know. It accumulates and
3 disseminates information to community, although
4 here just recently they started having
5 interpreters sessions to help people with
6 interpreting issues. They have done some things
7 within the schools for the children to let them
8 become more aware of what's out there and what's
9 available and to try to get them to stay in
10 school.

11 So I think what we -- we should try to
12 fight to keep that office, but at the same time,
13 as far as a long-term range, we need to create an
14 entity or a foundation on our own and let go of
15 the government funding us and, again, this is my
16 opinion. I think any time government sticks their
17 hands in -- in business, not all situations, but I
18 don't think they do a very good job of it and we
19 would be better off, as I said before, better
20 managed, better organized, probably, more
21 powerful, if we created a foundation of some sort
22 or organization that is out on its own and away
23 from government.

24 That's what we need to create and I know
25 there are some organizations out there and you'll

1 find them back west and, probably, down back east,
2 southeast, but that's what I envision and that's
3 where I think, as far as Hispanics go -- need to
4 do is to create an entity of some sort so they
5 have that power base.

6 We can't -- I mean we don't even have a
7 lobbying effort for Hispanics in this state of
8 Kansas, you know, and it takes money and I think
9 we're kidding ourselves that government's going to
10 help us any longer. As time goes on, it's going
11 to get worse. So we need to start looking at
12 something else.

13 Being a board member, yes, I would love
14 to save KACHA and I want to save KACHA, but I also
15 don't want to spend all my energies in -- in
16 trying to save somewhat of -- sort to speak, of a
17 dying -- sinking ship and it'll be tough for the
18 legislature. It's created by the legislature.
19 It's going to have to go through the legislature
20 for them to slowly say no more.

21 I think the reason a lot of this came
22 about, too, the blacks back in the eastern part of
23 the state, as far as I know, they were wanting a
24 committee, as well, to deal with black issues and
25 I believe they deserve that. What I hear the

1 legislature saying or legislators saying is we
2 have no more money, we cannot create a black
3 committee for you, and, of course, the blacks are
4 saying, but you have one for Hispanics, we want
5 our own, okay, in the state of Kansas.

6 So now I think they're looking at a
7 multi-cultural unit and placing everybody in that
8 unit, but all I think that does is create friction
9 amongst groups and a power struggle and, maybe,
10 that's what they want, I don't know, whereas to
11 fight it out, I don't think it would be -- I think
12 it would be devastating, so...

13 MR. HERNANDEZ: Well, I think it would
14 be a good sign if Mike Heston comes without the
15 big bus that Garden City --

16 But you touched on one little thing. I
17 was here in the city when they had, quote, the
18 raid, the most recent one, in late August, I
19 believe it was.

20 MR. MESA: Yeah.

21 MR. HERNANDEZ: And I heard, I think,
22 from a school official and then from a community
23 source that -- the point that you alluded to.
24 They were concerned about the children that did
25 not go to school during that period that the INS

1 was around and the superintendent, I think, or the
2 school officials were more concerned about the
3 people that weren't coming to school because they
4 weren't going to get a good count for September or
5 for the school aid that they're going to receive
6 and they're more concerned about that money that
7 they are about the children after the count and
8 I'm talking about how they had the -- the student
9 suspensions in school and out of school and
10 eventually become drop out statistics.

11 I don't know if you're familiar with
12 that scenario, but I heard it. That they were
13 worried about the count in Dodge City because the
14 buses were over there and they were concerned
15 about the absentee in the schools as well as at
16 the plant. Does that make sense?

17 MR. MESA: Yeah. I don't -- It's hard
18 for me to say. I don't work within the school
19 district, but I know that, yeah, that there was
20 talk of that in -- in the town and I've spoken to
21 some school people and, even though I'm sure they
22 were -- The person that I spoke to, as far as
23 school officials, was saddened about what had
24 happened and I think that person was sincere about
25 the children being gone, about the fear that --

1 that was running rampant in the community back
2 then. I don't know whether they were more
3 concerned -- I can't honestly say they were more
4 concerned about money or the kids or whatever the
5 case may be, you know. I -- So I don't have a
6 comment for that.

7 CHAIRPERSON ROIJAS: What -- the
8 Inclusion Committee -- what are they doing to
9 address the problems that you're talking about?
10 Obviously, the Chamber of Commerce, that deals
11 with commerce and, if that's within the Chamber of
12 Commerce, then it's telling me that -- that people
13 are waking up to we better do something. So what
14 is -- What direction is the inclusion committee
15 taking to address these problems you've been
16 talking about?

