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RESOLUTIONS
OF THE
1975 IMAGE NATIONAL CONVENTION

SUBMITTED BY THE COMMITTEE ON RESOLUTIONS

BALTASAR LUNA, CHAIRMAN
ERNEST GALLEGOS
SALVADOR SOLIZ
RICHARD DE SANCHEZ
ROSE WUELLNER
MARGRET LANDRY
CHARLES ATHIE

KANSAS CITY MO
24 MAY 1975



SUMMARY OF RESOLUTIONS

Resolution Nr

Brief Summary

- 1 IMAGE should go on record that EEO Officer be outside direct line of civilian personnel administration, and that he/she have direct access to Agency head.
- 2 IMAGE influence CSC to institute system of pooled well-trained representatives from which complainants can choose, and that these representatives represent employees only.
- 3 IMAGE business and bookkeeping be converted to calendar year basis.
- 4 IMAGE go on record to the President of the U S that certain agencies appoint Spanish Speaking Program Coordinators.
- 5 Image National Convention be held during October
- 6 IMAGE National Convention be held in July or August, and that State IMAGE hold their conventions during May or June.
- 7 Delegates to National Convention be selected on basis of one for every ten members.
- 8 IMAGE stand opposed to the revision of the Bracero Law in any form.
- 9 IMAGE exert all of its resources to bring about equal protection of the law in the enforcement of Equal Employment Opportunity.
- 10 IMAGE direct its efforts to relieving the Civil Service Commission from its responsibilities of enforcing Equal Employment since it has failed to adequately enforce it.



Resolution Nr

Brief Summary

- 11 IMAGE actively pursue legislation to empower EEO Commission to direct Agencies to comply with the provisions of the statutes concerning equal employment.
- 12 IMAGE advise local chapters at least quarterly of the financial condition of the National IMAGE.
- 13 IMAGE establish procedure for the exchange of information through the National Office Newsletter for the common good.
- 14 Committee be established to design organizational flag and membership pin for use by all chapters
- 15 IMAGE present an award at their National Convention to the foremost non-Hispanic American to espouse the cause of Hispanic Americans in government.
- 16 IMAGE request and urge that the President and Congress appropriate 300 million dollars to programs serving the needs of the Spanish Speaking community, and that equal protection under the law be provided to Mexican aliens that are being deported.
- 17 IMAGE contact the Governors of every State urging they take immediate steps to implement plans to improve employment of Spanish Speaking at all levels of state government.
- 19 IMAGE investigate feasibility of becoming member of United Fund Campaign so that IMAGE membership could have dues withdrawn by automated payroll deduction.
- 18 IMAGE initiate action to require all agencies to appoint full time Spanish Speaking coordinators who are bilingual.
- 20 IMAGE work to remove Spanish Speaking program coordinators from direct supervision of EEO Officers and place them under direction of the Agency's administrative officers.



Resolution Nr

Brief Summary

- 21 IMAGE go on record at this convention to stimulate, promote and organize a National Convention composed of all National Hispanic Organizations in May 1980
- 22 IMAGE National Convention go on record urging the extension of Voting Rights Act of 1965 to include all Congressional Districts in the United States with a Spanish Speaking population of 10% and more, and that IMAGE forward a complimentary letter to the Southwest Voter Registration and Education Project in San Antonio for its outstanding work in voter registration and education services.
- 23 IMAGE express opposition to the importation of illegals to this country for the explicit purposes of exploitation and strike-breaking.
- 24 IMAGE go on record opposing the use of the same type of census used in 1970 and to be used again in the 1980 census.
- 25 IMAGE request DOD to recruit and assign Spanish Speaking employees of the U S Armed Services to the respective Personnel Management Evaluation Offices.
- 26 IMAGE express to the U S President its concern in having the Spanish Speaking Program under the EEO Program, rather than on the same level.
- 27 IMAGE take steps to bring about revision of the discrimination complaint system to correct its deficiencies .
- 28 IMAGE work toward revision the Table of Punishment for discriminatory practices.
- 29 IMAGE National President contact the governors of states with a significant Spanish-speaking population to urge establishment of a Spanish-speaking Program Office.
- 30 IMAGE set aside the sum of \$1 per member from National per capita dues as a contribution for the support and maintenance of El Congreso.



RECOMMENDATIONS OF THE RESOLUTIONS COMMITTEE

THE FOLLOWING RESOLUTIONS AS NOT CONSIDERED PROPER
FOR CONSIDERATION BY THE CONVENTION FOR THE FOLLOWING
REASONS:

RESOLUTION NR.

REASON

6

THE BYLAWS CANNOT BE AMENDED WITHOUT
PROPER NOTICE

7

THIS ACTION IS ALREADY SCHEDULED
CONVENTION BUSINESS.

8

RESOLUTION NR 23 MORE NEARLY STATES
THE OFFICIAL POSITION OF CESAR
CHAVEZ AND THE UNITED FARM WORKERS.

9

THIS IS ALREADY PART OF IMAGE
OBJECTIVES--IT DOES NOT CITE
ANY NEW POSITION.



RESOLUTION Nr 1 IMAGE Chapter Greater San Antonio

WHEREAS, Little credibility has been given the Equal Employment Opportunity Program in agencies where the Equal Employment Opportunity Officer is placed within the Civilian Personnel Office

RESOLVED, That National IMAGE will go on record to the U S Civil Service Commission that it make it mandatory that the Equal Employment Opportunity Officer be an official who is outside the direct line of responsibility for civilian personnel administration

RESOLVED, That He/She will have direct and immediate personal access to the Agency head when carrying out his/her equal employment opportunity duties.

RESOLUTION Nr 2 IMAGE Chapter Greater San Antonio

WHEREAS, Adequate representation is essential for fair complaint processing and most complainants cannot afford to pay for qualified services, while management utilizes inhouse resource to represent it

RESOLVED, That IMAGE influence the CSC and other proper authorities to institute a system which will make available a pool of well-trained representatives at all agency installations from where complainants can choose representatives

RESOLVED, That these representatives will represent employees only.

RESOLUTION Nr 3 IMAGE Chapter Greater San Antonio

WHEREAS, The only reason for IMAGE to be on a fiscal year basis- 1 July thru 30 June- is to be in line with the Government, and since the Federal Government Fiscal Year is being changed to 1 Oct through 30 Sep, and since the calendar year is easy to understand and is stable

RESOLVED, That IMAGE business and bookkeeping be converted to a calendar year basis -- 1 Jan thru 31 Dec--, retroactive to 1 Jan 75.

RESOLUTION Nr 4 IMAGE Chapter Greater San Antonio

WHEREAS, The Department of Defense, Department of Commerce, Environmental Protection Agency, and Immigration and Naturalization Service have not seen fit to appoint full time Spanish Speaking Program Coordinators for their Agencies



RESOLVED, That the National IMAGE will go on record to the President of the United States to take action to ensure that above mentioned Federal Agencies appoint Spanish Speaking Program Coordinators immediately

2

(Combine with Nr 6)

RESOLUTION Nr 5 IMAGE Chapter Greater San Antonio

WHEREAS, Many agencies are short TDY funds toward the end of the fiscal year making it difficult or impossible for many IMAGE local officials/delegates to attend the National Convention at Government expense in May, even though such attendance is job-related, and would be funded if funds were available

RESOLVED, That the Natonal Convention be held during the month of October starting with the 1976 Convention.

(Combine with Nr 5)

RESOLUTION Nr 6 IMAGE Chapter San Diego

WHEREAS, During the past two years the National Convention of IMAGE has been held in months of July and May; and

WHEREAS, the past practice of scheduling the National Convention sometime at the start of the fiscal year has not been established in the National By-laws; and

WHEREAS, such practice of having the IMAGE National Convention at the start of the fiscal year would be beneficial to the National organization and to the State organizations in terms of program development, membership and over-all operations

RESOLVED, That National IMAGE, effective at the National Convention of 1976, schedule such convention during either month of July or August and that this resolution be incorporated as part of the IMAGE national By-Laws

RESOLVED, that State organizations hold their respective conventions any time during the months of May and June



RESOLUTION Nr 7 IMAGE Chapter San Diego

WHEREAS, The present National structure of IMAGE allows for two delegates from each chapter to vote at the National Convention; and

WHEREAS, the membership of IMAGE is growing at a tremendous pace and many of its members are not participating fully of committing themselves to attend the National Convention because they are not allowed to vote; and

WHEREAS, the strength of IMAGE depends on its membership in terms of Chapter involvement and attendance at national conventions;

RESOLVED, That delegates to the National Convention be selected by local chapters on the basis of one delegate for every ten(10) members or a fraction thereof

RESOLVED, that this amendment to the National IMAGE Constitution and By-laws be implemented during the national convention of 1976.

RESOLUTION Nr 8 IMAGE Chapter San Diego

WHEREAS, The constant exploitation of Spanish speaking farm workers shows no signs of diminishing here in the United States and particularly in the Southwestern states; and

WHEREAS, the efforts of the United Farm Workers are being forestalled by unscrupulous farm owners and negligence on the part of the Federal government; and

WHEREAS, such indifference and exploitation results in farm workers being condemned to substandard wages and deprived of equal protection under the laws of the land; and

WHEREAS, there are efforts being made to revive the Bracero Program which was brought about by Public Law 78

RESOLVED, That IMAGE stand totally opposed to any attempt to revive the infamous Bracero Law or any similar kind of legislation which would allow farm workers from other countries to contract with United States firms for employment as farm laborers



RESOLUTION Nr 9 IMAGE Chapter San Diego

WHEREAS, During the time that the Civil Rights Act of 1964 was signed into law the United States Civil Service Commission was charged with the enforcement of Equal Employment Opportunity in Federal employment; and

WHEREAS, upon the enactment of the Equal Employment Opportunity Act of 1972 (Public Law 92-261) which conferred jurisdiction upon the district courts of the United States to provide injunctive relief against discrimination in public employment; and

WHEREAS, there exist a double standard in the enforcement of Equal Employment Opportunity between public employment and Federal Civil Service;

WHEREAS,

RESOLVED, That IMAGE exert all of its resources to bring about equal protection under the law in the enforcement of Equal Employment Opportunity in Federal employment and that such enforcement provide for the investigation of charges of discrimination because of race, color, religion, sex, for National origin in order to make findings of fact and to provide conciliation prior to seeking injunctive relief in District Court.

RESOLUTION Nr 10 IMAGE Chapter New Mexico

WHEREAS, The United States Civil Service Commission (USCSC), who was granted enforcement authority over all Federal Agencies in matters regarding Equal Employment Opportunity, by the Equal Employment Opportunity Act of 1972 (PL 92-261), has delegated the accomplishment of these functions to the individual Federal Agencies; and

WHEREAS, the said USCSC has failed to adequately enforce Equal Employment Opportunities for minorities, especially the Spanish Surnamed, to improve their dismal plight in Federal employment as evidenced by the lack of significant progress

RESOLVED, That IMAGE will direct its efforts to relieve the USCSC of this authority and assign such authority to another entity who will not have vested conflict of interest such as the USCSC

RESOLVED, that IMAGE is committed to improving the posture of the Spanish Speaking in Federal employment by demanding enforcement of the law--as opposed to the suggestive policies that are currently issued by the USCSC and the ineffective recommendations for action that receive mere lip service in compliance



WHEREAS, The Equal Employment Opportunity Commission (EEOC) has experienced extensive delays in obtaining judicial support from the U S Department of Justice for the prosecution of agencies refusing to conciliate cases of proven discrimination; and

WHEREAS, the Justice Department has placed such a low priority on such cases as to warrant delays of one to two years, because of overloaded court dockets; and

WHEREAS, the Justice Department has agreed with the EEOC findings on the requirement for prosecution but being unable to do so because of their extensive workload, has referred said cases to the complainant with a recommendation that prosecution be sought through privately acquired legal assistance; and

WHEREAS, the majority of these complainants is unable to proceed because of budgetary limitations

RESOLVED, That the IMAGE National Office actively pursue the enactment of legislation to empower the Equal Employment Opportunity Commission to direct those agencies refusing to conciliate to comply with the provisions of the U S Statutes regarding cases of proven discrimination, and that the EEOC further be empowered to prosecute those agencies which ignore their edicts in the appropriate District Court.

WHEREAS, The local chapters have a direct interest in and a partial responsibility for the financial condition of the National IMAGE Office; and

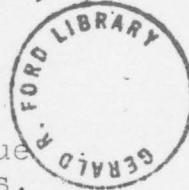
WHEREAS, each individual IMAGE member contributes annually to the National Office

RESOLVED, Local chapters be advised, not less than quarterly, of the financial condition of the National IMAGE Office, such advise to be provided in formal financial statements; and

RESOLVED, that such statements include a balance sheet showing total assets, liabilities and capital of the National IMAGE Office; and

RESOLVED, that such statements include a schedule of revenue and expenses showing total revenues and sources of revenues, as well as total expenses by classes of such expense, i. e., publicity, travel, salaries, printing, supplies, entertainment, etc.; and

RESOLVED, that such expenses be supported by a line itemization of each expenditure; and



RESOLUTION Nr 12(cont) IMAGE Chapter New Mexico

RESOLVED, that individual members be advised, not less than semi-annually, of the financial condition of the National IMAGE Office, such advise to be provided by publications of the National IMAGE Office Financial Statements in the local chapter Newsletter or as otherwise appropriate; and

RESOLVED, that supporting itemization need not be published for individual members

RESOLUTION Nr 13 IMAGE Chapter New Mexico

WHEREAS, Local IMAGE chapters are individually striving for methods to improve their effectiveness; and

WHEREAS, some individual chapters have made substantial breakthroughs in providing assistance to governmental units, countering discrimination, obtaining governmental funding, providing services to members and to the public, developing effective working relationships with governmental units, etc.,

RESOLVED, That the National IMAGE office establish a standard procedure for the exchange of information and ideas through the National Office Newsletter, so that local chapters may use this information and assistance in their operation.

RESOLUTION Nr 14 IMAGE Chapter New Mexico

WHEREAS, IMAGE is now a nationally recognized and viable organization; and

WHEREAS, IMAGE must continue to promote its objectives and in so doing conduct public meetings, maintain personal contacts with the news media and governmental units; and

WHEREAS, the formal display of the IMAGE emblem would enhance the organizational solidarity of IMAGE at all these functions

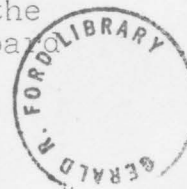
RESOLVED, That a committee be established to design an organizational flag and membership pin depicting the IMAGE emblem, and that the designs selected by the committee be adopted for use by all chapters in the National Organization to insure standardization of size and color throughout.

