

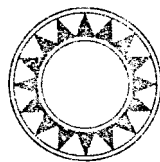
The original documents are located in Box 28, folder “Republican National Hispanic Assembly Meeting, 1975/12/11 (1)” of the Robert T. Hartmann Files at the Gerald R. Ford Presidential Library.

Copyright Notice

The copyright law of the United States (Title 17, United States Code) governs the making of photocopies or other reproductions of copyrighted material. Gerald Ford donated to the United States of America his copyrights in all of his unpublished writings in National Archives collections. Works prepared by U.S. Government employees as part of their official duties are in the public domain. The copyrights to materials written by other individuals or organizations are presumed to remain with them. If you think any of the information displayed in the PDF is subject to a valid copyright claim, please contact the Gerald R. Ford Presidential Library.

Spanish Speaking Program

A College Recruitment Sources Booklet



JANUARY 6, 1975



Developed by the
U.S. Civil Service Commission
Office of the Spanish Speaking Program



SPANISH SPEAKING RECRUITMENT SOURCES

Table of Contents

I. Introduction and Background	1
II. Establishing a Recruiting Program; and Tips on Recruitment	3
III. Census Data	6
IV. Colleges and Universities	7
V. Junior Colleges Offering Associate Degrees	13
VI. Spanish Language Newspapers, Journals, Magazines	15
VII. Radio Stations Broadcasting in Spanish	21
VIII. Spanish-Speaking Organizations	23
IX. Spanish-Speaking Consulting Firms	33
X. Television Stations with Spanish Programs	36

Office of the Spanish Speaking Program
U.S. Civil Service Commission
Washington, D.C.
January 6, 1975

PART I. - INTRODUCTION

This Spanish Speaking Recruitment Sources Booklet was developed by the Office of the Spanish Speaking Program, of the U.S. Civil Service Commission, to assist Federal agencies in assuring that Spanish-speaking persons have equal opportunity to be considered in Federal employment recruitment efforts.

While the President's Spanish Speaking Program has been directed toward assuring equal Federal employment opportunities for Spanish-surnamed Americans, recruitment efforts in some cases have not been carried out because of misconceptions on the part of some that Spanish-speaking persons were not pursuing various academic fields. This booklet, therefore, is intended to be used in tapping recruitment sources of Spanish speaking Americans in connection with overall agency recruitment efforts.

The booklet is divided into eight major areas:

- o Tabular (census) Data
- o Colleges and Universities
- o Junior Colleges Offering Associate Degrees
- o Spanish Language Newspapers and Supplements
- o Radio Stations Broadcasting in Spanish
- o Televisions Stations with Spanish Programs
- o Spanish-American Organizations
- o Spanish-American Consulting Firms

We would like to call attention to the area on Colleges and Universities. Learning institutions having significant enrollments of Spanish-surnamed students are featured together with the academic fields offered, plus the general availability of Spanish-speaking students in the particular institutions.

We encourage the reproduction and distribution of this booklet.

BACKGROUND

The Second Largest Minority Group

In January 1974, the U.S. Census Bureau reported that as of March 1973, there were 10.6 million Spanish origin people in the United States as compared to 9 million in 1970. In the revised count, there were 6,293,000 Mexican Americans; 1,548,000 Puerto Ricans; and 733,000 persons of Cuban origin.

The Spanish-speaking are the fastest growing minority group in the United States. Over 7 million Spanish-speaking are located in 40 metropolitan areas throughout the country. Their percentage in the population of these metropolitan areas ranges from slightly over 3% in Honolulu, to more than 85% in Laredo, Texas. Cities in the midwest, the northeast and the southeast have been experiencing significant increases in their Spanish-speaking population.

Spanish-speaking persons have skills that are needed in the public service, but these skills have not always been fully utilized.