17 MR. MESA: The Inclusion Committee's
18 been in existence for about two years now and
19 there's -- there's, probably, about ten members.
20 This year I co-chair it with Anthony Cruz and I
21 think the Chamber realized that they didn't do --
22 they weren't doing a very good job of recruiting
23 people within the Chamber, you know, to sit on
24 various committees, to become involved with the
25 board, to become involved with the leadership

1 programs that they have in the chamber. I think
2 they come to realize that and they admitted that.

3 When you have at one time 75 minority
4 women owned businesses in Garden City and you only
5 have a handful of them -- of them members, there's
6 something wrong there and I think a lot of it has
7 to do with the way Garden City's changing. There,
8 probably, was just a handful of people in this
9 city that made decisions and no longer, of course,
10 it's obvious that that will be.

11 And so we're trying to -- Well, we
12 actually haven't set goals for '96 and I just
13 spoke to Doug Harder, who works in the Chamber. I
14 don't remember his official title, but he's there
15 during our meetings and helps us along, but we --
16 going out and talking to these businesses, be it
17 Hispanic or Asian, and making them aware of what
18 the Chamber can do and offer them.

19 They were trying to have -- about three
20 or four months ago we were trying to have a
21 seminar, a bilingual seminar, and some people out
22 of the Small Business Administration out of Topeka
23 was coming down. Well, Tony Augusto and Larry
24 Mesche were going to help us put this -- or they
25 did help us put it together, but we didn't have a

1 very good response to that and I -- I don't think
2 we did a very good job of -- of, maybe, sending
3 the message out, notification, whatever the case,
4 advertising that we were going to put this thing
5 on.

6 So we're kind of backing up, seeing what
7 we did wrong, and we're going to try it again,
8 maybe, in next year. But we're just -- we're
9 going out there and they did hire a bilingual
10 secretary in the office who speaks Spanish very
11 well and who answers the phone now and so that was
12 one step. Okay?

13 But, like I say, the people that
14 actually need to be involved with the Chamber or
15 be sitting where I'm sitting is a gentleman like
16 Serbando San Juan. He owns a beauty shop here.
17 He's been here for a few years, but he struggled
18 and struggled, but the man has done wonders. He
19 built a brand new shop here, oh, probably, just
20 four or five years ago and he's brought more
21 commercial property.

22 I mean it's clearly and example of what
23 a person can do, as long as he perseveres and he
24 kept fighting and he kept fighting. He even had a
25 problem of taking the test because it was in

1 English and for quite sometime there he had a
 2 problem of -- of getting them -- He was wanting
 3 them to put it in Spanish so he can pass it and,
 4 finally, the way I understood it, that finally
 5 happened, and he passed the test and, boom, from
 6 that moment on, I mean, he just -- he just
 7 expanded greatly and he's done real well.

8 Those are the people that need to be
 9 actually involved within the Chamber and to become
 10 leaders and more of a, you know, a mover and
 11 shaker and he's done that silently, really, you
 12 know, and...

13 But we're just trying to get more
 14 businesses involved and hope we will.

15 CHAIRPERSON ROIJAS: Thank you. 1

16 MR. NULTON: Question on a different
 17 subject. Now, assuming that there is a problem,
 18 and I think this is almost a given, but, assuming
 19 that there is a problem with regard to the drop
 20 out rate among the Mexican student population in
 21 Garden, can you tell us what, if anything, is
 22 being done to try to address that problem?

23 MR. MESA: Well, you know, I can't. I
 24 think, and I have a very good relationship with
 25 the superintendent, Milt Pippenger -- in fact, he

1 meets with us almost once a month, you know,
 2 whenever we ask to meet with him. He's been very
 3 good at doing that. I think he's been very good
 4 for this community. I think they are trying.
 5 Okay? What they are actually doing, I'm not so
 6 sure. Okay?

7 CHAIRPERSON ROIJAS: Okay. If there are
 8 no further questions, thank you very much for your
 9 comments and your interest and the time that you
 10 have spent with us this evening.

11 MR. MESA: You're welcome.

12 * * * * *

13
 14 MS. DE LA ROSA: Can I speak? I've got
 15 to sign this. Let him sign --

16 CHAIRPERSON ROIJAS: Ascension? Okay.
 17 All right. Are there any others who wish to
 18 speak? No? Okay. We can take a five minute
 19 break here and she should -- as soon as they come
 20 in, we can resume.