RESOLUTION Nr 15 IMAGE Chapter Greater St Louis

WHEREAS, There are leaders in government, not Hispanic-Americans, who contribute their influence, time and effort to the cause of Hispanic Americans in government

RESOLVED, That the Natiaonal IMAGE present an award, to be named later, to the foremost of these leaders during the National IMAGE convention; and

RESOLVED, that the selection of the person to receive the award be the responsibility of the National Executive Board from nominations from the separate chapters.



RESOLUTION Nr 16 IMAGE Chapter Executive Board(Valenzuela)

WHEREAS, This nation has been established by a cross-section of immigrants from all parts of the world; and

WHEREAS, this government has recently appealed for public sentiment and consideration regarding the Vietnamese refugees; ;and

WHEREAS, Millions of public dollars are currently being allocated for the plight of the above mentioned refugees; and

WHEREAS, there is an inconsistancy in the application of justice by this government as it applies to those desiring emmigration to this country; and

WHEREAS, millions of Spanish Speaking Americans who have for years had active and participative interest in this country have been deliberately alienated and castigated by this system,

RESOLVED, that IMAGE immediately request and urge that the President and Congress appropriate three=hundred million dollars to those programs serving the needs and interests of the Spanish Speaking Community; and

RESOLVED, that IMAGE urge the President that equal protection under the law be provided to all Mexican aliens that are being deported, along with those residents and citizens of Hispanic ancestry that are being discriminated and exploited.

RESOLUTION Nr 17 IMAGE Chapter Executive Board(Valenzuela)

WHEREAS, The employment of Soanish Speaking in state agencies across the nation has never reflected their representation of the population; and

WHEREAS, the operation of state government under the governor's leadership has not addressed itself to this problem; and

WHEREAS, civil rights and equal employment opportunity laws have been enacted to correct discriminatory praetices,

RESOLVED, that National IMAGE contact the governors of every State in the Union urging that they take immediate steps to implement action plans to improve the employment of Spanish Speaking at all levels of state government.



RESOLUTION Nr 18 IMAGE Chapter Greater Fort Worth IMAGE

WHEREAS, There are areas in the United States with large Spanish Speaking populations, and

WHEREAS, There are few existing full time Spanish Speaking Coordinators in these areas, and

WHEREAS, The Spanish Speaking Program is designed and concerned with employment problems as they relate to government Spanish-Speaking employees and/or applicants, therefore

RESOLVED, That IMAGE initiate action to require all agencies appoint full time Spanish-Speaking coordinators where serious deficiencies exist and that Coordinators be bi lingual and

RESOLUTION Nr 19 IMAGE Chapter V ntura County Chapter

WHEREAS, The present IMAGE membership dues paying system must be improved to make IMAGE more effective, and

WHEREAS, The United Fund campaign has a list of organizations that government employees may contribute directly to by an automated payroll deduction system, therefore

RESOLVED, that IMAGE investigate the feasibility of becoming a member of the United Fund Campaign list so that IMAGE membership could have dues withdrawn by an automated payroll deduction system.

RESOLUTION Nr 20 IMAGE Chapter Dallas, Texas

WHEREAS, The creation of the Spanish Speaking program was the result of the failure of EEO officers to address themselves to the needs of the Spanish Speaking people in employment, and

WHEREAS, the majority of EEO officers represent other ethnic backgrounds, and

WHEREAS, subordination of Spanish Speaking program coordinators to EEO officers who have already failed in addressing the needs of the Spanish Speaking would only serve to weaken the thrust of the Spanish Speaking program, and

WHEREAS, subordination of Spanish Speaking program coordinators to EEO officers does not improve the management of the program and only serves to maintain the current high grade structure of EEO officers in the light of upcoming Civil Service Commission grade audits, therefore

RESOLVED, that the Spanish Speaking program coordinators be removed from under the direct supervision of the EEO officers and be placed directly under the supervision of the Agencies Administrative officers.

RESOLUTION Nr 21 IMAGE Chapter Dallas, Texas

WHEREAS, There is a need to mobilize all four sociopolitical organizations to impact upon this country's efforts to satisfy the needs of the Spanish Speaking

RESOLVED, that the 1975 National IMAGE Convention go on record as one of the national goals to stimulate, promote, organize a National Convention composed of all the National Hispanic Organizations in May 1-7, 1980; and



RESOLVED, that the President appoint a steering committee to initiate the preplanning process and report back to the state IMAGE Chapters within 30 days of this resolution's adoption.

RESOLUTION Nr 22 IMAGE Chapter Houston, Texas

WHEREAS, Spanish Speaking Americans constitute the second largest minority group in the United States, and

WHEREAS, only 23% of the Spanish Speaking eligible population participated in the 1974 Congressional election, and

RESOLVED, that the 1975 National Convention of IMAGE go on record urging the extension and expansion of the Voting Rights Act of 1965 to include all Congressional Districts in the United States with a Spanish Speaking population of 10% and more. In conjunction, that National IMAGE send letters to all Senators and Congressional persons who represent such districts urging them to vote on the passage of such an extension and expansion of the Voting Rights Act of 1965.

RESOLVED, that National IMAGE endorse in full spirit of brotherhood and cooperation, the efforts of those Spanish Speaking organizations participating in voter education and registration projects.

RESOLVED, that in conjunction with the above endorsement, that National IMAGE forward a complimentary letter to the Southwest Voter Registration and Education Project in San Antonio for its outstanding work in the voter registration and education services.

RESOLUTION Nr 23 IMAGE Chapter Greater St. Louis

WHEREAS, The problem of illegal aliens as it affects agricultural labor reached catastrophic proportions this past year; and

WHEREAS, immigration laws are too stringent as they affect the Western Hemisphere, in that the laws do not allow for immigration of entire families into this country; and

WHEREAS, in European countries entire families are allowed to immigrate as an entire unit to avoid the tragedy of separated families,

BE IT RESOLVED that IMAGE express opposition to the importation of illegals to this country for the explicit purposes of exploitation and strikbreaking; and

RESOLVED, that IMAGE urge that a penalty be imposed on individuals, be they employers, growers, labor contractors or whatever, for the importation of illegals for those purposes; and

RESOLVED, that IMAGE urge that those illegals who have immediate family members such as children or spouses, who are U S Citizens, should be granted amnesty.



RESOLUTION Nr 24 IMAGE Chapter Greater St. Louis

WHEREAS,

X WHEREAS, The U. S. Bureau of Census methodology and data collection process contributed to a significant undercount of persons of Spanish Speaking background as reported by the U. S. Commission on Civil Rights, April, 1974 report, Counting the Forgotten, and

WHEREAS, the U. S. Bureau of Census again is planning to use the same methodology and data collection process, the same plan for distribution of questionnaire without questions to identify persons of Spanish Speaking background, or questionnaires in Spanish or bilingual for its respondents, and the utilization of sufficient number of workers with Spanish Speaking background for the coming 1980 census, therefore

BE IT RESOLVED, that IMAGE go on record as opposing the use of the same type of Census use in 1970 to be used again in the 1980 Census for reason stated above.

BE IT RESOLVED, that the U. S. Bureau of Census change the said deficiencies of the 1970 Census that undercounted the Spanish Speaking background population for the 1980 Census count.

RESOLUTION Nr 25 IMAGE Chapter Greater San Antonio, Texas

WHEREAS, the various Personnel Management Evaluation offices within the Department of Defense which oversee and evaluate field Civilian Personnel Offices' compliance with Public Law and DOD directives aimed at providing special emphasis for the Spanish Speaking are staffed in such a way that Spanish speaking evaluators are not visible among the various evaluation teams, and

WHEREAS, credibility depends on visibility,

BE IT RESOLVED, that IMAGE request the DOD to recruit and assign Spanish speaking employees of the U. S. Army, Air Force and Navy to the respective Personnel Management Evaluation offices, and

BE IT RESOLVED, that IMAGE establish a follow up program and request quarterly data on composition of each Personnel Management Evaluation team and track the increase or decrease of Spanish speaking visibility among these teams, tracking to be kept up for two years.

RESOLVED,



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RESOLUTION Nr 26 IMAGE Chapter Baltimore, Maryland

WHEREAS, the President of the United States via the 16-Point Program, now Spanish Speaking Program and follow-up memorandums has made several positive attempts to alleviate the plight of the Hispanic heritage through an increase of employment,

WHEREAS, these attempts have resulted in limited success due to the location of the program in the EEO structure,

WHEREAS, the needs of the Hispanic heritage population must be addressed not only by increasing employment but by the manner in which agencies are interpreting law and policy in the delivery of services to the hispanic community,

WHEREAS, departments, agencies and EEO offices have not addressed themselves to this issue specifically but only to a passive role in the employment of Hispanics,

WHEREAS, a continuance of this type of emphasis will not serve to insure that the constitutional rights of the Hispanic population will be protected,

RESOLVED, that on May 24, 1975 IMAGE express to the President of these United States its concern for this apparent oversight and offer assistance in establishing a Spanish Speaking Program on the Departmental and Agency level separate from the EEO Program and specifically charged with the ongoing responsibilities of monitoring employment, the delivery of services and the mission of the agency involved and staffed by bilingual/bicultural employees.

RESOLVED,

Page ____



WHEREAS, the discrimination complaint system is the vehicle by which employees and applicants for employment in the Federal Government can seek equal employment opportunity and upward mobility,

WHEREAS, the discrimination complaint system is presently deficient and not adapted to minority use in that: (1) the complainant does not have the financial resources to enable a comprehensive and effective presentation and hearing of his complaint; (2) in contrast, the resources of the Agency are limitless at the cost of the taxpayers- use of attorneys and counsels from its Office of the General Counsel, use of experts in personnel matters from its Office of Personnel, and clerical and other support staff from its staff- and, in addition, the Agency has the advantage from the beginning by having control of the complainant; (3) the Agency does not conduct fair and equitable discrimination complaint proceedings by playing the part of the second party and historically trying to prove that discrimination does not exist in its ranks; (4) in using its resources for this purpose, the Agency also provides these services and resources to the person(s) accused of committing the discriminatory act(s) and who, in fact, are the accused party. However, these free services and resources are not provided to the complainant by the Agency.

WHEREAS, if the complainant fails to comply with any of the suspense dates, as outlined by the discrimination complaint procedures, or to bypass part(s) of the established procedure, his/her right to pursue his/her discrimination complaint is terminated. On the other hand, if the Agency, although given ample time to resolve the matter, fails at any time to comply with the established deadlines, it does not lose its right to dispose of the case at will, except when so ordered by a Civil Court.



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RESOLUTION (Continued)

WHEREAS, if the discrimination complaint concerns upward mobility, the Agency freezes any promotion actions for the complainant, until the complaint is resolved.

WE, THEREFORE RESOLVE: that the discrimination complaint system is not fair and equitable to the complainant and should be revised and modernized to correct its deficiencies. We further resolve that any revision of the discrimination complaint system should include the following remedies:

- a. the Agency, in conducting discrimination complaint proceedings, assure a disinterested party-investigative role rather than a defensive attitude which negates the principle of the complainant being the victim,
- b. the Agency accept the responsibility for proven discriminatory acts against its employees,
- c. the Agency provide an attorney from outside the Agency for the complainant when the Agency is represented by an attorney,
- d. the Agency provide access to the complainant to an outside-the-agency personnel officer if the Agency is being represented by a personnel officer,
- e. the Agency provide clerical services to the complainant,
- f. the failure to meet deadlines in the process be made equally damaging to both parties- if the Agency fails to meet deadlines set by the discrimination complaint procedures, they should accept the remedy proposed by the complainant, and,
- g. promotion actions, if the complainant is qualified, should not be frozen by the Agency while the complaint is being processed.

Robert Charles [Signature]
DL



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RESOLUTION Nr 28 IMAGE Chapter Greater San Antonio, Texas

WHEREAS, Managers found guilty of discrimination usually get off easy under the Table of Punishment because it is normally a first offense and the wrist-slapping is ineffective in stopping discriminatory acts,

BE IT RESOLVED, that IMAGE insist that the Table of Punishment be changed to read:
"anyone found guilty of discrimination will be dropped from consideration for promotion, even it is a first offense, second offense means dismissed."

RESOLUTION Nr 29 IMAGE Chapter Baltimore, Maryland

WHEREAS, IMAGE is concerned with the employment of Spanish-speaking citizens at all levels in the Federal, State, County and local governments,

WHEREAS, IMAGE is also concerned with all issues which affect the Spanish-speaking community,

WHEREAS, there is a significant Spanish speaking population in most states,

WHEREAS, there are no Spanish-speaking Program offices at the State level to address the needs of the Spanish-speaking community in most states,

BE IT RESOLVED, on May 24, 1975 that the National President of IMAGE, identify and contact the governors of those states with a significant Spanish-speaking population to urge the establishment of a Spanish-Speaking Program Office.

RESOLUTION Nr 30 IMAGE Chapter Washington, D. C.

WHEREAS, El Congreso, lobby organization formed to serve and promote the legislative and political interests of the Nation's Spanish speaking, has proposed and assisted in the development of legislation that has greatly enhanced our Nation's Hispanic citizens, and although morally concerned Hispanic organizations and memberships has a need for a sound and continuing monetary base,

BE IT RESOLVED, that IMAGE set a precedent for national organizations by and for our Nation's Spanish speaking,

BE IT RESOLVED, that a sum of one dollar (\$1.00) per member of IMAGE from National per capita dues be set aside per annum as a contribution for the support and maintenance of El Congreso.



1975 NATIONAL IMAGE CONVENTION

OFFICIAL RESOLUTION FORM

(NOTE: PRINT OR TYPE)

NAME OF AUTHOR Mr. Joe G. De Baca, Chairman
Manpower Committee DATE May 5, 1975

IMAGE APPROVAL ACTIVITY

☐ CONVENTION WORKSHOP NAME:☒ IMAGE CHAPTER NAME:IMAGE OF NEW MEXICO☐ EXECUTIVE BOARD

WHEREAS, IMAGE is now a nationally recognized and viable organization, and

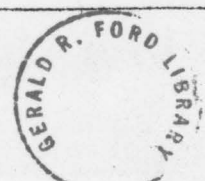
WHEREAS, IMAGE must continue to promote its objectives and in so doing conduct public meetings, maintain personal contacts with the news media and governmental units, and

WHEREAS, The formal display of the IMAGE emblem would enhance the organizational solidarity of IMAGE at all these functions, therefore

Be It Resolved, That a committee be established to design an organizational flag and membership pin depicting the IMAGE emblem, and that the designs selected by the committee be adopted for use by all chapters in the National Organization to insure standardization of size and color throughout.

