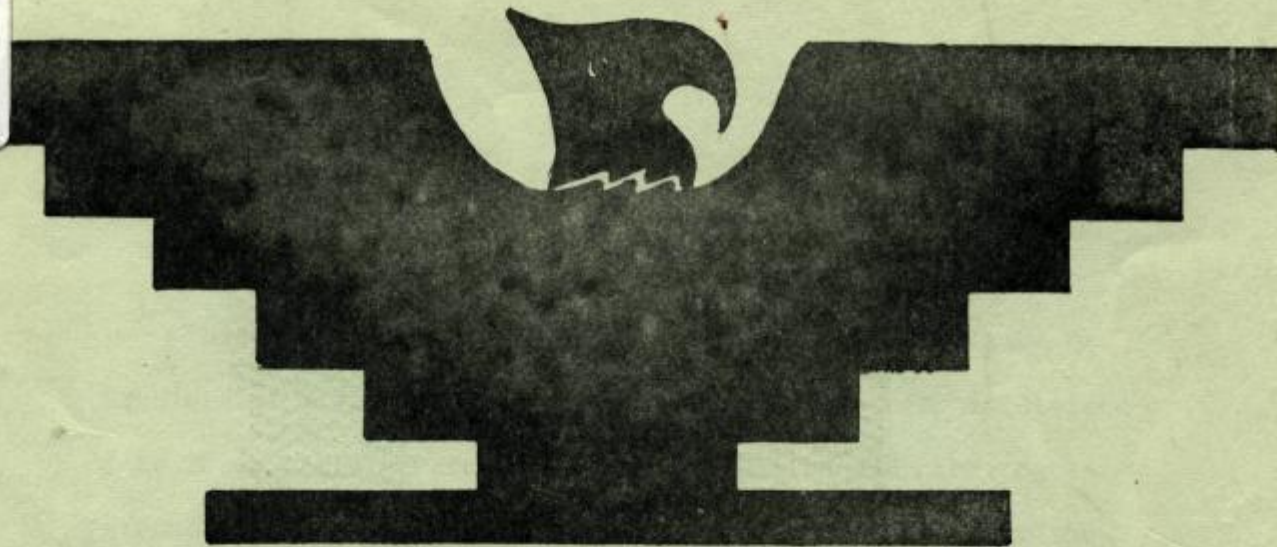


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Report to the Governor

Governor's Investigating
Committee on Problems
of Wisconsin's Spanish
Speaking Communities

June, 1971

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This report by the Governor's Investigating Committee on Problems of Wisconsin's Spanish Speaking Communities is divided into three parts. Part I is the introduction and other background information about the committee's study, including the list of hearings held by the committee. Part II is a summary of the committee's recommendations to the Governor on the actions which can be taken by State and local governments to help improve living conditions for Latins in Wisconsin. The recommendations are directed at helping migrant workers, as well as Latins who have settled in the State's urban and rural communities. Part III is a report written by members of the Latin community which points out the problems confronted by Latins in Wisconsin and which makes many suggestions for improving conditions. This report was the basis for the recommendations developed in Part II.

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In the days since we received our charge, we have listened to the voices of the Latin community in Southeastern Wisconsin.

We are deeply disturbed.

We have seen a citizenry divorced and ignored by their institutions.

We have felt the frustration and outrage which exists.

Tragically, we have repeated the evidence that faith in society and its institutions has been violated.

Part 1

All that these citizens have asked of us -- and all that they have been asking of others -- is an opportunity to live in harmony and peace with their neighbors in their communities and in the state.

These citizens are attempting to lead decent, responsible and productive lives, and want to contribute more to our country and society. But the gap between aspiration and fulfillment is wide, and they realize they are the ones who have suffered most.

We have pledged in our laws to enable these citizens to realize their potential, but we have failed in accomplishment.

It has long been the established policy of the State that it has a special concern for its minorities. All too often, inside and outside of government, the policy is ignored or subverted.

Nevertheless, the course and direction have already been clearly established. Government has the responsibility and the obligation to take the lead in carrying out public policy.

It is apparent from our hearings that Spanish-speaking citizens continue to face disheartening problems in just living decent, responsible and productive lives. Even in the best of times, there are problems with unemployment.

INTRODUCTION

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Nonetheless, the course and direction have already been clearly established. Government has the responsibility and the obligation to take the lead in carrying out public policy.

It is apparent from our hearings that Spanish-speaking citizens continue to face disheartening problems in just living decent, responsible and productive lives.

Even in the best of times, there are problems with unemployment.

Educational opportunities often prove not to be opportunities.

Housing needs are not met.

Health assistance is inadequate.

Adequate welfare assistance, which is a basic right, is instead used to stigmatize the citizen.

Relationships with law enforcement agencies are shattered.

Recreational pursuits continue to elude them.

Members of the Latin community thus feel -- with much justification -- that they are neglected in the everyday life of their community.

Many of them truly are leading lives of quiet desperation.

And they are tired of struggling to have their voices heard, of hollow promises of help and assistance, and of offers of advice and counsel, but nothing more.

It is understandable that the Latin community might look warily at the efforts of this task force.

Government in the past has given little reason to expect positive accomplishments from efforts such as ours.

The Latin community wants results.

By any standards of responsibility and decency, they should have them.

Sadly, so much of this has been said before.

Four years ago, a special Governor's Committee on Services to Minority Groups was created to identify the needs and services available to all minority groups in Wisconsin, and to determine if those needs were being met.