21 MR. JENKINS: Let's go off the record.

22 CHAIRPERSON ROIJAS: Yeah. We're off
 23 the record.

24 (Off the record)

25 CHAIRPERSON ROIJAS: Okay.

1 MS. DE LA ROSA: Okay. My name is
2 Loretta de la Rosa. I'm from Garden City, Kansas
3 and I'm, basically here --

4 CHAIRPERSON ROIJAS: May I have your
5 address, please?

6 MS. DE LA ROSA: Oh.

7 CHAIRPERSON ROIJAS: And your
8 occupation?

9 MS. DE LA ROSA: 1118 Pearl, Garden
10 City, Kansas.

11 CHAIRPERSON ROIJAS: 1118 --

12 MS. DE LA ROSA: Pearl.

13 CHAIRPERSON ROIJAS: Pearl?

14 MS. DE LA ROSA: Uh huh. Garden City,
15 Kansas.

16 CHAIRPERSON ROIJAS: Okay.

17
18 LORETTA DE LA ROSA
19 YOUTH OFFICER, GARDEN CITY HIGH SCHOOL;
20 INDEPENDENT LIVING COORDINATOR, SRS
21

22 And I am two-fold. I work as a youth
23 officer at the Garden City High School and I also
24 work as a part-time independent living coordinator
25 for SRS. So I see the same type of children in
26 both job.
27

1 I'm here as a taxpayer. I'm not here to
2 represent the school or to present SRS. So I
3 would like -- I'm here as a parent and a
4 taxpayer.

5 I was listening to earlier about the
6 packing house and I think so many things that he
7 stated, you know, are -- are true as he looked
8 into it, but I think a lot of it depends, also,
9 you know, they never tell you iowa have to -- as a
10 person who has worked in a packing house and a
11 supervisor, they don't tell you as a supervisor to
12 go out there and treat the people bad. That's an
13 individual choice, you know, and, if you have
14 people that have the mentality of wanting to whip
15 people to get them to work, then that's how
16 they're going to do their job.

17 If you've got someone that cares about
18 people and you know that you can get them to work
19 for you by caring for them, then that's what you
20 want people to do.

21 It is very hard work, I agree, but these
22 people don't know anything else. They're coming
23 here to make a way of life for themselves and
24 their family. They work hard and they're good
25 hard working people.

1 Many of their children have problems in
 2 school, basically, because the parents are working
 3 day and night or overtime or working the day while
 4 the kids are in school and there's just a big
 5 difference between what the kids who have grown up
 6 in Mexico and come here, which would be the
 7 cultural difference, and the lack of understanding
 8 of the parents that they have the opportunity to
 9 come in and speak to people.

10 They don't know the system. They don't
 11 know the system for laws. They don't know the
 12 system for education. They don't know the system,
 13 how it works. You know, nobody comes in and gives
 14 them a written handout.

15 Asians, I'm saying, is a hard working
 16 person. Refugees. We have programs for them. We
 17 have people sponsor them. When Hispanics come
 18 from Mexico, nobody sponsors them. They learn
 19 from their brothers, sisters, aunts, and uncles
 20 and, if they were taught wrong, they're teaching
 21 wrong. There's nobody out there actually
 22 developing something for them to show that they
 23 learned the system correctly.

24 A personal thing of mine was always to
 25 see the Statue of Liberty, because every immigrant

1 that came into the United States encountered the
2 Statue of Liberty and it says you're welcome here.
3 My grandparents came south of the border and they
4 had to cross, but nobody said you're welcome here.
5 There wasn't a statute. There wasn't anything.
6 And that was a personal goal I had, which I had
7 accomplished and the feeling and everything you
8 saw there people wrote their history and, if
9 you've been to the Statue of Liberty, you see the
10 history, but you don't see the history of the
11 Mexican people from Mexico.

12 There's no written history in the school
13 books. There's no written history anywhere. So
14 we're kind of like kind of a lost people and, when
15 people degrade us through words or when people
16 keep us down in employment, you know, we don't
17 have the history and I think that's one of the
18 issues that people overlook, whether it be a
19 school system, employment, or whatever.