NAME OF INDIVIDUAL APPROVING
RESOLUTION FOR SUBMISSION:LEO C. BACA, Colonel, USAF (Ret)
President

SIGNATURE



1975 NATIONAL IMAGE CONVENTION

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NAME OF INDIVIDUAL APPROVING
RESOLUTION FOR SUBMISSION:LEO C. BACA, Colonel, USAF (Ret)
President

SIGNATURE

MEMORANDUM

TO: IMAGE BOARD MEMBERS

FROM: GEORGE E. CHAVEZ *gjc*

SUBJECT: POINTS PRESENTED AT BOARD MEETING (February 11, 1975)

DATE: 2/18/75

The following points are those presented at the Board Meeting of February 11, 1975.

- I. IMAGE will contact all Federal, State, County, City, Federally Funded Agencies, Educational Institutions, and other organizations receiving Federal Funds (hospitals) and request an organizational chart including Name, Grade, Time in Grade, and other pertinent information IMAGE may need.
 - IA. IMAGE committees shall concentrate on acquiring employment data within their scope (ie) Educational Committee will gather data on Educational Institutions (universities and School Systems).
 - IB. IMAGE will utilize existing charts to gauge agencies employment profile. IMAGE will then advise agency of its fundings and make recommendations.
- II. IMAGE will contact all above stated agencies and request affirmative action and upward mobility plans. IMAGE will then review and make recommendations.
- III. IMAGE will contact all agencies and offer recruitment and referral assistance.
- IV. IMAGE will follow thru with 3rd party class action suits against agencies whose employment profile fails to improve within a given time period.
- V. Recruitment efforts will be concentrated more on the technical, para-professional, and semi and non-skilled personnel.
- VI. Time frames will be developed to gather above stated information and implement said strategies.
- VII. More emphasis will be placed on acquiring resources to establish an IMAGE "Hot Line". This would serve as a Job Referral and request for assistance vehicle. The Federal Executive Board should be contacted for support.



MEMORANDUM

TO: IMAGE BOARD MEMBERS

FROM: GEORGE E. CHAVEZ *gjc*

SUBJECT: POINTS PRESENTED AT BOARD MEETING (February 11, 1975)

DATE: 2/18/75

The following points are those presented at the Board Meeting of February 11, 1975.

- I. IMAGE will contact all Federal, State, County, City, Federally Funded Agencies, Educational Institutions, and other organizations receiving Federal Funds (hospitals) and request an organizational chart including Name, Grade, Time in Grade, and other pertinent information IMAGE may need.
 - IA. IMAGE committees shall concentrate on acquiring employment data within their scope (ie) Educational Committee will gather data on Educational Institutions (universities and School Systems).
 - IB. IMAGE will utilize existing charts to gauge agencies employment profile. IMAGE will then advise agency of its fundings and make recommendations.
- II. IMAGE will contact all above stated agencies and request affirmative action and upward mobility plans. IMAGE will then review and make recommendations.
- III. IMAGE will contact all agencies and offer recruitment and referral assistance.
- IV. IMAGE will follow thru with 3rd party class action suits against agencies whose employment profile fails to improve within a given time period.
- V. Recruitment efforts will be concentrated more on the technical, para-professional, and semi and non-skilled personnel.
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1975 NATIONAL IMAGE CONVENTION
OFFICIAL RESOLUTION FORM
(NOTE: PRINT OR TYPE)

NAME OF AUTHOR Colonel Leo C. Baca (Ret)
Civil Rights Committee DATE 5 May 1975

IMAGE APPROVAL ACTIVITY

☐ CONVENTION WORKSHOP NAME:

☒ IMAGE CHAPTER NAME:

NEW MEXICO IMAGE

☐ EXECUTIVE BOARD

WHEREAS, The United States Civil Service Commission (USCSC), who was granted enforcement authority over all Federal Agencies in matters regarding EQUAL EMPLOYMENT OPPORTUNITY, by the Equal Employment Opportunity Act of 1972 (Public Law 92-261), has delegated the accomplishment of these functions to the individual Federal Agencies, and

WHEREAS, The said USCSC has failed to adequately enforce Equal Employment Opportunities for minorities, especially The Spanish Speaking, named, to improve their dismal plight in federal employment as evidenced by the lack of significant progress, therefore

Be It Resolved, That IMAGE will direct its efforts to relieve the USCSC of this authority and assign such authority to another entity who will not have vested conflict of interest such as the USCSC.

Be It Resolved, That IMAGE is committed to improving the posture of the Spanish Speaking in federal employment by demanding enforcement of the law - as opposed to the suggestive policies that are currently issued by the USCSC and the ineffective recommendations for action that receive mere lip service in compliance.



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(NOTE: PRINT OR TYPE)

NAME OF AUTHOR Ms. Viola Cruz, Chairperson DATE May 5, 1975
Civil Rights/Legislative Committee

IMAGE APPROVAL ACTIVITY

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(NOTE: PRINT OR TYPE)

NAME OF AUTHOR Mr. Robert M. Cassus, Treasurer

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IMAGE APPROVAL ACTIVITY

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NAME OF AUTHOR Mr. Hector G. Sandoval, Jr. Federal Agencies Representative DATE May 5, 1975

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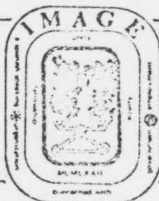
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NAME OF AUTHOR

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Manpower Committee

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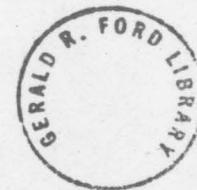
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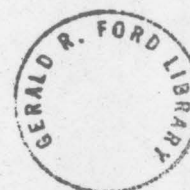
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HOME EDUCATION LIVELIHOOD PROGRAM INC.

933 San Pedro S.E. . Albuquerque, N.M. 87108 . Phone 265-7951

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EXECUTIVE DIRECTOR
933 SAN PEDRO S.E.
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PHONE: (505) 265-7951

RAYO PEREZ
S.W. AREA DIRECTOR
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LAS CRUCES, N.M. 88001
PHONE: (505) 524-3571

AMOS ATENCIO
N.W. AREA DIRECTOR
P.O. BOX 615
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PHONE: (505) 753-7181

EDUARDO RENDON
N.E. AREA DIRECTOR
P.O. BOX 1247
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PHONE: (505) 425-9307

LUPE HERNANDEZ
S.E. AREA DIRECTOR
RT. 1 BOX 120-E
ARTESIA N.M. 88210
PHONE: (505) 748-2516

WILLIE BARBOAN
CX AREA DIRECTOR
% TORREON CO-OP STORE
BOX 1 CUBA, N.M. 87013

LUIS LOVIS
AREA HOUSING CO-ORDINATOR
105 4TH STREET-ROOM 305
ARTESIA, N.M. 88210
PHONE: (505) 746-4837

December 11, 1974

Leo Baca, President
IMAGE of New Mexico
701 Aliso S.E.
Albuquerque, NM

Dear Leo:

I thought I'd take some time and jot down a few of the things I'd like to see IMAGE get involved in.

Due to my geographic "isolation", I cannot be as active in IMAGE as I once was, however, I am still very interested in seeing the concept go forward, and am willing to cooperate in whatever way the chapter can utilize my services.

First of all, I feel that we should concentrate more heavily on recruitment from the lower grades. This is based on two things:

- (1) Heavier concentration of Spanish Surnamed
- (2) Are more apt to need assistance.

I do not mean to exclude the professional or upper grades.

Also I feel IMAGE should become more involved in local (state & municipal) affairs. This would serve a dual purpose; we would become involved with local community groups & people of whom we are all a part, and we would get publicity, thereby enhancing recruitment efforts. I think that if we can demonstrate positive action in many areas instead of just employment, either by liaison with community group or endorsement of their goals etc., members will come flocking in.



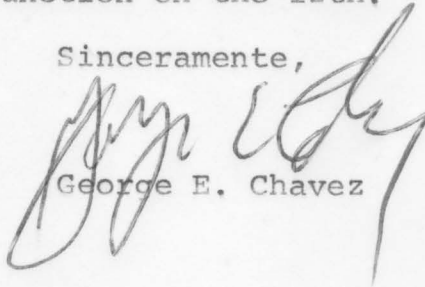
Leo Baca, President
Page 2
December 11, 1974

Somehow I think IMAGE has come to mean an organization of job referrals, like SER or the employment office, to too many people. I think we should concentrate more on the upward mobility of those already employed instead of on "inward" mobility, however we should also continue the other functions.

Interaction and closer ties to National IMAGE should also be emphasized. I think the National Office through Ed Valenzuela is making quite an impact on the Federal Agencies, now would be an opportune time to make a local impact also.

I plan on attending the function on the 12th.

Sinceramente,



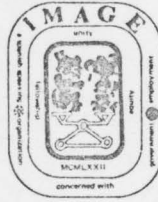
George E. Chavez

GEC:mm



IMAGE NEWSLETTER #1/75

JUNE 75



1. This is the first of our monthly IMAGE newsletters. Please communicate to your National Secretary any items of interest in your area that you wish included in the newsletter. We will work on improving its format in future issues.
2. Since the end of the Kansas City, Mo. IMAGE National Convention your newly elected officers have been busily engaged in the transition and establishment of the organizational and administrative structure as well as the effective communications relationships so fundamental for the success of IMAGE's objectives. Some of these activities include:

Verification and update of all names, addresses, and telephone numbers. It is of the paramount importance that this information be up-to-date. Please review the enclosed IMAGE address list carefully and communicate any error or change at once to your Regional Director and National Secretary.

Ivonne Legarreta is working on some samples for a new IMAGE stationery. The final design selected will be that which conveys the most effective appeal for unity for all Hispanics. The official address of the National IMAGE will be P.O. Box 368, Arlington, Virginia 22210. Interim correspondence will be sent to Regional Directors (you can type your own name, address) until our final letterheads are ready. (New IMAGE brochures will also be created).

Our first National IMAGE Executive Board meeting will take place in Phoenix, Arizona, Saturday, September 6. All National Officers and Regional Directors make plans now to attend. Don Naranjo, President of Phoenix Chapter is planning additional activities. More details will follow.



We are also presently awaiting the transfer of all records from the past National Officers, such as proof of Chapter accreditation, organizing packets, membership cards, financial records, etc. As soon as these records are received they will be acted upon accordingly. We estimate a 30 day transition period before all records can be distributed as appropriate to the responsible officials - including the official minutes of the 1975 IMAGE Convention as recorded by the previous National Officers.

3. As you know, there were some very significant decisions made at Kansas City. The first significant item was the adoption of a 10 Board of Directors Regional Structure that will correspond to the United States Civil Service Commission regional structure. President Chavez would appreciate your ideas on the organizational relationships between the national officers, the states, and the chapters. The second item was the retention of 5 Delegate Votes per state.

4. You are urged to expedite review and voting on the enclosed resolutions and return them at once to the National Secretary for tabulation but no later than 1 July 75 in order to begin acting on them.

5. Preliminary information from the Convention chairpersons indicates the Convention has been a financial success. It will take another month before actual profits are determined. At the National Executive Board meeting held at the Cosmopolitan Hotel on 29 November 74 in Denver, Colorado, the following agreement was made on the division of profits between the National IMAGE and the Kansas City Chapter.

- a. 0 to \$500 Profit to Kansas City Chapter
- b. \$501 to \$2000 Profit split 50% Kansas City
50% National IMAGE
- c. \$2000 plus Profit 75% National IMAGE 25% Kansas City
- d. The following constitutes the National IMAGE Financial position, per Bob Agonia, as of May 1, 1975. (DOES NOT include Kansas City 1975 Convention profits).

FINANCIAL STATEMENT - MAY 1, 1975

INCOME

74/75

Charter Fees	\$1900
Dues	\$4114
L.V. Convention	\$1301.67
	<u>\$7315.67</u>



Account Receivable	\$300
(HUD)	
Expenses	\$2835.12
Bank Balance	\$4,483.55

(-3.00)

Bob Agonia

6. Yvonne Legarreta, National IMAGE Treasurer is proceeding as expeditiously as possible to establish the new financial operating procedures for IMAGE and is awaiting funds transfer (will undergo CPA audit) from Bob Agonia, past National Treasurer. Yvonne requests that all Regional Directors, State and Chapter Chairpersons report their status and activities by quarter - starting NLT 1 July and NLT 1 October, NLT 1 Jan, NLT 1 April thereafter.

New FY 76 national membership dues (\$5.00) are due by 1 July 75. Note: It was clarified at the convention that dues are pro-rated by quarter at \$1.25. Remember, only those individuals who keep their national dues current are recognized by the national IMAGE at national activities. The enclosed IMAGE official address list represents only those chapters who have been officially chartered and paid their dues. This represents the list submitted by Bob Agonia, past National IMAGE Treasurer. Confirmation of this accredited chapter list will be made when National Treasurer Legarreta receives all records and can verify - inspect them.

7. Regional Directors and State Chairpersons are urged to review this official address list and communicate any errors to the National Secretary and/or the National Treasurer for correction. Moreover, it is requested that they actively assist in the recruitment and national accreditation of new chapters under their jurisdiction wishing to join IMAGE. Past IMAGE organizers must work through the Regional and State Officers. The National IMAGE will only officially recognize those Chapters which the National Treasurer certifies as having also complied with the financial provisions of the national Constitution and By-Laws. Regional Directors & State/Chapter Chairpersons must set a goal to communicate at least once a week with each chapter under their jurisdiction.

8. Manuel Trujillo, IMAGE California State Chairman, has announced that an IMAGE State Conference for all California Chapters will take place 28 June 75 in San Diego. Purpose - discuss 1975/76 objectives!

9. The National Conference of Christian and Jews has awarded a scholarship to IMAGE - St. Louis to attend the Human Relations Institute in Mexican Culture at the new campus of the University of the Americas in Puebla, Puebla, Mexico. Richard Sanchez, 2nd VP, St. Louis IMAGE was selected by IMAGE membership to attend and will also lecture on the geography of middle America.