It found that, to a large degree, they were not.

That committee concluded, among other items, that the failures of government could be classified in five major ways:

- lack of communication
- lack of planning
- lack of coordination and cooperation
- inefficient use of existing facilities
- lack of funds

We have found that the problems which face today's Spanish-speaking community are comparable to those identified four years ago. The question must be asked as to what has been done in the interim.

We must add one category to those identified four years ago, and that is a lack of a will at many of the necessary levels of government to accomplish change.

A major goal must be the generation of new will to create a true union of all segments of our population. Until such time as this new will is reflected by substantial, effective progress from our institutions to resolve existing ills, government will continue to fail in its goal of achieving an integrated society at peace with itself.

And every citizen must know that no citizen -- no matter what his race or status -- can escape the consequences of continuing social and economic decay prompted by discrimination, ignorance, inattentiveness or lack of concern.

You have asked us for an honest evaluation of the problems which exist.

We have tried, in the recommendations which follow, to provide a beginning to that effort.

This Task Force was announced on March 18 and was charged with investigating the problems of the Latin community in Milwaukee and other areas, and making recommendations for action by State Government.

The original members of the Task Force were:

Philip E. Lerman Department of Industry, Labor & Human Relations

Charles M. Hill, Sr. Department of Local Affairs and Development

Dr. Ricardo Fernandez UW-Milwaukee, Spanish Speaking Outreach Institute

Roberto Hernandez University Extension Center for Community Leadership Development

Ralph Jefferson Department of Health and Social Services

Roger Schrantz Department of Administration

Robert Starms Milwaukee Area Technical College

Edwin Taibl Milwaukee Area Technical College

This list was supplemented by members of the Latin community:

Arturo Gonzales Racine

Mrs. Elisa Hernandez Freedom Through Equality

Eileen Lopez Waukesha County

Emilio Lopez Puerto Rican Center of Mutual Help

Additional resource people were:

Richard Beck Wisconsin State Employment Service

George Freskos University Extension Center for Community Leadership Development

Abel Gonzales WIN Program, Wisconsin State Employment Service

Angel Rivera Wisconsin State Employment Service

Manuel Salas Social Development Commission

Alcario Samudio Wisconsin State Employment Service

CHRONOLOGY

The Task Force held hearings at various agencies and centers:

Guadalupe Center	March 22
Spanish Center	March 22
CEP South	March 22
La Guardia	March 23
UWM Spanish Outreach Institute	March 23
Centro Nuestro, ICDP	March 23
Project Involve	March 23
Latin American Union for Civil Rights	March 23
Puerto Rican Center of Mutual Help	March 24
Waukesha	March 24
Racine	March 24
Sheboygan	March 24
Welfare Rights Organization	March 30
United Migrant Opportunity Service	March 30
Vieau School	March 30

Recommendations

The Area Technical Colleges should employ teacher aides to assist teachers conducting English and Adult Basic Education classes for Latinos. The colleges also should recruit Latinos to serve on the faculty and to become advisors to Latin students enrolled in other districts. These actions should be taken in areas with Latin populations such as Milwaukee, Waukegan, Racine, Kenosha, etc. The Area Technical Colleges should offer realistic scholarships for low income Latinos interested in vocational education and should intensify efforts to recruit Latinos for promising occupations identified by the Wisconsin State Employment Service.

The Milwaukee School District and school districts near Latin population centers should hire more professional, technical and paraprofessional personnel of Latin ancestry in elementary and secondary schools to help serve the Latin children.

Transition centers should be developed by the Milwaukee School District and school districts near Latin population centers to help children of newly settled migrant families make an orderly transition into the school districts. The transition centers should employ bilingual personnel to help the children learn English and to evaluate the educational ability of the children. Tests should be administered to determine if they are relevant.

The University of Wisconsin, the Wisconsin State University system and the University Extension system should intensify recruiting efforts and increase scholarships for Latinos interested in enrolling at the various campuses.

The State Motor Vehicle Division should have its driver's manual translated into Spanish for Latinos with limited English background and should modify its driver's license examination so Latinos are required to know only essential English words needed to drive safely, such as words on highway signs.

Part 2

Task Force Recommendations

Education

1. The Area Technical Colleges should employ teacher aides to assist teachers conducting English and Adult Basic Education classes for Latins. The colleges also should recruit Latins to serve on the faculty and to become advisers to Latin students enrolled in other curricula. These actions should be taken in areas with Latin populations such as Milwaukee, Waukesha, Racine, Kenosha, etc.
2. The Area Technical Colleges should provide realistic scholarships for low income Latins interested in vocational education and should intensify efforts to recruit Latins for promising occupations identified by the Wisconsin State Employment Service.
3. The Milwaukee School District and school districts near Latin population centers should hire more professional, technical and paraprofessional personnel of Latin ancestry in elementary and secondary schools to help serve the Latin children.
4. Transition centers should be developed by the Milwaukee School District and school districts near Latin population centers to help children of newly settled migrant families make an orderly transition into the school districts. The transition centers should employ bilingual personnel to help the children learn English and to evaluate the educational ability of the children. Tests should be reevaluated to determine if they are relevant.
5. The University of Wisconsin, the Wisconsin State University system and the University Extension system should intensify recruiting efforts and increase scholarships for Latins interested in enrolling at the various campuses.
6. The State Motor Vehicle Division should have its driver's manual translated into Spanish for Latins with limited English background and should modify its driver's license examination so Latins are required to know only essential English words needed to drive safely, such as words on highway signs.