20 If you don't help them build themselves
21 to be confident in themselves or to have a good
22 self -- a well being, sense of well being, and
23 good self-esteem of where they came from and what
24 they're doing here to make this a better country,
25 to accomplish things, then this is where our

1 problems are coming into.

2 Call it race difference. Call it
3 cultural difference. Call it whatever you want.
4 Prejudice. Whatever. But, until we start getting
5 to the basics of educating them properly when they
6 get here, then we're always going to have these
7 kinds of problems.

8 You had asked a question about what is
9 KAHCA doing. My husband and I have personally
10 taken up a group of kids to Topeka. We found out
11 like two weeks before that they were having a
12 Hispanics legislative day in Topeka and we took a
13 group of kids with the help of the Hispanic
14 professionals. They gave us the money to go.
15 Kids that have never been. Most of the kids we
16 took were first generation children from Mexico.
17 We took, maybe, two that were four or five
18 generation, but they went to the capitol where we
19 make the laws, where they hand down the rules
20 saying this is what you have to do.

21 They had never been there before. They
22 had no idea. We met the legislators. They had a
23 chance to sit in legislative sessions. They had
24 lunch there. This is the best education they had.
25 These were seniors that were going to graduate

1 this year -- last year, rather -- and that was the
2 best education that they had, spending that time
3 in Topeka. They were exposed to so much there
4 just within the capitol building, the history of
5 it, watching the legislators work, meeting
6 personally in the offices with their
7 representatives and Hispanic representatives from
8 other areas.

9 Those are the things that are going to
10 make a difference and educate and continue to
11 motivate our young people. Those types of things
12 and that's what KACHA did for us over here. You
13 know, we can argue that they're not doing this,
14 they're not doing that, or we need a Hispanic
15 group or we need a black group, but, in the
16 process of arguing, we're going to lose another
17 group of kids.

18 We had 40 signed up, but we couldn't
19 take 40 from here to over there. We had to limit
20 it. This year, at the beginning of the school
21 year, that's the first thing we talked about and
22 everybody was saying we want to go. Those are the
23 kinds of things that are going to make a
24 difference to our -- to our youth.

25 To throw this out in talking to someone

1 when we were talking about the IRS -- the INS and
2 having to keep numbers --

3 CHAIRPERSON ROIJAS: The IRS is --

4 MS. DE LA ROSA: Right. We started out
5 with 18 -- over 1,800 students in our school year.
6 By now we're -- By now we are at 1,600. So what
7 happened to those 200?

8 And my concern, as a taxpayer, is that
9 our money stays within the system, but the kids
10 are out in the street or somewhere and I have a
11 major concern for the youth, no matter what race
12 they are. The fact that, when they're out in the
13 street, we have more violence and more crime.
14 There's nothing for them to do.

15 I believe in the voucher system -- and
16 I'm not here for politics -- but this is what the
17 voucher system would do. It would follow the
18 kids. And, if I wanted to home school them and
19 take those 20 kids or 30 kids that they drop out
20 every month and do it at my house, you know, I'd,
21 probably -- they'd, probably, get more out of me
22 than they would be doing -- hanging out in the
23 street or that they were getting in the system.
24 I'm not an educator with a master's or a
25 bachelor's, but I'm an educator for public

1 relations, an educator for working with youth in a
2 direct way, and I think education is a very broad
3 field. Academics is one thing, but teaching a
4 child how to cope with all the problems they have
5 to encounter is another issue that they don't take
6 the time to teach in our school system.

7 Teaching them -- My biggest goal has
8 been to teach them how to cope with racism. How
9 to cope with somebody puts you down. If you can
10 get over those two things right there, then you
11 can learn how to stay in school and then how to be
12 successful.

13 What usually happens is a student goes
14 into class and, if they don't like you by the way
15 you look or dress, there's conflict right there.
16 Somebody makes a comment, the kids get mad, the
17 teacher makes a comment, and the kid gets mad
18 again, pretty soon the kid's cussing, though. So
19 who goes to the office for cursing? They never
20 get to the real issue as to what happened and the
21 kid gets kicked out of school. So they lack the
22 coping skill of dealing with the issue at hand and
23 the issue was the comment that was made or the
24 issue was he didn't have his book or the issue was
25 that he came in late. But how to deal with the

1 issues, that's what these kids need to -- need to
2 do.