10. The St. Louis Area United States Civil Service Commission, with IMAGE - St. Louis encouragement and participation, has recently completed a comprehensive questionnaire seeking information on compliance with the Spanish Speaking Program by St. Louis Federal Agencies. Twenty Federal Agencies were surveyed representing 15,980 employees. Total Spanish Speaking employment: 124 or .078 of the total workforce. Other details on the USCSC analysis are available as well as responses from the individual agencies. Survey results will serve as a yardstick with which to measure future agency progress in the area.

11. The National IMAGE is most grateful to the 1975 National IMAGE Convention Committee under the leadership of Gilbert M. Sandate, Chairman, Kansas City Chapter and Region 7 Regional Director. Other Committee members were: Elida Cardenas and Juan Gonzalez, Convention Co-chairpersons; members = Angel Navarro, Elizabeth La Cicero, Mike Morado, Dr. L.G. Lopez, Mike Hernandez, Luis Garcia, Rudy Padillo, Jose Diaz, Charlotte Vidarui, and Lionel Dufield. There are many others who should be recognized for their input to the Convention. Future issue of the IMAGE newsletter will give the proper recognition when this information becomes available - particularly those who were responsible for securing the distinguished convention speakers such as:

- a. Elida Cardenas for Mr. Fernando De Baca
- b. Many Carillo, HEW SPPC, and Nancy Porter, HEW Special Assistant to the Secretary for External Relations, for the Honorable Casper W. Weinberger.
- c. Ricardo Gerarkos, USN SPPC, for Mr. J. William Middendorf.
- d. Daniel G. Archuleta, Executive Director for the American Association of Spanish-Speaking Certified Public Accountants and the Forum of National Hispanic Organizations for Ambassador Phillip Sanchez.

12. The IMAGE Skills Bank has received, in writing, full support from every USCSC Regional Director. IMAGE Regional Directors are urged to immediately communicate and work with their USCSC counterparts in implementing concepts - top priority:

- a. Get Hispanics into USCSC registers and Los Angeles SER Skills Bank computerized facility.
- b. Secure funds for full time IMAGE administration at the SER Los Angeles Computing Facility.

Marcelino Gutierrez, San Antonio (512) 221-2385 and Jim Caudillo, San Francisco (415) 556-7290 have been designated as additional Skills Bank Coordinators for Region 6 and 9 respectively, we need



more Regional Coordinators - COMMUNICATE! If you haven't received IMAGE Skills Bank Action Newsletter #2 let us know!

13. Important Action Item for Regional 1 State Chairpersons - there is great concern by some Chapters that IMAGE is not sufficiently involved with local and state governments.

14. International Womens Year begins 1 July 1975. President Chavez will attempt to send an IMAGE representative to the Mexico City conference.

15. President Chavez has already met after the convention with special assistant to the President, Fernando De Baca, subject, substantial expansion of the Spanish Speaking Program - more details will follow.

16. All Regional Directors, State & Chapter Chairpersons are again reminded:

- a. To communicate to your National Secretary any news in your area that you wish passed on nationally in the monthly newsletter.
- b. Verify that all addresses and telephone numbers in the enclosed official IMAGE address list are current - send corrections immediately.
- c. Set a goal to COMMUNICATE with your National Officers and Chapter Chairpersons at least once every 2 weeks.
- d. Suggest how to improve this newsletter. There will be more time to adequately prepare for future issues and a great deal more to report.

17. Buy the July issue of LA LUZ and EL SOL which will report on the IMAGE Convention. Information on support requested by these two Spanish Speaking Publications will follow on future newsletters.

18. Manuel Nieves, Army, SPPC, announced that the Army will soon begin to fill 600 positions as GS-4 Payroll Clerk and GS-9 Budget Officers. For information write:

AL ORTEGA, EEO Officer
Comp McCoy
Sparta, Wisconsin

or call: Many Nieves (202) 697-0919

Su Seguro Servidor,

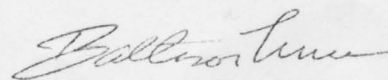

BALTASAR LUNA
Secretary



IMAGE NEWSLETTER #2/75.

JULY 75



1. President Chavez Reports:

a. On June 16, 1975 Pat Serna and I met with Robert Hampton regarding the 3rd party complaint response from Civil Service Commission. It appears that CSC has again taken the position that discrimination does not exist. This time, I presented Mr. Hampton with copies of the sworn testimony (project compliance) where Interior's EEO Director indicated that discrimination does in fact exist. More on this later, we intend to pursue this activity further.

b. We also raised the employment statistics of Civil Service Commission in Denver, Chicago and Atlanta. We indicated to Robert Hampton that CSC also has to move ahead to improve its own house.

c. June 18, 1975 under the auspices and leadership of Jose Arredondo, San Antonio, San Antonio IMAGE, I had a most fruitful visit with commanding Generals of Air Bases in San Antonio.

Discussions centered on the low grade profile that presently exist on the air bases and some considerations for correcting the situation. Even though the employment statistics almost match those of the population of San Antonio, the grade levels are some of the poorest in the entire federal work force. The San Antonio Chapter will be pursuing a corrective course of action.

d. On June 26, 1975 I attended the LULAC National Convention. The convention this year was held in Milwaukee, Wisconsin. Leonard Woodcock, President of UAW and Senator Birch Byah were key noters.

e. New organizational packets and membership identification cards will soon be mailed from the National Office to all regional directors and chapter presidents. A new pamphlet with the new national officers will also be sent to all directors and chapter presidents. Utilize all this material well and provide local support wherever necessary.

f. I am writing a letter to all governors in those states where we have chapters. We intend to also send this up to all states.



g. Communication with the chairperson of the Federal Regional Council, will also be initiated. We intend to communicate with all concerned and we hope to have local chapters follow up with activities.

h. The Virginia Chapter under the leadership of Harry Duany has filed a third party complaint against the Veterans Administration.

i. I am moving ahead in initiating a meeting with Don Edwards, Congressman from California and chairman of Civil Rights Commission, to follow up on proposed hearings on the Hill against Veterans Administration.

j. Continued meetings with Mr. C. De Baca have centered on the Spanish Speaking Program and proposed expansion of this most important program, more on this later.

k. The Dallas Chapter is already planning for the 1976 National Convention. Highlight will be on state, local and municipal government. Raul Castro and or Jerry Apodaca are suggested speakers. The Dallas Chapter is looking for a theme for the 1976 convention. They are asking for all chapters to send their ideas.

l. I will be in Albuquerque, New Mexico to install the officers on July 26, 1975.

m. Proposed Trips -

Las Vegas, Nev. 31 July 1975

Los Angeles, California - 1 August 1975

Utah - Arizona - September 1975

2. Resolution:

As of 16 July 75 the Resolutions Committee has only received ten (10) ballot sheets on the 1975 IMAGE Convention Resolutions. Those chapters who have not returned completed ballots are urged to do so immediately so that the resolutions which are passed can be published and the IMAGE National Office can act upon them.
PLEASE EXPEDITE!!!!

3. Finances:

a. Your National Treasurer and Secretary still have not received detailed records regarding chapter accreditation and membership dues. The enclosed updated IMAGE Official Directory reflects a listing of chapters for which some back-up documentation exists. Other chapters are listed as candidate chapters until back-up documents become available. Yvonne Legarreta is still waiting for back-up financial records. Also, please review the newly revised IMAGE Constitution and By-Laws regarding chapter status. It is recommended that the State, Regional Directors, Executive Board chain of jurisdiction be followed regarding chapter status and accreditation. Remember, your regional director is a member of the National Executive Board. Please refer to Article V, Section I of the national By-Laws.



b. Yvonne Legarreta reports no change in the IMAGE financial posture as reported in the June 75 Newsletter. Moreover, the Kansas City Chapter has requested federal tax exempt status on convention profits. Gil Sandate has also filed for a similar Missouri state tax exemption and is presently waiting for a favorable reply, and consequently there is a delay in determining convention profits.

4. National Dues:

All Chapters and Executive Board members are again reminded that the national per capita assessment for FY76 was due 1 July 75. Note that dues are pro-rated for new members joining chapters after 1 July at the rate of \$1.25 per quarter.

5. State Delegate Votes:

Jose E. Martinez, IMAGE de East Bay, California, Chapter President has recently expressed an honest and valid concern regarding the retention of the 5 delegate votes per state irrespective of the amount of chapters in the state. Specifically, Jose expresses concern that due to the large number of Accredited Chapters in California (and potential new ones) that the distribution of the 5 votes amongst all its chapters effectively and substantially diminishes each chapter's influence at the national level. A similar situation exists in the state of Texas.

There are also Chapter Presidents from States with few chapters that, while they voted for the retention of the 5 delegate votes per state, are nevertheless very concerned that a future compromise, hopefully at the 1976 Convention, will be reached on the matter of an equitable delegate apportionment between small and large states. While the "small" chapter states need the "power in numbers" of the large chapter states, the large chapter states need the numerous talent and expertise that exists in the small chapter states.

6. National Support:

The financial support of the chapters to the National IMAGE must be continued. The activities of our National President Gil Chavez and Past President Valenzuela at the national level is of direct benefit to and in the best interests of the local chapters in terms of direct transmission of IMAGE contacts of National Government leaders (USCSC, HEW, DOD, EEOC, etc.) to the local government agencies with whom local chapters can deal with. Organizing packets, duplicating services, mailing costs, etc., require the financial support of all the chapters. For example, while your Secretary has found interim ways to prepare the directories and newsletters cost free, the monthly newsbulletin and directories cost \$35 to \$40 per issue in mailing costs above.

The recent one time mailer of organizing packets and IMAGE Brochures cost the National Office \$80.00.



Aside of national unity and effectiveness considerations, it would be economically unfeasible for any single chapter to attempt to secure all these services on their own. For example, the St. Louis IMAGE Chapter had absorbed all costs since November 1973 in IMAGE Skills Bank administrative and mailing costs for the sake of national unity, but could no longer afford to do so. The national IMAGE is now absorbing these costs.

7. A correction:

IMAGE de California had a State Conference at Hayward, California on 28 June 75 instead of San Diego as reported in the last month's newsletter. Jose Martinez reports: IMAGE de East Bay had already scheduled a membership drive for the evening of the same date and many of the chapter presidents that attended the state meeting also attended Social Event which was hosted by our Vice-President, Joe Padilla of Hayward. I might add that it was a great success. Our guest speakers were: Agustine Gurule from San Francisco, California, Manuel Trujillo, our State President, and Jim Caudillo, President of IMAGE de San Francisco. IMAGE de East Bay is grateful for their support and assistance.

8. Reminder!!!!

The first IMAGE Executive Board meeting will take place in Phoenix, Arizona on Saturday September 6, 1975. Make plans now to attend!

Laura Dippold, new Phoenix Chapter Treasurer reports that following the Executive Board meeting a Host-Appreciation Dinner for Ed Valenzuela will be held. Governor Castro fo Arizona as well as numerous Hispanic leaders have firm commitments to attend. More details will follow.

9. Congratulations to the following new Chapter Chairpersons:

Dr. Rodolfo Suarez, Miami Chapter
Mr. Rafael Berrios, Cleveland Chapter
Mr. Jimmie Coronado, Dallas Chapter
Mr. Gil Zuniga, Omaha Chapter
Mr. Ralph Degadillo, Phoenix Chapter
Mr. Jim Caudillo, San Francisco Chapter
Ms. Maria Socorro Rodriguez, Seattle Chapter

10. President Ford will very shortly issue a Presidential Proclamation declaring 14 through 20 September as NATIONAL HISPANIC HERITAGE WEEK.

11. Convention Souvenirs

Gil Sandate reports that anyone deserving a souvenir program from the convention should contact the Kansas City Chapter. Program souvenirs are available at \$1.00 per booklet. Write to:

Gil Sandate
IMAGE - Kansas City, Mo.
P. O. Box 13521
Kansas City, Mo. 68101
or call (816) 374-3184



12. IMAGE Skills Bank:

You will notice that the enclosed official IMAGE Address List contains the names and addresses of active outreach coordinators Jim Caudillo and Marcelino Gutierrez.

Enclosed with this packet is also a listing of those individuals designated by the United States Civil Service Commission Regional Directors to help the IMAGE Skills Bank in:

(1) Active Outreach - which should include:

- (a) Help hispanic applicants how to fill 171's
- (b) Hold workshops with local SSP organizations
- (c) Show hispanic community job applicants how to get into the registers.
- (d) Help hispanic applicants to complete SER Data Input Records

(2) Publicity

The IMAGE News Bulletin as well as the IMAGE Directory is also being provided to the USCSC designated reps.

IMAGE Regional Directors, Chapter persons, outreach coordinators are urged to communicate with their USCSC Skills Bank counterparts (and vice versa) and begin applying the IMAGE Skills Bank communications network as reflected in the above referenced directory. Many of these contacts, if not all, have been very instrumental in providing regional support. Some, like Olga Manzano (New York Region), Felix Garza (Dallas Region), and Ernesto Norte (Denver Region) have already published USCSC Regional letters. Please Communicate!!! With each other!!!

As of this writing, numerous local Hispanic organizations are requesting that IMAGE Skills Bank workshops be sponsored by the USCSC. These joint USCSC/Hispanic organization workshops must be scheduled if the Skills Bank is to succeed.

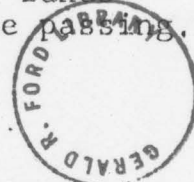
13. 1976 IMAGE Convention Co-Chairpersons:

Hector Flores (214) 749-3846 and Paulina Jacobo (214) 749-1557 are the 1976 Co-chairpersons of the 1976 IMAGE National Convention hosted by the Dallas Chapter. Please contact them for any suggestions and a convention theme.

Hector Flores suggests that the National IMAGE Executive Board hold the December meeting in Dallas in order to insure good advance planning.

14. Convention Date:

As a matter of information, the Greater San Antonio Chapter submitted a resolution calling for holding IMAGE National Conventions in the month of October starting with the 1976 Convention - due to TDY funds considerations. Ballots received to date shows resolution to be passing.



15. National IMAGE Educators Project:

President Chavez and Dr. Luis Ruybalid will meet in San Antonio, Texas August 8-9 with a Mexican-American educators group headed by Dr. A. Valverde of the University of Texas at Austin. The subject of the discussions will be an IMAGE cooperative effort with the office of education on higher education in Texas.