7. Provisions should be made so that Latins with limited English background who possess out-of-state driver's licenses are given additional time beyond the three months now provided to develop basic English skills and obtain a Wisconsin driver's license.
8. All Milwaukee based public and private agencies, and particularly the Milwaukee Community Relations - Social Development Commission, should provide funds to the north side and south side community centers to permit the centers to hire Latins to counsel individuals and families separately on such matters as employment grievances, social welfare and legal problems. This type of service should be provided in other parts of the state through public and private agencies, particularly the Community Action Agencies.
9. The number of Head Start programs in Milwaukee should be increased to better serve the Latin community, and the Milwaukee Community Relations-Social Development Commission should assume the leadership role. At present, only the Guadalupe Center and the United Migrant Opportunity Service have limited programs on the south side. There are no comparable programs in the north side Latin community.
10. The State should review the programs and use of funds under Titles I, III, and VIII of the Elementary and Secondary Education Act being utilized by the Milwaukee Public School District and other school systems to insure that the funds are spent in truly trying to meet the particular educational needs of minorities.

Health and Social Services

1. The Milwaukee County Welfare Department should employ Latin caseworkers and case aides immediately to provide services more effectively to Latins. The Latin caseworkers and case aides should be assigned largely, but not exclusively to Latin clients.

2. The Milwaukee County Medical Society, the Milwaukee Health Department and the Department of Health and Social Services, in cooperation with the Medical College of Wisconsin and Marquette Dental School, should work jointly to help expand existing medical and dental clinics near the north side and south side Latin communities. Latins should be employed in these centers to better serve Latins.
3. The Milwaukee Health Department should employ Latin health educators to work in the north side and south side communities and explain health measures, sanitation, nutrition and related topics.
4. The Governor should direct the Division of Vocational Rehabilitation to reexamine those of its practices which seem to derogate Latins, such as the classification of those with language difficulties as mentally retarded.
5. The Department of Health and Social Services should work with Latin community groups to determine the best method of providing emergency food and medical services in areas where there are Latin population concentrations, particularly in areas where migrant workers live, and where county welfare departments provide inadequate services. These low income people generally arrive at the beginning of the harvest season with little or no resources for basic necessities until they begin working and are paid.
6. The Department of Health and Social Services should provide funds by September for day care centers on the south and north sides of Milwaukee for working mothers. Bilingual personnel should be employed in these centers.

Housing

1. The Milwaukee County Welfare Department should insure inspection by the Building Inspection Department of prospective dwelling units for Latins receiving public assistance to determine if the units meet the minimum standards for decent, safe and sanitary housing. The Building Inspector's office should order all properties below standard to be brought up to standard before

- occupancy and houses now occupied and below standard should be vacated and condemned. Similar action should be taken by welfare departments in counties where there is a Latin population.
2. The State rent receivership law should be amended to provide for direct tenant withholding of rental payments for repairs. These payments are to be held in escrow.
 3. The Department of Local Affairs and Development should explore ways of obtaining funds through the Department of Housing and Urban Development for rehabilitating housing for Latins and for developing and constructing housing through federal subsidy programs.
 4. The Department of Local Affairs and Development should hire Latins in the Bureau of Milwaukee Area Services to work with the northside and southside Latin communities on housing-related problems, including the proper assessment of property for tax purposes and the administration of anticipated state funds for housing.
 5. The Department of Local Affairs and Development should address the problem of increasing low and moderate income housing specifically for minority groups through state funds and other actions.
 6. All departments of State Government should work to support legislation to eliminate restrictive zoning, building and other regulations which limit low and moderate income housing in many areas.
 7. These departments should also work actively to support legislation to amend the state relocation law to better protect and serve people in the proposed paths of public improvement projects.
 8. New legislation should be formulated to foster better coordination between major industrial, commercial and governmental organizations seeking sites for their facilities and private and public organizations which can provide housing for people employed at these facilities.

9. The state should repeal the prohibition in the present state open housing law which prevents testing to determine discrimination.
10. The Department of Industry, Labor and Human Relations should insure that all migrant housing is inspected annually, and is prepared for occupancy within 30 days before the migrant season begins. Migrants should be assured of decent, safe and sanitary housing at all times that the housing is occupied.
11. All local governments should initiate, and the State cooperate in, housing and development programs aimed at the requirements of their Latin communities. These programs should emphasize participation in program development and an effective voice in policy determination for residents of affected neighborhoods and potential users of housing developed under these proposed programs.

Manpower

1. The Wisconsin State Employment Service should hire more Latins to adequately serve Latins seeking employment and job counseling services.
2. The Governor should seek recommendations from the Latin community in filling vacancies among appointed positions and major policy-making boards and councils, particularly those dealing with problems confronted by Latins.
3. The Wisconsin State Employment Service should insure that Latin community organizations concerned with employment problems and other community agencies receive regular updated lists of all job openings.
4. Because of the low number of Latins employed in State Government and because of the problems minorities in general face in obtaining state employment, the Governor should direct each state agency to appoint one individual, with direct responsibility to the agency head, to insure increased minority hiring.
5. The Governor should direct the Department of Administration to actively recruit Latins for the Public Service Careers program which the department is administering.
6. The Governor should direct a revision of civil service job requirements and descriptions to eliminate unrealistic and discriminatory job requirement provisions.