3 And one issue I have was the gangs. You
4 know, we have all kinds of gangs and saying -- I
5 appreciate everything you say, but the reality is
6 we do have Asian gangs. One of them busted the
7 window in my car. But what I did, I did go to the
8 Mutual Asian and say, hey, we got to get together
9 with those kids and the kids that were threatening
10 my kids and my friend's kids, we got to do it.
11 And it so happened that they were a gang from
12 another state that were coming here and they ended
13 up getting shipped out, those two that were here
14 to instigate, but, then, they didn't get rid of
15 everybody. The others picked up habits.

16 And those issues have to be dealt with
17 the very same way that we have to deal with people
18 that come into the community. They have to be
19 educated. They have to begin at elementary level
20 or prior to that, because what happens is, if they
21 start getting negative attitudes thrown at them
22 and they start feeling some of this racial --
23 racism and some of the subtle prejudices, those
24 are the ones -- the things, the subtle prejudices,
25 are the ones that make us the irate person or make

1 us the person with the low self-esteem. Those
 2 subtle prejudices. Whether it be coming from the
 3 store manager, whether it be coming from the
 4 Police Department, whether it be coming from the
 5 school.

6 Those subtle prejudices are the ones
 7 that we can't pinpoint and deal openly and the
 8 kids have to deal with it from within. So, as
 9 they go into school and continue, then they have
 10 to work with what's given to them. If the teacher
 11 gives them a bad attitude, then they have to deal
 12 with that. If the preacher gives them a bad
 13 attitude, then they have to deal with it within
 14 because they don't know how to go out and deal
 15 with it outside of themselves.

16 The parents can't understand what's
 17 going on because they've been through it if they
 18 came from Mexico. They're a big population. They
 19 feel good about themselves. There's such a big
 20 difference between the first generation person
 21 here and the adult working person, they cannot
 22 understand. They think that just going to school
 23 is all you have to do. They don't understand that
 24 that child has to go peer pressure. The peer
 25 pressure of how you look, how you dress, how you

1 talk, and many of them still dress the way they do
2 in Mexico and, when they want to change to dress
3 like they do here in America, it's going to be
4 Pepi's, Recaverichi. You know, all kind of
5 expensive clothes, and people just can't afford
6 that. So you begin to have that tension from
7 within there.

8 And, I guess, that's, basically, all I
9 wanted to say was that on the gangs, when we start
10 taking away their shirts or whatever, that that's
11 what they identified with and that's why they got
12 into a gang. If we take it away, then they have
13 nothing. We've lost their soul. We've lost their
14 body. They're just there.

15 So we need to replace that, if we're
16 going to take away their attire. We have to
17 replace it with something and it has to be people
18 working with them or it has to be a good self-
19 esteem, but, once we start taking away things they
20 identify with and not replace it, then you've got
21 like a volcano inside, because they're expressing
22 it through what they see and, if you take that
23 away, they're not expressing at all. So then
24 you're going to run into like they had talked
25 about, the riots and things like that, and those

1 are the things we need to look at to prevent.

2 But, when it comes right down to it, if
3 we could get to specifics, which we could, but I
4 do not wish to do that, because of the position,
5 you know, of my job, but I think people need to
6 become educated on how to do discrimination
7 reports, how to follow through. I think people
8 are so blind to that. Nobody's ever really
9 educated them about that. All they know is I
10 that I have a right, but someone can say, no, you
11 don't; not with me you don't. They just know that
12 somewhere in America it says we have a right.
13 They don't -- just do not understand where.

14 And, basically, that's all I wanted to
15 say.

16 CHAIRPERSON ROIJAS: I thank you very,
17 very much. Does anyone have any questions?

18 (No response)

19 CHAIRPERSON ROIJAS: Thank you very
20 much.

21 MS. DE LA ROSA: Uh huh.

22 * * * * *

23
24 CHAIRPERSON ROIJAS: And, if there are
25 no other presenters and any comments for the good

1 of the cause, we will adjourn our meeting and we
2 will resume at nine o'clock tomorrow morning and
3 full speed ahead. Thank you all for coming. Look
4 forward to seeing you all tomorrow morning at nine
5 o'clock with a wonderful breakfast in your
6 stomachs and ready to work.

(Session adjourned)

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C E R T I F I C A T E

I, DAVID L. ARIGE, do hereby certify that I appeared at the time and place first hereinbefore set forth; that I took down by means of cassette recording the entire proceedings had at said time and place; and that the foregoing pages one through 150A constitute a true, correct and complete transcript of my said cassette recordings.


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