16. Directory Additions:

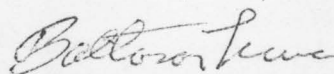
Please correct the enclosed directory:

New IMAGE - Pueblo, Colorado President is:

Mr. Dave Valdez (303) 549-4234
IMAGE - Pueblo, Colorado
1002 North La Crosse
Pueblo, Colorado 81001

17. Albuquerque, New Mexico News:

Col. Leo C. Baca, USAF Ret., Chairperson of the IMAGE - Albuquerque reports the annual IMAGE State Conference will be held the week of 20 - 26 July. Senator Montoya and Leo's brother, White House President Assistant Fernando de Baca will be featured speakers. Gil Chavez will install the new Albuquerque IMAGE officers.

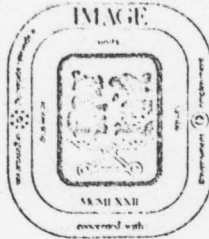


BALTASAR LUNA
National Secretary
IMAGE



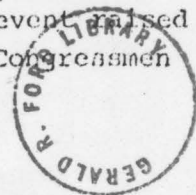
NATIONAL IMAGE NEWSLETTER #3/75

AUGUST 1975



1. President Chavez Reports:

PROJECT COMPLIANCE.... A meeting with Congressman Don Edwards, Chairman of the Civil Rights Committee on the Hill, indicates that Veterans Administration and Civil Service Commission will be brought before that committee in October, the date has not been set....INCORPORATION.... Papers of incorporation have been drawn up and are now being filed in Washington, more details on this later....FLAGRANT ACTION BY DOD.... By now all of you are aware of the Bill Perez situation. IMAGE along with other Hispanic Organizations has asked for a meeting with the Secretary of Defense over the dismissal of Bill Perez, more on this later!....NEW CHAPTERS.... Manuel Trujillo and President Chavez visited Palm Dale on August 1, 1975. The meeting was called by organizer Dora Borjan. Twenty-one persons were present, and through the hard work of Dora and her husband, a charter was started that day. Congratulations and welcome to the IMAGE family!! The New York charter was received in Washington. Boston will have its first meeting in that city in September or October to install its officers.... REQUESTS FOR ORGANIZATIONAL KITS.... The call has come far and wide since the convention. Already requests have come from Huntsville, Alabama; Mississippi; Indiana; Idaho; Muskatine, Iowa; Orlando, Florida; Detroit; Philadelphia; New Jersey; and New York. We still have packets if you need some, but we request that you xerox the copies we sent.... MEMBERSHIP CARDS.... As soon as we receive your membership dues, the National Office will send each chapter membership cards, don't delay send them now!....CONVENTION NEWS.... Start now to build up interest to this most important convention. The date has been set for May 26-29 1976. This year's convention is being held on this date to capitalize on the '76 elections. Next year indication for '77 is that the convention might be held in October or thereabouts....ALBUQUERQUE INSTALLATION.... President Chavez was present at the election of officers for the Albuquerque Chapter and then installed its newly elected officers. Leo Baca was elected for a second term!! This chapter has the making of a front runner!! Congratulations to Leo and all the officers....VISITS... The President has visited with members of the following chapters, since May: San Antonio, Dallas, Denver, Albuquerque, Las Vegas, and the California state President. Trips to the east and northwest are anticipated in the fall....SEPTEMBER 6 MEETING.... Business meeting will take place in the Adams Hotel in Phoenix, starting at 9:00 A.M. and continuing all day....SPECIAL RECOGNITION....The Phoenix Chapter will have a special recognition dinner for past President Ed Valenzuela at the Adams Hotel the night of September 6. Here is an opportunity for all chapters to thank Ed for his hard work with IMAGE. Please send telegrams etc. to Martin Samaniego in Phoenix....VOTE REGISTRATION.... Signing ceremonies, for this most important piece of legislation included the presence of President Chavez along with other Hispanic leaders. A great deal of thanks goes to Manny Fierro for his untiring efforts with this piece of historical legislation....CONGRESO FUND RAISER.... This most important event raised \$10,000. National IMAGE along with other organizations were present. Congressmen



recognized by Congress for their outstanding work on behalf of Hispanic Americans were: Representatives Don Edwards, California; John Rhodes, Arizona; Ed Roybal, California; Herman Badillo, New York; George Mahon, Texas; Shirley Chisholm, New York; and Senator Joseph Montoya, New Mexico... Congress needs our help if it is to survive. Send donations today to: 400 First Street N.W. Washington, D.C. 20001 Any amount will help!....JOBS.... EEOC is looking for legal research assistants for legislation centers in Philadelphia, Chicago, Denver, San Antonio, Atlanta and D.C. contact Joe Mora at (202) 634-6690....DEPARTMENT OF INTERIOR....We have received word that the Civil Service Commission will do an agency wide review of the Department of Interior on August 24, 1975 as a result of IMAGE third party complaint.

2. Finances:

Yvonne Legarreta reminds us to please get our national dues in which were due July 1, 1975. Again, remember that the national assessment is \$5.00 per member. Members must be paid up and certified by the National IMAGE in order to participate in national activities. A formal statement of finances will be made by Yvonne at the National Executive Board Meeting in Phoenix on September 6, 1975.

3. National Executive Board Meeting:

The National IMAGE Executive Board Meeting will be held in Phoenix, Arizona on September 6, 1975 at 9:00 A.M. The location is:

Adams Hotel
N. Central Ave. at Adams
Phoenix, Arizona 85003
Tel: (602) 257-1525
\$21.00 (Single)
\$25.00 (Double)

Call Laura Dippold at (602) 261-3882 for reservations also. Following the meeting a Host Appreciation Dinner will be held for Ed Valenzuela at 7:00 P.M. The Location is:

Del Webb Towne House
100 W. Clarendon
Phoenix, Arizona 85012
Tel: (602) 279-9811

Laura reports the following confirmed Speakers and attendees:

Governor Castro of Arizona
Senator Udall of Arizona
His brother, Ex-Secretary of Interior Stuart Udall
Tony Morales, National Chairman American GI Forum
Manuel Conzalez, National President LULAC
Ricardo Zazueta, National Director SER
Joe Benites, Past National President LULAC
Plus a host of other national and local leaders.

Banquet donation is \$10.00 which will include a top mariachi band. All of Ed's friends are cordially invited to attend!



4. News from IMAGE Harbor Chapter:

Theresa Trujague (Tel: (213) 548-2389), PIO for IMAGE Harbor reports: The Harbor area Chapter of IMAGE, awarded \$150 scholarships to Deborah Torres, of Western High School, Anaheim, California and Michael Garcia of Banning High School, Wilmington, California at a Scholarship Dinner-Dance held on June 21, 1975. The other recipient, Christine Bello of Banning High School, Wilmington, California was unable to be present. Last year's recipients Yvonne Ragel, Lucinda Acuna and Martha Alicia Padilla were also present at the Dinner Dance and received their second year scholarship of \$150. In attendance to personally congratulate the winners was the Honorable Glenn M. Anderson, Congressman, 32nd Congressional District and his District Representative Ann Ramirez. The following new officers and Board of Directors for the Harbor Chapter were installed at the Scholarship Dinner-Dance held on June 21, 1975:

Frank F. Morales	-	President
Louis Hernandez	-	1st Vice-President
Theresa Trujague	-	2nd Vice-President
Mike Loya	-	Secretary
Lenore Three-Stars	-	Treasurer

Board of Directors:

Henry Gonzalez
Jesse Granado
Gustavo Lopez
Joan Mariner
Maria Elena Ramirez
Arturo Rivas

5. 1st New York Chapter:

We now have our first accredited chapter in New York City under the leadership of Ms. Astrid Garcia (212) 264-4983.

6. IMAGE - Kansas City:

The Kansas City Chapter recently held elections: Congratulations to the new officers:

Juan Gonzalez	-	Chairman
Virginia Padilla	-	1st Vice-President
Frank Lomas	-	2nd Vice-President
Rudy Padilla	-	Secretary
Lionell Duffield	-	Treasurer

7. IMAGE Skills Bank:

The following federal agencies have contacted the IMAGE Skills Bank regarding employment opportunities for hispanics:

Internal Revenue Service
United States Department of Agriculture
United States Department of the Interior, Bureau of Mines
Geological Survey
U.S. Energy Research and Development Administration
Department of the Army - Headquarters, US Army Aviation Systems Command



We have proposed to these agencies and the USCSC Dallas Region that they co-sponsor a series of pilot job fairs with local hispanic organizations in the San Antonio area. Included in these proposals was the Bureau of the Census. We recommended a pilot job fair co-sponsored by the Mexican-American Unity Council, the American GI Forum VOP, and the Commission for Mexican American Affairs - all in San Antonio, Texas. The leadership and participation of local organizations such as these is indispensable to the success of the IMAGE Skills Bank. Please let your secretary know if your chapter is interested in co-sponsoring such job fairs with other local hispanic organizations in your areas.

Mr. Thomas G. McCarthy, Seattle Region USCSC has published Seattle Regional letter in support of the Skills Bank. For information call Mr. Robert Franco, SSPC, at (206) 442-5527.

8. Convention News:

Hector Flores (214) 749-3846, co-chairperson of the 1976 National IMAGE Convention, reports that negotiations are under way for a final selection of the Convention facilities. The plans include:

a) "WORKING CONVENTION" with a bare minimum of social and other activities not contributing to IMAGE's objectives.

b) "Job-fairs" conducted by agencies desiring to recruit hispanics.

c) Low cost (\$5.00 or less) lodging for those of us on low budgets.
Much more information to follow in future newsletters.

9. NEDA:

NEDA will help hispanics in business or how to get set up in business - for information write: NEDA National Office
3807 Wilshire Blvd. - Suite 800
Los Angeles, California 90010
or call (213) 388-1131

10. Situations Wanted:

Armando B. Rendon, distinguished Hispanic Author, has suggested a Situations Wanted section to the National Bulletin, which we will begin on experimental basis in this issue. Please forward your resume or short abstract if you wish to be included in future issues. Incidentally, your secretary some time ago had occasion to read Mr. Rendon's Chicano Manifesto, which is highly recommended for an understanding of the current national Hispanic Movement in this Country.

11. 1975 IMAGE Convention Resolutions:

So far only 30% of the Chapters have turned in ballots on the resolutions introduced at the 1975 Convention. A final tally will be made and the results presented to the National IMAGE Executive Board Meeting on September 6, 1975.

12. Adan Benavides reports:

The metropolitan Water District Association in Los Angeles has voted to affiliate with IMAGE.



13. Communications:

Please notify your secretary of any items you wish placed in our newsletter. Be sure to include any change in mailing addresses. Send information to:

Baltasar Luna - Secretary, National IMAGE
Drawer B
St. Louis, Missouri 63111
or call (314) 268-8495

14. Changes to IMAGE Official Address List:

Please revise the 17 July 1975 address list as follows:

Additions:

IMAGE Skills Bank Active Outreach Coordinators (add)

Ms. Ana Sierra (801) 399-6364
507 25th St.
Ogden, Utah 84401

Los Angeles Computerized Facility (Change)

Mr. Tony Macias vs. Joe Tapia

Authors/Communications Media (add)

Armando B. Rendon (202) 332-8917
Author/Journalist
1849 Lamont St. N.W.
Washington, D.C. 20010

Region 2 (New York)
Accredited Chapter: (Add)

Ms. Astrid Garcia (212) 264-4983
IMAGE - New York City, N.Y.
132 Joralemon St.
Apt 5B
Brooklyn, N.Y. 11201

Region 6 (Dallas)

Mr. Jimmie Coronado (214) 749-1841 (Change)
IMAGE - Dallas, Texas
EEOC Dallas Regional Office
1100 Commerce St.
Room 5A4
Dallas, Texas 75202



Mr. Eusebio Contreras (713) 226-5611 (Change)
IMAGE - Houston, Texas
P.O. Box 52965
Houston, Texas 77052

Region 7 (St. Louis)

Mr. Juan Gonzalez (816) 374-2533 (Change)
IMAGE - Kansas City, Mo.
P.O. Box 13521
Kansas City, Mo. 64199

Region 8 (Denver)

Mr. Dave Valdez (303) 544-3566 (Change)
IMAGE - Pueblo, Colorado
1002 North La Crosse
Pueblo, Colorado 81001

Mr. Jose Villareal (Call Manuel Fernandez) (Change)
(801) 399-8384
IMAGE - Weber-Davis, Utah
350 Healy St.
Ogden, Utah 84401

Region 9 (San Francisco)

Mr. Ralph Delgadillo (Call Jaime Lobato) (Change)
IMAGE - Phoenix, Arizona (602) 261-3330
4818 North 79th Ave.
Phoenix, Arizona 85033

IMAGE - Arroyo Grande (Delete)

Region 10 (Seattle)

Ms. Maria Socarro Rodriguez (206) 344-7340
IMAGE - Seattle, Washington
Room E-245
King County Courthouse
Seattle, Washington 98104

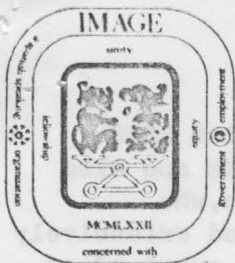
***** SITUATIONS WANTED *****

WRITER-JOURNALIST, noted Chicano author, tops in multi-media knowhow, public affairs, with Masters in Education, seeks academic and/or administrative position in post-secondary institution; has working knowledge of numerous federal programs, Capital Hill and fund-search techniques, wishes to impart same. Write to Armando B. Rendon, 1849 Lamont Street, N.W., Washington, D.C. 20010 or call 202-332-8917. (Ed. Note: Rendon is author of Chicano Manifesto, Macmillan Co., New York, 1971).

Su Seguro Servidor,

Baltasar Luna
BALTA SAR LUNA
Secretary
National IMAGE





IMAGE

A National Organization Concerned With Government
Employment For The Spanish Speaking People

NATIONAL IMAGE NEWSLETTER #4/75
SEPTEMBER 1975

1. National IMAGE Executive Board Meeting:

The National IMAGE Board of Directors met in Phoenix, Arizona on September 6, 1975. Please refer to the enclosed minutes. This issue of the IMAGE Newsletter will be very brief since much of the news is contained in the minutes themselves.

2. IMAGE of Texas State Organization:

Congratulations to the officers of the newly created State of Texas IMAGE Organization: Eusebio Contreras (Houston) State President, Juan Garcia (Austin) State Vice President, Jose Arredondo (San Antonio) State Secretary, and Jimmie Coronado (Dallas) State Treasurer.