Law Enforcement - Community Relations

1. The Governor should support police-community relations seminars in all cities and particularly those with Latin populations, to achieve better understanding of the problems of Latins and functions of police officers.
2. All law enforcement agencies should intensify their efforts to recruit Latins for patrolmen and other positions. These agencies should eliminate height requirements to provide Latins, otherwise qualified, with the opportunity for law enforcement jobs.
3. The Governor should urge police departments to adopt the practice of assigning Latin police officers to Latin communities to provide police personnel with greater understanding of Latin culture and problems. A system of assigning a Latin police officer with a non-Latin officer also would help increase awareness within the police departments of Latin culture and problems, working toward eventual assignment of police officers without regard to race.
4. Latins should be hired and assigned in juvenile and other courts in areas with Latin populations to better serve the community and the courts.
5. The Governor should initiate and support legislation to revise state statutes making law enforcement agencies less insulated and more responsive to the needs of the community.

Recreation

1. The Milwaukee County Park Commission should acquire property for playgrounds, parks and tot lots in the northside and southside Latin communities, with consideration for the housing needs of the people living in these areas, and equip these areas appropriately.
2. The Milwaukee Expressway Commission and the State Division of Highways should make excess land in freeway right-of-way areas available to Latins for playground areas and should equip the areas appropriately.

3. The Milwaukee Community Relations-Social Development Commission and other public and private agencies should organize resources to provide Latin children with opportunities to attend camps, make extended trips and visit some of the more significant cultural and educational places in Wisconsin.
4. Public and private facilities should be made available to the Latins during the summer and evenings for educational and recreational programs. Latins should be hired to staff these programs.

General Recommendations

1. The Governor should appoint a special assistant for minority problems in his office.
2. Action should be taken by the Governor and the Legislature to substantially increase the staff of the Equal Rights Division. The Equal Rights Division should immediately increase its staff to include Latins and other minorities.
3. The Governor should hold a public budget hearing in Milwaukee on state services to minorities in the Milwaukee area.
4. Priority consideration should be given to areas of high unemployment in recruiting people for limited or seasonal employment in State Government.
5. The Economic Development Division of State Government should provide an office to promote minority business opportunities.
6. The Department of Industry, Labor and Human Relations should develop procedures whereby emphasis could be placed during the migrant season on receipt, investigation and resolution of labor standards complaints from migrants.
7. The Governor should direct a review of the licensing standards of all state regulatory agencies to determine that the licensees have affirmative action programs for minority hiring.
8. The Governor should urge the federal government to amend the guidelines which regulate the geographic boundaries of federal programs in Milwaukee, particularly

Dear Governor Lucey:

At your direction, we collected statements from members of the Wisconsin Latin Community, as well as from the community agencies and institutions that deal with the Latin community.

From these statements, we have compiled a list of what many Latins feel are the needs and problems so that you can more effectively act through appropriate state agencies in filling the needs as outlined in this report.

We have also included supportive documents from agencies in the community.

We believe the Governor's office should use its vast moral and political influence to obtain immediate positive results based upon the community needs described within this report.

Members of the Latin community want an immediate response to the problems identified in these reports; especially the suggestions made to specific state and local agencies.

Sincerely,

Investigating Committee on Problems of
Wisconsin's Spanish Speaking Communities

EDUCATION

The public school system might have been at one time an avenue for upward mobility, but that is not the case for Latinos at the present. There must be change at all levels of education that will be realistic to the needs of Latinos.

The educational systems have not been responsive to their needs. The public schools have not addressed themselves adequately to the language problem among young Latins and have not adequately recruited Latins at the professional and paraprofessional levels to aid in the education of young people.

Our institutions of higher learning have not recruited young Latins and have not provided enough programs to prepare young people for higher education. There must also be avenues available for older Latins to develop and improve their English skills.

The educational problems of the Latin community will have to be solved by developing meaningful programs for the community with community participation.

1. UWM Outreach Center

- a. UWM immediately establish a Center on the northeast side in the Latin community from the Spanish Speaking Outreach Institute in conjunction with the Puerto Rican Center of Mutual Help.
- b. Additional funding for the southside Center.
- c. The University of Wisconsin and University Extension and the Wisconsin State University system immediately establish Centers or other types of programs with existing Spanish Speaking community organizations in other areas of the state, for example, Parkside, Waukesha, Sheboygan, Fond du Lac, Stevens Point, etc., to meet the needs of the Latin community for higher education.

2. VTAE

- a. VTAE should establish more training for prevocational, vocational and adult basic education and technical training within the Latin communities in their respective districts.
- b. Employment of Latin personnel in training and counseling programs.
- c. Utilization of mass media in Spanish to promote participation in VTAE programs. Use of bilingual promotional materials.
- d. Hiring of roving Latino counselors to function in the several Centers.

3. Higher Education Aids Board

- a. Hiring of additional Latin bilingual employees at the southside EOC office as recruiters and general counselors.
- b. Additional staff should be hired at the northside Center to meet the needs of the Northside Latin community.

4. Driver Education

- a. The Motor Vehicle Division should implement ways to better prepare Spanish speaking persons to qualify for driver's licenses. Employment of Latin bilingual persons to help in this process is necessary.
- b. Extension of the transfer time of licenses for those from Mexico.

5. Public School System

- a. Hiring of Latin bilingual teachers from the community.
- b. Restructuring of jobs so that people lacking licensing credentials can be prepared to teach. This should also include adequate assistance, financial support and upgrading of teacher aides.
- c. More recruitment and effective use of Latin paraprofessionals at all levels of the public education system - primary, secondary and post secondary.