3. New Chapters and Officers:

We have a new Chapter in California:
Congratulations to:

Mr. Frank Garcia
IMAGE - Valle de San Fernando, California

Congratulations also to the newly elected officers of IMAGE - Weber-Davis, Utah, under the leadership of Mr. Villareal:

Chairman	-	Joseph R. Villareal
1st VC	-	Frank Montoya
2nd VC	-	Ben Vigil
Treasurer	-	Wilfred Martinez
Secretary	-	Tommy Garcia

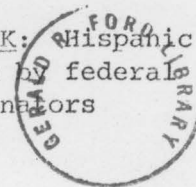
4. Other activities:

PRESIDENT CHAVEZ: President Chavez visited the Boston Chapter on 25 September 75 under the dynamic leadership of Angelita Garcia for the purpose of getting the Chapter fully accredited in the near future...Gil will also be in New York to personally present the IMAGE Charter to Astrid Garcia, Chairperson of the newly accredited IMAGE - New York City. After that President Chavez has future meetings with Dept. of Treasury, Army, Air Force, Navy, & Agriculture on the subject of Hispanic employment within these agencies....**1976 CONVENTION:** Additional Committee members for the 1976 National IMAGE Convention are: Jeff Weis (214) 749-3871, Joe Cano (214) 749-4581 with alternates: Linda Dahlen (214) 749-7224, and Tino Soto (214) 749-1836. Any correspondence relative to the convention should be addressed to:

1976 National IMAGE Convention Committee
1410 Main St.
Suite 1015 DHEW/OCR

Dallas, Texas 75202..... **HISPANIC HERITAGE WEEK:**

Heritage Week was celebrated with numerous proclamations and celebrations by federal agencies through the dedicated efforts of Spanish Speaking Program Coordinators



including Roberto Baldivia, Chairman IMAGE - Ventura California and also SSPC for the Navy in Point Mugu; and Salvador Soliz, 1st VP, St. Louis IMAGE and also SSPC for the Defense Mapping Agency Aerospace Center. Robert Baldivia, who you may remember, helped create the poster "Heritage in Gallantry" used extensively through the country, has also been named the Naval Material Command's outstanding Civilian Spanish Speaking Program Coordinator - Congratulations Roberto!!

NATIONAL DUES: Treasurer Legarreta states that so far only Kansas City, Missouri and St. Louis, Missouri Chapters have paid their national membership dues...1975

RESOLUTIONS: A copy of the adopted resolutions have been sent to Mr. Roberto Anguiano, Director of Bi-lingual Bicultural Coalition on Mass Media asking for his aid and expertise in giving the optimum national publicity to the resolutions in order to maximize their impact on public opinion....

HISPANIC IMAGE WOMEN: Angelita Garcia, IMAGE - Boston, Mass.; Ms. Astrid Garcia, IMAGE - New York City, N.Y.; Ms. Maria Socorro Rodriguez, IMAGE - Seattle, Washington, as the new chairpersons and organizers of their respective chapters in 1975 are proof of the talented leadership inherent in Hispanic women.

5. Defense Mapping Agency (DMA) GS-13 and GS-14 SSPC/FWPC vacancies in Washington D.C.

Your national IMAGE Secretary (DMA Aerospace Center in St. Louis, Mo.) has held the position of national SSPC for the Defense Mapping Agency (DMA) on a part-time basis. His recommendations for a Hq. DMA full time SSPC staffing in Washington D.C. have been approved by Admiral Cramer, Director of DMA. DMA, with Headquarters in Washington D.C., has production centers throughout the United States. The location of these positions is: Defense Mapping Agency, Personnel Office, Building 56, U.S. Naval Observatory, Washington, D.C.

While the two position vacancies are open to all qualified applicants, details of this position are as follows:

Write or call the following for job announcement details and information:

Ms. K. Vitek (202) 227-2125
DMATC Personnel Office
Attn: 20300
6500 Brooks Lane
Washington D.C. 20315

Job Announcement DMA 75-14 dated 17 Sept 75

Close 20 October 75

Grade GS-13, Series 160-13, EEO Specialist for SSPC and/or FWPC

QUALIFICATIONS: EEO Staffing expertise, FWPC and/or SSPC

Job Announcement DMA 75-15 dated 17 Sept 75

Close 20 October 75

Grade GS-14 (or GS-13) Series 201-14, Personnel Management Specialist for FWPC and/or SSPC

QUALIFICATIONS: Personnel classification and staffing, FWPC and/or SSPC

Please give these position vacancies the widest possible publicity in order that a sufficient number of highly qualified hispanic candidates, with a proven record of working for the equality of the Spanish Speaking people, apply for these vacancies.

6. Revisions to IMAGE Official Address List:

Please revise the 17 July 1975 IMAGE Official Address List as follows:
(Revision #2)

Additions

Mr. Frank Garcia (213) 894-8271 X-2618 (New Chapter)
IMAGE - Valle de San Fernando, California
P.O. Box 5231
Mission Hills, California 91345

Changes

2nd Vice-President: Ms. Brunie Laurel (512) 652-5112 (National Officer)
P.O. Box-1699
San Antonio, Texas 78296

Mr. Hary Puente-Duany (202) 447-3720 (Region 3 Director)
24 S. Old Glebe Rd B-3
Arlington, Virginia 22204

Region 2 Director Position Vacant - Delete Ms. Dorcas Vancil

Mr. Edward Valenzuela (602) 261-3882 (Past National President)
201 North Central Ave.
Suite 1450 - Valley Center
Phoenix, Arizona 85013

Mr. Jose R. Villareal (801) 621-3777 (Chapter Change)
IMAGE - Weber-Davis, Utah
1416 N. Highway 91
Ogden, Utah 84404

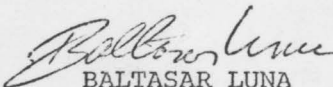
Deletions

Following Chapters are deleted:

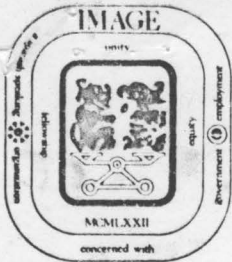
IMAGE - Tempe Arizona Chapter
IMAGE - Long Island, New York Candidate Chapter
IMAGE - Arroyo Grande, California Chapter

NOTE: COMPLETE UPDATED DIRECTORIES WILL BE ISSUED SEMI-ANNUALLY - BE SURE TO KEEP
UP WITH INTERIM CHANGES!

Su Seguro Servidor


BALTASAR LUNA
Secretary
National IMAGE





IMAGE

A National Organization Concerned With Government
Employment For The Spanish Speaking People

September 6, 1975

MINUTES

National IMAGE Executive Board Meeting

The National IMAGE Executive Board Meeting was held in Del Webb Towne House, 100 W. Clarendon, Phoenix, Arizona on September 6, 1975. The following constitutes the official business conducted:

1. Roll Call:

Present

Gilbert Chavez - President
Martin Samaniego - 1st V.P.
Yvonne Legarreta - Treasurer
Baltasar Luna - Secretary
Hary Puente-Duany - Region 3
Carlos Romero - Region 6
Gil Sandate - Region 7
Alex Vigil - Region 8
Adan Benavides - Region 9
Rudy Cruz - Region 10

Absent

Esther Godowski - 2nd V.P.
Jennie Perez - Region 1
Dorcas Vancil - Region 2
Olga Colado - Region 4
Edwin Romero - Region 5

2. QUORUM:

A quorum was declared for the conduct of official business with 10 members of the Executive Board being present. President Chavez announced that he had received and accepted two formal resignations: Ms. Esther Godowski, National 2nd Vice President and Ms. Dorcas Vancil, Director Region 2. The newly accredited New York City Chapter will be responsible for the appointment of a new regional director in Region 2.

3. Minutes:

Minutes from the May 22, 1975 National Executive Board Meeting were not available.

4. Treasurer's Report:

a. Yvonne Legarreta submitted the following balance sheet for IMAGE as of August 26, 1975:

Opening Balance (Initial Deposit on 6/17/75)	\$4,000.00
Deposit on 8/25/75	50.00
	\$4,050.00



Expenditures during period 6/17/75 through 8/26/75

Travel	\$609.01
Printing	977.59
Postage	209.40
Donations	420.00
Bank Expense	6.73
Total Expenditures	<u>\$2,222.73</u>
Balance	\$1,827.27

b. The above balance does not include receipts from the 1975 National IMAGE Convention. Mr. Gil Sandate, Director IMAGE Region 7, submitted a detailed preliminary report on the convention receipts prepared by Mr. Lionel A. Duffield, Treasurer of the Kansas City Chapter. Salient features of this report were:

Income to Date	\$19,002.50
Expenses to Date	<u>13,448.92</u>
Profit to Date	5,553.58
*Additional Projected Income	3,600.00
Total Forecast Profit	<u>\$9,153.50</u>
*Nine (9) Display booths \$400.00 @	

According to the November 1974 Agreement made by the National IMAGE Executive Board and the Kansas City Chapter the income from the Convention will be distributed as follows:

1st	\$500	income	-	Kansas City Chapter
\$500 -	\$2000	income	-	50% National IMAGE-50% Kansas City Chapter
over	\$2000	income	-	75% National IMAGE-25% Kansas City Chapter

		1975 Convention Distributed Income	
		Kansas City Chapter	National IMAGE
(1)	\$9153.58		
	<u>-500.00</u>		
	\$8653.58	\$500.00	0.00
(2)	\$8653.58		
	<u>-1500.00</u>		
	\$7153.58	\$750.00	\$750.00
(3)	\$7153.58		
	<u>x.75</u>	\$1788.39	\$5365.19
	\$5365.19	<u>\$3038.39</u>	<u>\$6115.19</u>

c. Future National IMAGE Convention Income Distribution - Additional discussions centered on the greater requirement for funds for the national office vs. the chapters hosting the conventions. It was the general consensus of the Board that 75% of all proceeds go to the National and 25% to the local chapters on future conventions, starting with the 1976 Convention. It was so moved (unanimous) and seconded (unanimous) Motion Carried.

d. Treasurer Legarreta stated that national membership dues are not being submitted by the local chapters. Since the prime responsibility for chapter and membership accreditation falls within the Treasurer's jurisdiction, the board members present felt that chapter chairpersons must place the highest priority in submitting their national dues in the IMAGE official membership forms, which have been distributed to all chapters. Ms. Legarreta stated the membership cards will be mailed to chapters after dues have been received. President Chavez also pointed out that Article XII.A of the National By-Laws calling for a Quorum of accredited delegates at least one (1) month prior to the Convention will be rigidly enforced.

e. It was explained that the \$420.00 Donation expenses constituted IMAGE's donation to "Salute to Congress", hosted by El CONGRESO. (See National IMAGE Newsletter #3/75) August 1975.

f. A general discussion took place on the subject of National Executive Board members attending Board Meetings at their own expense. It was moved (Martin Samaniego) and seconded (Adan Benavides) that Board Members which would otherwise attend National IMAGE Executive Board Meetings at their own expense should have the lodging accommodations and travel expenses underwritten by the National IMAGE funds. The motion carried unanimously.

5. National IMAGE Newsletter:

a. A discussion took place on the communications effectiveness of the National IMAGE Newsletter. It had come to the attention of many members of the board, including President Chavez, that chapter chairpersons were not disseminating the newsletters to the general membership. It was noted that IMAGE's effectiveness as a national vehicle for bringing equality in employment is dependent on a well informed general membership.

b. In the interim, President Chavez exhorted the Regional Directors to follow-up on the matter of insuring that chapters within their jurisdiction in effect adopt extra measures to communicate and disseminate the National IMAGE Newsletter to all their members.

c. It was the concensus of the Board, however, that the National Secretary should investigate the technical and economic feasibility of mailing the national newsletter to all members who have paid their national dues. Such a report will be made at the next National Board Meeting by the National Secretary.

6. Appointment of 2nd VP for National IMAGE:

a. The resignation of Esther Olivares de Godowski due to illness required the appointment of a 2nd VP to fill the unexpired term of office for this position.

b. The discussions centered on the need for recognizing hispanic women at the National IMAGE level, representation from the Southwest, the requirement for mobility and personal commitment of the candidates.

c. Three candidates were presented:

Ms. Brunie Laurel, IMAGE - San Antonio, Texas
Ms. Paulino Jacobo, IMAGE - Dallas, Texas
Ms. Elsie Sanchez, IMAGE - Washington, D.C.



d. It was the consensus of the board that the candidates should be from the Southwest.

e. The candidates considered for the position by the Executive Board were therefore Ms. Brunie Laurel and Ms. Pauline Jacobo and they were put to a vote.

f. Ms. Brunie Laurel received a 6 to 4 majority of the Executive Board's votes and was declared the new national IMAGE 2nd Vice President.

7. President Chavez's Report:

a. President Chavez talked at length on his numerous activities, many of which have been reported in the National IMAGE Newsletters. Included in his report were his planned visits to the newly organized chapters in New York City and Boston, the status of project compliance, and a recently filed third party complaint against the Veterans Administration by the IMAGE - Virginia Chapter.

b. President Chavez also stated that the Incorporation papers have been filed for the National IMAGE with provisions that will include every accredited chapter as part of the incorporation to include funds - sharing from any grants received. The incorporation cost to IMAGE was the \$12.50 state fee while the legal services of attorney Vernon Gutjahr were donated free of charge to IMAGE.

c. Several individuals in the Washington D.C. area are working with President Chavez on a draft of an Executive Order for an expanded Spanish Speaking Program, which will also include areas other than employment.

8. 1976 National IMAGE Convention:

a. Mr. Carlos Romero, IMAGE Director of the Dallas Region, made a comprehensive report on the search for a site to host 1976 National IMAGE Convention. After an exhaustive search, Mr. Romero recommended the Fairmont Hotel as the one which offered IMAGE the greatest benefits and resources. The Executive Board unanimously approved Mr. Romero's recommendations and the Fairmont Hotel was selected as the Headquarters for the 1976 IMAGE Convention.

b. Details are as follows:

Site: Fairmont Hotel
1609 Ross Ave.
Dallas, Texas 75201
(214) 748-5454

c. Dates of Convention: May 27, 28, 29 - 1976

d. Reservations: Wednesday May 26 thru Sunday May 30.
150 rooms for early arrival and 300 rooms for maximum commitment.
(Plus an additional 100 rooms in reserve. Allocation to be held until two weeks prior to Convention).

e. Daily Rates: Single \$26.00 Double \$38.00
Suites: Parlor and 1 Bedroom \$70.00
Parlor and 2 Bedrooms \$100.00

f. Other Features:

The Hotel will donate:

- (1) One (1) free room to IMAGE for every 50 guest rooms used.
- (2) Will donate \$2000.00 (two thousand) to IMAGE if 300 Rooms are used.
- (3) Will donate 1 large bedroom suite for President Chavez.

g. All meeting display and banquet space as well as the Ballroom will be complimentary.

h. Free transportation from airport to Hotel. Plans call also for 100 Hispanic students from the area to serve as hosts.

i. The emphasis of the Convention will be:

- (1) The conduct of IMAGE Business
- (2) A job fair for interested employers
- (3) Highlight State and local Government

The Board congratulated Mr. Romero and the Dallas Chapter for an outstanding selection!

9. Other Business:

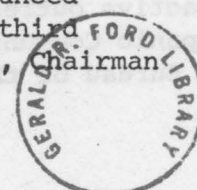
a. President Chavez announced he had appointed Past President Valenzuela and Messrs. Manuel Trujillo, California State Chairman; Hary Puente-Duany, Region 3 Director, and Eusebio Contreras, Texas State Chairman, to develop a formula on state delegate representation that would be acceptable to the "large" and "small" states. Their recommendations will be presented as a constitutional amendment at the 1976 Convention.

b. Mr. Carlos Romero reviewed the Dallas Chapter analysis of the PACE examination. The results so far show that only 17% of Hispanics taking the test are passing the exam compared to 39% for non-minorities.

While recent court decisions ruling on the constitutionality of such tests relative to their inherent cultural bias would not reinforce the desirability of a court suit by IMAGE, a concerted effort to influence public opinion on the unfairness of such tests towards Hispanics would be an alternative approach, Carlos Romero said. The disastrous affect this test is having on Hispanic employment, he added, is reflected in the San Francisco and Seattle "Regions" with only 38 and 1 Hispanic respectively on the PACE registers due to PACE exams.

Some actions the Dallas Chapter is taking include pre-testing counseling of Hispanic Students on the PACE examination in various schools and universities. It was also suggested that a future national IMAGE office for Job Counseling should be considered.

c. Pueblo Request for Third Party Complaint - President Chavez announced that the recent request by Dave Valdez, Chairman IMAGE - Pueblo, Col. for a third party complaint against the Dept. of the Army has been referred to Pat Serna, Chairman of the IMAGE Legal Counsel, for review and action.



d. Convention and Fund Corporations - It was suggested by President Chavez that the feasibility of using a professional Convention and Fund Raising Corporation to maximize fund raising for IMAGE should be investigated. Jose Arredondo, Chairman - San Antonio IMAGE, will prepare a report on the feasibility of IMAGE using the services of such a corporation.

e. Bids for 1977, 1978, and 1979 IMAGE Conventions - Discussions took place regarding Bids for Convention sites after 1976. It was moved (Carlos Romero) and seconded (Yvonne Legarreta) that IMAGE Chapters be prepared to bid for sites of the 1977, 1978, and 1979 Conventions at the 1976 Convention. Motion carried.

f. Arizona Chapter - Don Naranjo, Acting President of the IMAGE - Tempe, Arizona Chapter, was instructed by his membership to transfer the Tempe membership to the Phoenix Chapter, and that the \$50.00 Tempe Charter fee be returned to the Phoenix Chapter.

It was moved (Adan Benavides) and seconded (Martin Samaniego) that such a request be adopted. Motion carried.

g. 1975 IMAGE National Convention Resolutions - The 1975 National IMAGE Convention Resolutions Committee reported that with 30% of the chapters submitting ballots, resolutions that did not receive a majority vote (See Ballot Numbers) were numbers 3, 6, 7, 10, 19, and 26. All others were adopted! Resolutions 8 and 23 and 17 and 29 were redundant but were adopted. The resolution calling for holding the IMAGE National Conventions in the month of October beginning in 1976 also passed. However, current plans are to hold the 1976 Convention in May in order to capitalize on the U.S. National Elections in November 1976.

The Executive Board unanimously approved implementation of those resolutions which passed. A new document entitled, "Adopted Resolutions of the 1975 IMAGE National Convention Held in Kansas City, Missouri - May 23, 24, 25 - 1975", was distributed to all Board Members for dissemination and action within their areas of responsibility.

10. Constitutional Revision:

President Chavez announced the appointment of a three member committee: Messrs. Martin Samaniego, Hary Puente-Duany, and Ms. Paulina Jacobo to review the National IMAGE Constitution and By-Laws and to propose improvement changes for consideration at the 1976 National IMAGE Convention.

11. Conflict of Interest:

Jose Arredondo presented a potential conflict of interest situation wherein an individual holds an EEOO federal position and also an IMAGE office. President Chavez stated he would seek clarification on this matter from Robert Hampton.

12. IMAGE PR Communications:

President Chavez said that the role of a Public Relation (PR) Communications Director for IMAGE would be explored and has named Domingo Reyes as IMAGE Communications Director.

13. IMAGE Skills Bank:

An active outreach 2 day cooperative effort is being planned for the San Antonio Hispanic Community with 7 Mexican-American Organizations, the Dallas Region USCSC, the Bureau of the Census and others. This pilot job information seminar will be

located at St. Mary's University. Some objectives:

- a. Explain the federal mechanism for securing federal employment.
- b. Present areas of specific job opportunities
- c. Secure cooperation and establish mechanism with the Hispanic Community for a good Census count in 1980.
- d. Provide a pilot basis for other such job and census information seminars in the state of Texas and elsewhere.

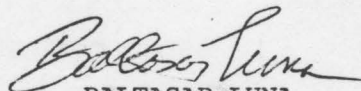
14. IMAGE - Weber-Davis, Utah:

Mr. Jose Villareal, Chairman of IMAGE Weber-Davis was a distinguished visitor of the Board Meeting. Mr. Villareal spoke to the Board at length on the activism of the Weber-Davis Chapter and also on the need to establish effective communications between the national officers and the chapter chairpersons.

15. Adjournment:

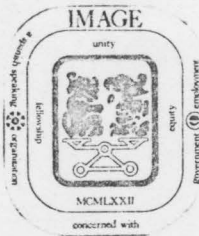
President Chavez commented on the outstanding attendance by the Board of Directors - the meeting was adjourned.

Su Seguro Servidor


BALTASAR LUNA
Secretary
National IMAGE



ADOPTED
RESOLUTIONS
OF THE
1975 IMAGE NATIONAL CONVENTION
HELD IN KANSAS CITY, MISSOURI
MAY 23, 24, 25 - 1975



SUMMARY OF RESOLUTIONS

Resolution Nr.

Brief Summary

- 1 IMAGE should go on record that EEO Officer be outside direct line of civilian personnel administration, and he/she have direct access to Agency head.
- 2 IMAGE influence CSC to institute system of pooled well-trained representatives from which complainants can choose, and that these representatives represent employees only.
- 3 IMAGE go on record to the President of the U.S. that certain agencies appoint Spanish Speaking Program Coordinators.
- 4 IMAGE National Convention be held during October. (Beginning in 1977 due to 1976 being a U.S. election year)
- 5 IMAGE exert all of its resources to bring about equal protection of the law in the enforcement of Equal Employment Opportunity.
- 6 IMAGE actively pursue legislation to empower EEO Commission to direct Agencies to comply with the provisions of the Statutes concerning equal employment.
- 7 IMAGE advise local chapters at least quarterly of the financial condition of the National IMAGE.
- 8 IMAGE establish procedures for the exchange of information through the National Office Newsletter for the common good.
- 9 Committee be established to design organizational flag and membership pin for use by all Chapters.
- 10 IMAGE present an award at their National Convention to the foremost non-Hispanic American to espouse the cause of Hispanic Americans in government.
- 11 IMAGE request and urge that the President and Congress appropriate 300 million dollars to programs serving the needs of the Spanish Speaking community, and that equal protection under the law be provided to Mexican aliens that are being deported.



Resolution Nr.

Brief Summary

- 12 IMAGE initiate action to require all agencies to appoint full time Spanish Speaking coordinators who are bilingual.
- 13 IMAGE work to remove Spanish Speaking Program coordinators from direct supervision of EEO Officers and place them under direction of the Agency's administrative officers.
- 14 IMAGE go on record at this convention to stimulate, promote and organize a National Convention composed of all National Hispanic organizations in May 1980.
- 15 IMAGE National Convention go on record urging extension of Voting Rights Act of 1965 to include all Congressional Districts in the United States with a Spanish Speaking population of 10% and more, and that IMAGE forward a complimentary letter to the Southwest Voter Registration and Education Project in San Antonio for its outstanding work in voter registration and education services.
- 16 IMAGE express opposition to the importation of illegals to this country for the explicit purpose of exploitation and strikebreaking.
- 17 IMAGE go on record opposing the use of the same type of census used in 1970 and to be used again in the 1980 census.
- 18 IMAGE request DOD to recruit and assign Spanish Speaking employees of the U.S. Armed Services to the respective personnel Management Evaluation Offices.
- 19 IMAGE take steps to bring about revision of discrimination complaint system to correct its deficiencies.
- 20 IMAGE work toward revision of the Table of Punishment for discriminatory practices.
- 21 IMAGE National President contact the governors of States with a significant Spanish-speaking population to urge establishment of a Spanish speaking Program Office.



Resolution Nr.

Brief Summary

- 22 IMAGE set aside the sum of \$1 per member from National per capita dues as a contribution for the support and maintenance of El Congresso.
- 23 IMAGE take legal action against CSC to stop certification nationally from the PACE examination.
- 24 IMAGE fulfill its promise of being committed to active participation in State and local government matters.
- 25 IMAGE give technical assistance to their own members and to other Hispanic organizations.
- 26 IMAGE publicize the fact that the Mayor of Kansas City and the Governor of Missouri have been insensitive to Hispanic needs.



RESOLUTION Nr 1

WHEREAS, Little credibility has been given the Equal Employment Opportunity Program in agencies where the Equal Employment Opportunity Officer is placed within the Civilian Personnel Office.

RESOLVED, That National IMAGE will go on record to the U.S. Civil Service Commission that it make it mandatory that the Equal Employment Opportunity Officer be an official who is outside the direct line of responsibility for civilian personnel administration.

RESOLVED, That He/She will have direct and immediate personal access to the Agency head when carrying out his/her equal employment opportunity duties.

RESOLUTION Nr 2

WHEREAS, Adequate representation is essential for fair complaint processing and most complainants cannot afford to pay for qualified services, while management utilizes inhouse resource to represent it.

RESOLVED, That IMAGE influence the CSC and other proper authorities to institute a system which will make available a pool of well-trained representatives at all agency installations from where complainants can choose representatives.

RESOLVED, That these representatives will represent employees only.

RESOLUTION Nr. 3

WHEREAS, The Department of Defense, Department of Commerce, Environmental Protection Agency, and Immigration and Naturalization Service have not seen fit to appoint full time Spanish Speaking Program Coordinators for their Agencies.

RESOLVED, That the National IMAGE will go on record to the President of the United States to take action to ensure that above mentioned Federal Agencies appoint Spanish Speaking Program Coordinators immediately.

RESOLUTION Nr. 4

WHEREAS, Many agencies are short TDY funds toward the end of the fiscal year making it difficult or impossible for many



IMAGE local officials/delegates to attend the National Convention at Government expense in May, even though such attendance is job-related, and would be funded if funds were available.

RESOLVED, That the National Convention be held during the month of October starting with the 1976 Convention.

NOTE: This resolution may become effective in 1977 in order to hold the 1976 convention in May prior to the 1976 U.S. National Elections.

RESOLUTION Nr. 5

WHEREAS, During the time that the Civil Rights Act of 1964 was signed into law the United States Civil Service Commission was charged with the enforcement of Equal Employment Opportunity in Federal employment; and

WHEREAS, upon the enactment of the Equal Employment Opportunity Act of 1972 (Public Law 92-261) which conferred jurisdiction upon the district courts of the United States to provide injunctive relief against discrimination in public employment; and

WHEREAS, there exist a double standard in the enforcement of Equal Employment Opportunity between public employment and Federal Civil Service.

RESOLVED, That IMAGE exert all of its resources to bring about equal protection under the law in the enforcement of equal Employment Opportunity in Federal employment and that such enforcement provide for the investigation of charges of discrimination because of race, color, religion, sex, for National origin in order to make findings of fact and to provide conciliation prior to seeking injunctive relief in District Court.

RESOLUTION Nr. 6

WHEREAS, The Equal Employment Opportunity Commission (EEOC) has experienced extensive delays in obtaining judicial support from the U.S. Department of Justice for the prosecution of agencies refusing to conciliate cases of proven discrimination; and

WHEREAS, the Justice Department has placed such a low priority on such cases as to warrant delays of one to two years, because of overloaded court dockets; and



WHEREAS, the Justice Department has agreed with the EEOC findings on the requirement for prosecution but being unable to do so because of their extensive workload, has referred said cases to the complainant with a recommendation that prosecution be sought through privately acquired legal assistance; and

WHEREAS, the majority of these complainants is unable to proceed because of budgetary limitations.

RESOLVED, That the IMAGE National Office actively pursue the enactment of legislation to empower the Equal Employment Opportunity Commission to direct those agencies refusing to conciliate to comply with the provisions of the U.S. Statutes regarding cases of proven discrimination, and that the EEOC further be empowered to prosecute those agencies which ignore their edicts in the appropriate District Court.

RESOLUTION Nr. 7

WHEREAS, The local chapters have a direct interest in and a partial responsibility for the financial condition of the National IMAGE Office; and

WHEREAS, each individual IMAGE member contributes annually to the National Office.

RESOLVED, Local chapters be advised, not less than quarterly, of the financial condition of the National IMAGE Office, such advice to be provided in formal financial statements; and

RESOLVED, that such statements include a balance sheet showing total assets, liabilities and capital of the National IMAGE Office; and

RESOLVED, that such statements include a schedule of revenue and expenses showing total revenues and sources of revenues, as well as total expenses by classes of such expense, i.e., publicity, travel, salaries, printing, supplies, entertainment, etc.; and

RESOLVED, that such expenses be supported by a line itemization of each expenditure; and

RESOLVED, that individual members be advised, not less than semi-annually, of the financial condition of the National IMAGE Office, such advice to be provided by publications of the National IMAGE Office Financial Statements in the local chapter Newsletter or as otherwise appropriate; and



RESOLVED, that supporting itemization need not be published for individual members.