- d. Recruitment of Latins to serve as school social workers and counselors. The State should provide financial assistance in counseling where local system services for the Latin community are inadequate. The counseling programs should include information on the importance of education to parents and students as a way to reduce the drop out rate. Greater affirmative action by the Department of Public Instruction to insure recruitment and hiring of Latins for guidance and counseling positions.
- e. Recommend mandatory in-service training to make all school personnel aware of the culture and needs of the community, assisted by the community.
- f. Establishment of transition centers to integrate Latino students into the regular school program. These centers should be established within the school system for Latino students of all age groups. Recommend Title I funds for learning centers be made available from the Department of Public Instruction; also the use of state funds for aid to Spanish-speaking programs.
- g. Reexamination by the Department of Public Instruction of all biases in testing programs.
- h. Effective bilingual education integrated into all aspects of the school system. Effective safeguards to prevent the bilingual system from being used as an inferior tracking system.
- i. Funds for programs in schools which are relevant to the culture and needs of Latin youth.
- j. Establishment of programs for training of Latino drop outs for employment or return to education.
- k. Expansion of the free breakfast and lunch program in all schools, especially in areas of high concentration of minorities and low income population.

1. More and extensive use of schools and playgrounds after school hours for adult education and recreation. Hiring of Latins for recreational programs. More and effective use of Department of Public Instruction funds and other funding sources for recreation and adult education.

A program be established by the Milwaukee City Recreation Department to provide relevant citizenship training for Latins as it did several years ago for European immigrants.

m. Revision of present school board election laws to insure proper representation of the Latin community, working towards greater community control of schools.

6. Head Start

More Head Start centers and funds in the Latin community and expansion of the present program to cover the summer months. At present, only Guadalupe Center and UMOS have programs on the southside; there are no programs in the northside Latin community.

7. Public Library System

The County and City Library systems must implement immediate programs to provide neighborhood Library Centers with services for Latinos on both the south and northeast sides.

8. Day Care Centers

Establishment of more and improved Day Care centers in the Latin community

9. Conclusion

Since education is a top priority of the Latin Community, it is necessary that implementation of the above be taken within 30 days so that institutions within the state can jointly plan to initiate programs commencing with the beginning of the new school year of September 1971.

HEALTH AND SOCIAL SERVICES

The delivery of services from the Department of Health and Social Services is a complex problem in Milwaukee and throughout the State of Wisconsin.

The demand for services has grown due to increased unemployment, an increased high-school drop-out rate and a general rise in need for help and assistance.

For the Latin community, this situation is compounded by the lack of Latin employees in the various agencies and a lack of understanding of the problems particular to Latins.

There will be an accelerated need for services after June 15, when the migrant workers will come into the state.

1. Health and Social Services

- a. There must be hiring of Latin, Spanish-speaking caseworkers and case aides who can work within the community. The State and Local institutions should respond with a plan of what can be immediately done.
- b. In their services to the elderly, it is important that the institutions immediately hire Latino personnel.
- c. The Local and State institutions should hire Latins as consultants to assist in case work.
- d. The State should allow migrants to be eligible for welfare where the employer does not provide full employment and until full employment is achieved.

2. Community Agencies.

There is a general need for more funding, more staff and more assistance for agencies such as the Spanish Center and the Puerto Rican Center. We recommend that both the state and county make use of both facilities as centers for services to the community. It is necessary that the state and county agencies make themselves more accessible to the Latin community through the use of such centers. The Welfare Department especially should utilize these community agencies.

3. Welfare

- a. Employment of Latinos as caseworkers and supervisors with provisions for advancement and promotion.
- b. Decentralization of Welfare Department services to develop better communications and an outreach program with service agencies so as to facilitate better delivery of services or a branch facility or outpost be established and all welfare services centralized at one location on the southside.
- c. Steps must be taken to respond to the need for emergency service, food stamps; Latinos should be employed in providing these services.
- d. There is a definite need for ombudsman services to facilitate better services for Latinos in all Welfare Departments and Agencies throughout the State.
- e. The State must provide services for migrants wherever local institutions cannot or will not. The state must provide more funding for hiring of Latin personnel and use existing funds immediately to enforce existing laws to protect migrant workers.

4. Health and Mental Health Services

The State and local institutions must provide a comprehensive medical program for Latinos with particular attention to preventive medicine.

- a. At the present time, there is a need for a comprehensive medical and dental clinic within the Latin community because of the lack of an adequate facility in or near the community.
- b. Interpreters to help facilitate access by Latinos to existing health and mental health programs.
- c. A drug education program especially aimed at Latin youth to be administered through the schools and community organizations.

- d. The State and federal government must fund the existing governmental agencies and Latino Centers so they can provide programs in dietary practices for mothers, as well as budgetary practices and information on available assistance programs.
- e. Employment of Latin personnel by creating paraprofessional positions for Latin youth in existing programs.
- f. Implementation of a health education program to help the Latin community on health procedures, diet planning, etc.
- g. Investigation of the eligibility policies of the Department of Vocational Rehabilitation as regards Latins.

There must be a concrete program instituted before summer, as the coming of the migrants to the State will aggravate the problem. It is important that these programs be implemented within 30 days after submission of this report.

The Governor should use the resources of his office to encourage housing authorities to deal realistically with the problems of the Latin communities throughout the State.

1. Lack of or discriminatory code enforcement. Welfare Departments do not require inspection of housing before paying rents. Excessive rents for poor housing. Absentee landlords often do not make improvements on properties.
- a. Statewide uniform housing code, equally enforced for large and small property owners.
- b. County Welfare Departments be prohibited from paying rent or purchase price for substandard housing.
- c. Strengthening of the rent receivership law to provide for direct tenant withholding of rental payments in escrow for repairs.

HOUSING

The problem of inadequate quality housing in the Latin community is severe and shows little indication of improving. Funds must be found for public housing and home improvements. The local housing agencies must hire Latins to help deal with housing problems.

The State should examine the present housing authorities and agencies to insure proper attention is given to the housing problems of the Latin community. In addition there is a need for a housing agency within the Latin community; also a state-wide housing authority to assure adequate services to the Latin communities.

Many of the problems found can be alleviated by a full cooperation of existing agencies and a full enforcement of existing laws and housing codes. The expanded state-wide open housing bill should be vigorously supported and enforced.

The Governor should encourage the housing industry to meet its responsibilities to address itself to the problem of inadequate housing for large families.

The Governor should use the resources of his office to encourage housing authorities to deal realistically with the problems of the Latin communities throughout the State.

1. Lack of or discriminatory code enforcement. Welfare Departments do not require inspection of housing before paying rents. Excessive rents for poor housing. Absentee landlords often do not make improvements on properties.
 - a. Statewide uniform housing code, equally enforced for large and small property owners.
 - b. County Welfare Departments be prohibited from paying rent or purchase price for substandard housing.
 - c. Strengthening of the rent receivership law to provide for direct tenant withholding of rental payments in escrow for repairs.

d. Establishment of a single housing entity within an existing state agency to protect the rights of tenants on state, county and municipal levels.

e. Establishment of a housing court and creation of ombudsman services.

2. Federally assisted code enforcement, loan and grant programs and rehabilitation programs are lacking.

Federal funds should be made available from loan and grant programs for housing rehabilitation and improvements in the Latin community.

3. Increased tax assessments after home improvements discourage such improvements.

Reexamination of assessment practices to make sure that depreciation of property is considered as well as increases in property value.

4. Need for FHA housing. Lack of funds for families to participate. Restrictive zoning laws often prevent such housing. Lack of low-income housing on both the near-east and near-south sides of Milwaukee. Lack of public housing outside the Milwaukee Metropolitan Area. Lack of adequate housing for large families.

a. FHA funds be made available for housing in the Latin community.

b. Reexamination of zoning patterns in the Milwaukee Latin Community to protect the rights of people to maintain a community.

c. Passage of the Czerwinski Open Communities Act.

d. We found opposition in the Latin community to high density housing projects. We encourage scatter site housing without the loss of a sense of community.

e. More imaginative publicly assisted housing, municipal, state and federally funded.

f. In the construction of new housing, give greater consideration to the construction of housing for large families.

5. Housing authorities are often insensitive to the needs of the Latin communities.
 - a. Hiring of interpreters to deal with the housing problems of Latins.
 - b. Encouragement of in-service training for all employees to make them aware of the problems of Latins and other minorities.
 - c. Insistence on the hiring at all levels and providing meaningful career ladders for Latin personnel in the housing field.
6. Shortage of housing due to freeway construction.

Moratorium on freeway and other public construction which destroys housing unless there is an adequate quantity and quality of housing available.
7. Lack of emergency housing facilities

Department of Local Affairs and Development and State Planning should study ways to provide and implement emergency housing programs to the counties in conjunction with the counties and their funding prerogatives.
8. Discrimination in housing.

Repeal of the testing ban in present State law.
9. New Developments

New industrial and governmental expansion and development should make provisions for housing for employees.
10. Reexamination and enforcement of the laws pertaining to housing for migrants and cannery workers. Task force or subcommittee of same to examine the situation immediately prior to the beginning of the season.

MANPOWER

The employment problems of the Latin community are very real and very bad. It can only be through a combined effort of government at all levels that we can make an impact.

Each unit of government has responsibility in this area, and the state should take the lead.

The recommendations for which the State is responsible should be implemented at once and as soon as possible on other levels. In places where jobs are available, the State should take the initiative in filling them with Latins. A community with full employment is one that will be more able to better fill a citizenship role in State and local affairs.

Statement from South Side CEP Center

1. That, because of the prohibitive and unrealistic English literacy criteria of existing programs (Opportunities Industrialization Center requires seventh grade comprehension for its mechanics, machinist and electronics courses) and the lack of coordination between such skills training and vocational programs with effective language programs, a Community Skills Training Center should be developed to provide stipended training in mechanics, welding, electronics, printing and other vocational skills on a bilingual or linguistically flexible basis.
2. That the State Department of Industry, Labor and Human Relations be immediately directed to undertake a thorough review of the hiring practices and job requirements of every Wisconsin business and industry, and the related practices of trade unions, with statutory or executive powers to enforce such changes as are realistic to comply with fair employment practices in the broadest sense of that term, (for example, Allen Bradley Company, located in the southside Latin community and a major Milwaukee employer, requires a high school diploma for all jobs.)