RESOLUTION Nr. 8

WHEREAS, Local IMAGE chapters are individually striving for methods to improve their effectiveness; and

WHEREAS, some individual chapters have made substantial breakthroughs in providing assistance to governmental units, countering discrimination, obtaining governmental funding, providing services to members and to the public, developing effective working relationships with governmental units, etc.

RESOLVED, That the National IMAGE office establish a standard procedure for the exchange of information and ideas through the National Office Newsletter, so that local chapters may use this information and assistance in their operation.

RESOLUTION Nr. 9

WHEREAS, IMAGE is now a nationally recognized and viable organization; and

WHEREAS, IMAGE must continue to promote its objectives and in so doing conduct public meetings, maintain personal contacts with the news media and governmental units; and

WHEREAS, the formal display of the IMAGE emblem would enhance the organizational solidarity of IMAGE at all these functions.

RESOLVED, That a committee be established to design an organizational flag and membership pin depicting the IMAGE emblem, and that the designs selected by the committee be adopted for use by all chapters in the National Organization to insure standardization of size and color throughout.

RESOLUTION Nr. 10

WHEREAS, There are leaders in government, not Hispanic-Americans, who contribute their influence, time and effort to the cause of Hispanic Americans in government.

RESOLVED, That the National IMAGE present an award, to be named later, to the foremost of these leaders during the National IMAGE convention; and



RESOLVED, that the selection of the person to receive the award be the responsibility of the National Executive Board from nominations from the separate chapters.

RESOLUTION Nr. 11

WHEREAS, This nation has been established by a cross-section of immigrants from all parts of the world; and

WHEREAS, this government has recently appealed for public sentiment and consideration regarding the Vietnamese refugees; and

WHEREAS, Millions of public dollars are currently being allocated for the plight of the above mentioned refugees; and

WHEREAS, there is an inconsistency in the application of justice by this government as it applies to those desiring immigration to this country; and

WHEREAS, millions of Spanish Speaking Americans who have for years had active and participative interest in this country have been deliberately alienated and castigated by this system.

RESOLVED, that IMAGE immediately request and urge that the President and Congress appropriate three-hundred million dollars to those programs serving the needs and interests of the Spanish Speaking Community; and

RESOLVED, that IMAGE urge the President that equal protection under the law be provided to all Mexican aliens that are being deported, along with those residents and citizens of Hispanic ancestry that are being discriminated and exploited.

WHEREAS, civil rights and equal employment opportunity laws have been enacted to correct discriminatory practices.

RESOLVED, that National IMAGE contact the governors of every State in the Union urging that they take immediate steps to implement action plans to improve the employment of Spanish Speaking at all levels of state government.

RESOLUTION Nr. 12

WHEREAS, There are areas in the United States with large Spanish Speaking populations, and



WHEREAS, There are few existing full time Spanish Speaking Coordinators in these areas, and

WHEREAS, The Spanish Speaking Program is designed and concerned with employment problems as they relate to government Spanish-Speaking employees and/or applicants, therefore

RESOLVED, That IMAGE initiate action to require all agencies appoint full time Spanish-Speaking coordinators where serious deficiencies exist and that Coordinators be bilingual and bicultural.

RESOLUTION Nr. 13

WHEREAS, The creation of the Spanish Speaking program was the result of the failure of EEO officers to address themselves to the needs of the Spanish Speaking people in employment, and

WHEREAS, the majority of EEO officers represent other ethnic backgrounds, and

WHEREAS, subordination of Spanish Speaking program coordinators to EEO officers who have already failed in addressing the needs of the Spanish Speaking would only serve to weaken the thrust of the Spanish Speaking program, and

WHEREAS, subordination of Spanish Speaking program coordinators to EEO officers does not improve the management of the program and only serves to maintain the current high grade structure of EEO officers in the light of upcoming Civil Service Commission grade audits, therefore

RESOLVED, that the Spanish Speaking program coordinators be removed from under the direct supervision of the EEO officers and be placed directly under the supervision of the Agencies Administrative officers.

RESOLUTION Nr. 14

WHEREAS, There is a need to mobilize all four sociopolitical organizations to impact upon this country's efforts to satisfy the needs of the Spanish Speaking.

RESOLVED, that the 1975 National IMAGE Convention go on record as one of the national goals to stimulate, promote, organize a National Convention composed of all the National Hispanic Organizations in May 1-7, 1980; and



RESOLVED, that the President appoint a steering committee to initiate the preplanning process and report back to the state IMAGE Chapters within 30 days of this resolution's adoption.

RESOLUTION Nr. 15

WHEREAS, Spanish Speaking Americans constitute the second largest minority group in the United States; and

WHEREAS, only 23% of the Spanish Speaking eligible population participated in the 1974 Congressional election, and

RESOLVED, that the 1975 National Convention of IMAGE go on record urging the extension and expansion of the Voting Rights Act of 1965 to include all Congressional Districts in the United States with a Spanish Speaking population of 10% and more. In conjunction, that National IMAGE send letters to all Senators and Congressional persons who represent such districts urging them to vote on the passage of such an extension and expansion of the Voting Rights Act of 1965.

RESOLVED, that National IMAGE endorse in full spirit of brotherhood and cooperation, the efforts of those Spanish Speaking organizations participating in voter education and registration projects.

RESOLVED, that in conjunction with the above endorsement, that National IMAGE forward a complimentary letter to the Southwest Voter Registration and Education Project in San Antonio for its outstanding work in the voter registration and education services.

RESOLUTION Nr. 16

WHEREAS, The problem of illegal aliens as it affects agricultural labor reached catastrophic proportions this past year; and

WHEREAS, immigration laws are too stringent as they affect the Western Hemisphere, in that the laws do not allow for immigration of entire families into this country; and

WHEREAS, in European countries entire families are allowed to immigrate as an entire unit to avoid the tragedy of separated families,

BE IT RESOLVED that IMAGE express opposition to the importation of illegals to this country for the explicit purposes of exploitation and strikebreaking; and

RESOLVED, that IMAGE urge that a penalty be imposed on individuals, be they employers, growers, labor contractors or whatever, for the importation of illegals for those purposes; and

RESOLVED, that IMAGE urge that those illegals who have immediate family members such as children or spouses, who are U.S. Citizens, would be granted amnesty.

RESOLUTION Nr. 17

WHEREAS, The U.S. Bureau of Census methodology and data collection process contributed to a significant undercount of persons of Spanish Speaking background as reported by the U.S. Commission on Civil Rights, April, 1974 report, Counting the Forgotten, and

WHEREAS, the U.S. Bureau of Census again is planning to use the same methodology and data collection process, the same plan for distribution of questionnaire without questions to identify persons of Spanish Speaking background, or questionnaires in Spanish or bilingual for its respondents, and the utilization of sufficient number of workers with Spanish Speaking background for the coming 1980 census, therefore

BE IT RESOLVED, that IMAGE go on record as opposing the use of the same type of Census use in 1970 to be used again in the 1980 Census for reason stated above.

BE IT RESOLVED, that the U.S. Bureau of Census change the said deficiencies of the 1970 Census that undercounted the Spanish Speaking background population for the 1980 Census count.

RESOLUTION Nr. 18

WHEREAS, the various Personnel Management Evaluation offices within the Department of Defense which oversee and evaluate field Civilian Personnel Offices' compliance with Public Law and DOD directives aimed at providing special emphasis for the Spanish Speaking are staffed in such a way that Spanish speaking evaluators are not visible among the various evaluation teams, and

WHEREAS, credibility depends on visibility,

BE IT RESOLVED, that IMAGE request the DOD to recruit and assign Spanish speaking employees of the U.S. Army, Air Force and Navy to the respective Personnel Management Evaluation offices, and



BE IT RESOLVED, that IMAGE establish a follow up program and request quarterly data on composition of each Personnel Management Evaluation team and track the increase or decrease of Spanish Speaking visibility among these teams, tracking to be kept up for two years.

RESOLUTION Nr. 19

WHEREAS, the discrimination complaint system is the vehicle by which employees and applicants for employment in the Federal Government can seek equal employment opportunity and upward mobility,

WHEREAS, the discrimination complaint system is presently deficient and not adapted to minority use in that: (1) the complainant does not have the financial resources to enable a comprehensive and effective presentation and hearing of his complaint: (2) in contrast, the resources of the Agency are limitless at the cost of the taxpayers - use of attorneys and counsels from its Office of the General Counsel, use of experts in personnel matters from its Office of Personnel, and clerical and other support staff from its staff - and, in addition, the Agency has the advantage from the beginning by having control of the complainant; (3) the Agency does not conduct fair and equitable discrimination complaint proceedings by playing the part of the second party and historically trying to prove that discrimination does not exist in its ranks: (4) in using its resources for this purpose, the Agency also provides those services and resources to the person(s) accused of committing the discriminatory act(s) and who, in fact, are the accused party. However, these free services and resources are not provided to the complainant by the Agency.

WHEREAS, if the complainant fails to comply with any of the suspense dates, as outlined by the discrimination complaint procedures, or to bypass part(s) of the established procedure, his/her right to pursue his/her discrimination complaint is terminated. On the other hand, if the Agency, although given ample time to resolve the matter, fails at any time to comply with the established deadlines, it does not lose its right to dispose of the case at will except when so ordered by a Civil Court.

WHEREAS, if the discrimination complaint concerns upward mobility, the Agency freezes any promotion actions for the complainant, until the complaint is resolved.



WE, THEREFORE RESOLVE: that the discrimination complaint system is not fair and equitable to the complainant and should be revised and modernized to correct its deficiencies. We further resolve that any revision of the discrimination complaint system should include the following remedies:

- a. the Agency, in conducting discrimination complaint proceedings, assure a disinterested party-investigative role rather than a defensive attitude which negates the principle of the complainant being the victim,
- b. the Agency accept the responsibility for proven discriminatory acts against its employees,
- c. the Agency provide an attorney from outside the Agency for the complainant when the Agency is represented by an attorney,
- d. the Agency provide access to the complainant to an outside-the-agency personnel officer if the Agency is being represented by a personnel officer,
- e. the Agency provide clerical services to the complainant,
- f. the failure to meet deadlines in the process be made equally damaging to both parties - if the Agency fails to meet deadlines set by the discrimination complaint procedures, they should accept the remedy proposed by the complainant, and,
- g. promotion actions, if the complainant is qualified, should not be frozen by the Agency while the complaint is being processed.

RESOLUTION Nr. 20

WHEREAS, Managers found guilty of discrimination usually get off easy under the Table of Punishment because it is normally a first offense and the wrist-slapping is ineffective in stopping discriminatory acts,

RESOLVED, that IMAGE insist that the Table of Punishment be changed to read: "Anyone found guilty of discrimination will be dropped from consideration for promotion, even if it is a first offense, second offense means dismissed."

RESOLUTION Nr. 21

WHEREAS, IMAGE is concerned with the employment of Spanish-speaking citizens at all levels in the Federal, State, County and local governments.



WHEREAS, IMAGE is also concerned with all issues which affect the Spanish-speaking community,

WHEREAS, there is a significant Spanish-speaking population in most States,

WHEREAS, there are no Spanish-speaking Program offices at the State level to address the needs of the Spanish-speaking community in most States,

RESOLVED, that the National President of IMAGE, identify and contact the Governors of those States with a significant Spanish-speaking population to urge the establishment of a Spanish-speaking Program Office.

RESOLUTION Nr. 22

WHEREAS, El Congreso, lobby organization formed to serve and promote the legislative and political interests of the Nation's Spanish-speaking, has proposed and assisted in the development of legislation that has greatly enhanced our Nation's Hispanic citizens, and although morally concerned Hispanic organizations and memberships has a need for a sound and continuing monetary base,

RESOLVED, that IMAGE set a precedent for national organizations by and for our Nation's Spanish-speaking,

RESOLVED, that a sum of one dollar (\$1.00) per member of IMAGE from National per capita dues be set aside per annum as a contribution for the support and maintenance of El Congreso.

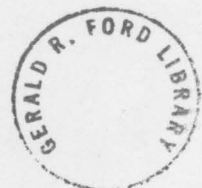
RESOLUTION Nr. 23

WHEREAS, Preliminary data gathered at the Dallas Region, Los Angeles area office and other areas, shows that PACE has discriminatory effects against Hispanics.

RESOLVED, that the Executive Board of IMAGE take legal action against CSC, such as an injunction, or whatever action is necessary to stop certification nationally from the PACE examination by July 30, 1975.

RESOLUTION Nr. 24

WHEREAS, An IMAGE organization has been chartered in Austin, Texas



WHEREAS, the Austin Chapter plans to include a large number of State, city and county employees of approximately 8000 SSN employees in Austin

WHEREAS, IMAGE has indicated an interest in encouraging and including these employees in their organization

RESOLVED, that National IMAGE fulfill its promise of being committed to membership and active participation from State and local government by adopting a strong policy statement in the matter, by involving itself in State and local government matters through programs such as Project Compliance, by endeavoring to place persons from State and local government on decision making convention committees and by appointing state and local level coordinators from each state to advise the National President on ways and means to enhance State and local government employee participation in IMAGE.

RESOLUTION Nr. 25 (Translated from the Spanish)

WHEREAS, the problem of the Hispanic people is more than employment,

WHEREAS, IMAGE has excess resources and great expertise in programming,

WHEREAS, there exists a great vacuum of credibility within such organization and the membership of IMAGE

RESOLVED, that IMAGE, since it has obtained the great degree of sophistication and capacity, extend her strength and proposals to include in its extension of S.S. and supplement the efforts of the Hispanic organizations who need the technical assistance of IMAGE.

RESOLUTION Nr. 26

WHEREAS, this National organization has drawn prominent individuals in government such as the Secretary of HEW, Admirals, etc.; the Special Assistant to the President, and the Ambassador to Honduras for it's convention,

WHEREAS, the National Organization has recognized Kansas City as a focal point,

WHEREAS, The Mayor and Governors of Kansas and Missouri have failed to consider (this group) as a priority area to respond to.



RESOLVED, that the National Organization of IMAGE shall publicize the fact that the Mayor, Governors, etc., have been insensitive to Hispanic needs and any organization political or otherwise disregard this area for future meetings until the mayor publicly presents a formal policy in regards to the Hispanic community and recognize the needs and interest of this American Group.