3. That, because of the alarming disproportionate percentage of illiteracy among Latins (of 235 CEP enrollees tested in English, the average test scores were 2.63 grade level in word meaning, 2.76 grade level in paragraph meaning, and 4.78 grade level in arithmetic computation) the obvious effect that this has especially on minority group members seeking employment, the enrollment and servicing limitations of educational agencies presently active within the community, and the underutilization and irrelevance of metropolitan wide programs due to linguistic problems (MATC, for example, shows enrollment of 1.4% Latin students in evening school, 3.7% Latin students in day adult vocational classes, and 10% Latin students in MDTA programs) a broader, more comprehensive Adult Basic Education and Conversational English program be initiated, with said program to be conducted as long as the need shall exist and shall be made available and administered by an existing community agency.
4. That, because the Latin community has the highest unemployment rate of metropolitan Milwaukee ethnic areas (per WSES statistics) and the Wisconsin State Employment Service has displayed a marked inability to deal effectively with cultural and linguistic differences as they're related to the unemployed, a Latin with a grade 5 rating be immediately appointed to the Manpower Services Director's Office of the Wisconsin State Employment Service to serve in an advisory and policy making capacity.
5. That maximum participation by state agencies and officials be secured in enforcing a program of positive minority employment by companies that are federal contractees located in the State of Wisconsin, and that the full force of state power and influence, de facto and de jure, be brought to bear to insure such compliances. Minority group members will only begin to look positively at governmental institutions in this State and nation when laws on their behalf are enforced with equal gusto as the laws against them.

6. That a determined effort be made to include Latins at the highest levels of state policy making including appointments to the Board of Regents, the Council on Higher Education, the Department of Health and Social Services, The Department of Industry, Labor and Human Relations, the Department of Justice, the Department of Local Affairs and Development, the Military Affairs Department, the Department of Veterean's Affairs, and other groups which so directly through their actions affect the lives of Latin people.

Community Statements on Employment

1. Companies having state and federal contracts must comply with equal employment opportunities and the State should enforce the laws to see that this is done.
2. There must be more Latinos in personnel departments and these companies should initiate recruitment programs in the Latin community, using Latin media and community agencies.
3. There must be a review of Civil Service job qualifications and requirements to make them relevant and less restrictive. Latin community agencies should be utilized for posting of job openings.
4. There must be enforcement and strengthening of State laws regarding discriminatory hiring practices.
5. Vertical career ladders and advancement opportunities for Latinos in civil service employment must be created and implemented, especially in those agencies which serve the Latin community.
6. Programs which deal with apprenticeship, upgrading and retraining must be opened to Latinos.
7. Government must provide funds which specifically train Latin workers for the job market. This program must be set up within the Latin community, and all times be relevant to present and future job market and commitments

should be gotten from employers before training begins. Any program for employment must include ABE training.

8. For Latin youth, State and federal funding is needed to provide meaningful programs of skill development with stipends and increase of facilities and personnel in centers which have comprehensive facilities or schools in the area with shop facilities to incorporate "shop try-out" programs.

9. A center to inform youth of the Latin community of Work-Study programs, Upward Bound programs and other opportunities which will enhance employment opportunities for Latin people.

POLICE-COMMUNITY RELATIONS

We, the Task Force on Latin American Problems are convinced that improved police-community relations are fundamental to a better life in the Latin community. The conduct of too many policemen assigned to the Latin American communities has long been a matter of concern to the residents of these communities.

This conduct has resulted in violent incidents which left several policemen and many community residents injured. Remarks made by policemen at these incidents clearly reflected their insensitivity to the diverse ethnic and racial makeup of Milwaukee's total community.

Many alleged incidents involving the police and the Latin community were placed before the Task Force. These included the following:

ITEM: An elderly Puerto Rican gentleman allegedly beaten by two policemen, later dying of internal injuries, for the offense of carrying laundry across a yard.

ITEM: Policemen raiding the United Community SPOT, the only youth center in the Latin community, with shotguns, submachine guns and night-sticks. Many instances of police harrassment, on a physical and verbal level, were mentioned in relation to the youth who participate at the SPOT, as well as attending other public dances and in just being an ever present community situation. It was stated that there is always an abundance of police present around the SPOT and often go into the SPOT. Some of the young girls have stated that in many instances the police make obscene gestures to them and verbally abuse them. Something must be done to insure the right of privacy of the participants in recreational programs.

ITEM: Latin leaders being followed by the police, stopped and held spread-eagle against their cars.

ITEM: Police provocation and violence upon the Latin people peacefully marching back from a protest to downtown Milwaukee.

ITEM: An elderly Spanish-speaking gentlemen, 4th generation American citizen, threatened with deportation for a minor traffic violation.

ITEM: Policemen shouting obscene, offensive and abusive remarks at teenage Latin girls from open windowed police cars.

ITEM: Frequently flooding of the Latin community with police concentrations, intimidating and frustrating Latin people.

The community felt that these incidents and, in particular, the attack on the marchers on March 3rd, were the result of several things:

1. Police racism
2. Police insensitivity
3. Lack of communication between the police in charge and demonstration marchers
4. Police politically motivated to use the incident as a tool in police-city contract negotiations.

Some members of the Task Force realized only later that a Latin lad was not speaking facetiously when he said: "We need police protection." He sincerely sought respect and protection, not police harrassment.

The Milwaukee police department seems to be isolated and insulated from the community at large, and the minority communities in particular, certainly including the Latin communities. We would recommend that police be recruited from the community, and that police be encouraged to live within their assigned districts.

This is in one large part a structural problem. Much of the basic organization of the Milwaukee police department is set in Wisconsin State Statutes. These laws which regulate the Fire and Police Commission must be changed to make the commission,

and thus the police departments, much more responsive to the will of the people.

We recommend the following:

1. That Police-community relations seminars be conducted to create a better awareness of our respective problems.
2. That a Citizens District Board be created to oversee the respective district which serves it, and that its powers be specifically defined, i.e. to hear and act on residents complaints, etc. Membership should be elected at large from the District.
3. That officers serving within the Latin community be required to attempt to learn Spanish as part of their training so as to have the ability to communicate with Latin residents.
4. That when any incident within the community arises where arrests are made or language problems occur, the Police Department should, as part of its processing, contact a community organization or agency to assist in solving the problem and provide legal counsel.
5. That requirements for filing complaints against an officer be amended to allow any resident the opportunity to do so without regard to sex, race, nationality, age, social or economic status.

Some bills have been introduced into the State Assembly which would limit the term of the police chief, and provide protection from police brutality. These objectives and others which would dramatically improve police-community relations, should be enacted into law.

6. That physical requirements for joining the police force or state patrol which have the effect of disqualifying most Latins be changed.

Mutual respect and understanding are essential for decent police community relations.

RECREATION

With regard to youth and adult recreation needs, the one major recurring theme which has been mentioned many times is the almost complete lack of any basic recreational facilities which would normally be available to most urban communities. There are no public parks within decent walking distance. The playground space provided by the public schools is extremely small and there is not only a lack of equipment, but what little equipment that does exist is in extremely poor condition. The public schools have no recreational programs nor time and space utilization available to any of the people of the community. They do not allow young adults to utilize the gymnasiums for dances, as is done in many other communities. For instance, on the northeast side, the facilities are limited and insufficient for the area residents, and the facilities that are available, are not open daily.

The United SPOT, located at South 5th and West National Avenue, appears to be the only pre-teen and teenage center serving the entire southside Latin community. It is also hampered by a lack of adequate funding which could provide more relevant programming such as dances for the youth.

The Milwaukee Recreation Department, all in all, has failed the Spanish youth in their communities. If it weren't for agencies such as the Puerto Rican Center and the SPOT, recreational programs would not exist. Still, the Puerto Rican Center and the SPOT have neither the monies or the facilities to accommodate the recreational needs of the Latin youth.

The needs mentioned are applicable to both the northeast and the south sides and consideration should be given to both areas of Latin residents in any programs. More day care programs are needed on both the south and northeast sides as the existing programs are not sufficient. There should be increased continued funding of the existing programs.

The present schools in the community should provide additional recreational space and programming for all age groups. While there are extremely limited programs for the preteen and teenage groups, there appears to be no recreational programs or facilities made available to people who are 21 years of age and older. While some of the churches in the area have space which could be utilized for dances, as well as other recreational activities, they are hampered by a lack of operating funds in addition to rules and regulations which do not make their utilization amenable to many members of the community, i.e., many will not allow beer or liquor to be served at adult dances.

There is also a dire need for the construction of more neighborhood tot lots so that residents can have a place nearby for young children to play. At present, there is only one tot lot. We recommend the use of excess freeway right of ways lands for such facilities. We also recommend more open space grants and ORAP funds to the Latin community. There is a need for more opportunities for young people to go away to camps, as well as making trips on a daily basis, as well as for longer time-span programs during the summer. A need exists for camping equipment and busses to transport children to available in-city recreational and educational areas as well as for extended trips. Funds could be used to allow teenagers to be paid for acting as counselors for the younger children during the summer, as well as during the school year. We recommend that existing programs be expanded to include Latin youth. Both private and publicly funded programs should be open to Latin youth.

There was stated a need for a multi-purpose buildings, on the order of a YMCA, to be located on the south and northeast sides of Milwaukee to serve the Latin community. This center could serve for recreational, educational and counseling programs for Latinos of all ages. We recommend that application be made to HUD and other agencies for neighborhood center funds to carry out this project.

Finally, the entire area of training youth and adults in recreational techniques and skills has been neglected. We recommend that the Department of Municipal Recreation conduct training programs for Latins.

We feel the above report states the problem as it exists, and offers solutions that can be implemented. The State must take the initiative, in cooperation with local and public officials, to implement the recommendations. Funding from both private and public sources must be found to provide the space, facilities and programs mentioned.

The Task Force was impressed with the urgency for positive action and also the volatility which exists in the Latin Community. The need to act with speed is of utmost importance on a local as well as on a State level.

Ongoing communication between the Governor's Office, the Task Force and its Advisory Council, community agencies, and the community is essential so that a certain level of trust and credibility is maintained as well as improved.

It is urged that when the recommendations are relayed to the proper institutions, etc., that the proper community agency and community resident be advised as to any planning or action to be taken by such institution.

It is very important that a time be set, not more than 60 days, for the institution that relates to the problem of the Latin American, in answer to the recommendation. There should be action taken on the recommendation by the government if we are to maintain credibility within the Latin Community.

CONCLUSION AND RECOMMENDATIONS

Whereby local, state, and federal agencies, departments and institutions have been unresponsive to the needs of the Latin Community and the poor, the situation which exists in the areas of employment, education, housing, health and social services, police community relations and recreation is intolerable.

Members of the Latin Community feel neglected in everyday life. In addition, there exists the problem of communication because of the lack of Latin Spanish-Speaking personnel in many institutions. The Latin Community feels pride in its heritage and we do not foresee assimilation within the near future.

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