Special Employment Concerns

Special employment concerns of the Spanish-speaking usually stem from particular kinds of barriers. Arbitrary height and weight requirements have blocked many Spanish-speaking persons from the opportunity to compete for certain positions. Language has also been an obstacle in finding employment. In some cases bilingual ability, rather than serving as an advantage, has been interpreted by some employers as a disadvantage. "Accent, even though not job related, has been considered by some as being a disqualifying factor. Sometimes there is simply a lack of information on how to compete for public employment, or what rights individuals have if they believe they have been discriminated against in matters of employment. The end result is that some Spanish-speaking persons have been hesitant to compete in examinations for public employment though they may be highly qualified. Aggressive affirmative recruitment efforts, therefore, are sometimes necessary to attract Spanish-speaking persons to pursue occupations for which they are qualified.

PART II. - ESTABLISHING A RECRUITMENT PROGRAM

A good first step in fashioning a recruitment program would be a review of traditional staffing and recruitment practices to identify and correct those which may act as artificial barriers in providing equitable opportunities to all persons, including Spanish-surnamed applicants. As part of its overall equal employment opportunity responsibility, each public agency should make a critical review of its employment practices with particular attention given to assuring that:

- o positions which can be reengineered and filled at a trainee level are not being routinely filled at the journeyman level;
- o work experience is given adequate consideration in job qualification requirements and formal education is not overemphasized;
- o positions which actually call for ability to speak Spanish are filled by persons with knowledge of the Spanish language; and
- o recruitment and referral practices are designed to tap Spanish surnamed resources where significant numbers of Spanish-speaking persons are available.

TIPS ON RECRUITING THE SPANISH-SPEAKING

Where appropriate, recruitment teams should include members who are Spanish-speaking and who have knowledge of Spanish-surnamed recruiting sources. Agencies should work with and furnish recruitment literature to organizations which have frequent contacts with Spanish-speaking individuals and which can provide recruitment assistance, such as neighborhood associations and Spanish language organizations. Continuing relations should be established with schools - secondary, college, business, or specialized - which have large numbers of Spanish-surnamed students. For example, a large number of Spanish-surnamed persons are found in junior colleges. Many who receive Associate of Arts degrees are lost from the usual four-year college recruitment system. Recruitment efforts at the junior college level then would tap a large number of Spanish-surnamed students for trainee and technical jobs. Part-time and summer employment should not be overlooked in constructing an effective recruitment program for the Spanish-speaking.

Recruitment is the heart of any effort to assure equal employment opportunity for the Spanish-speaking. To assure that Spanish-speaking students, faculty and the community generally get the word and the message, you can do such things as:

- o Plan recruitment efforts in cooperation with the Civil Service Commission area offices holding eligibility lists for the jobs for which the agency is recruiting. Area offices can provide material assistance in carrying out your affirmative action program.

- o Contact field Spanish Speaking Program coordinators in advance. They are in touch with minority student groups, generally have access to local skills files, and can provide good recruitment leads in the community.
- o Participate in career days, job fairs, and similar programs
- o Contact Spanish-speaking student groups or minority fraternities and sororities in advance of campus recruitment visits;
- o Place Spanish language advertisements in campus newspapers or other similar media announcing the visit;
- o Assist in career counseling programs;
- o Provide information on "stay in school" programs;
- o Provide summer employment opportunities to high school and college teachers from schools serving Spanish-speaking students to give them an understanding of the public service which they can pass on to their students;
- o Attend meetings of Spanish-speaking groups and clubs, churches veteran's organizations and professional organizations and societies which may be sources of Spanish-speaking candidates;
- o Use peer recruitment whenever possible. This is generally the most effective recruiting tool;
- o Identify bilingual positions and those which interface with the public in areas of Spanish-speaking concentration;
- o Emphasize upward mobility opportunities. The Spanish-speaking may not be aware of their long range opportunities in the public service. Be certain that the Spanish-speaking understand that Federal (and public) jobs are filled on the basis of merit;
- o Consider whether appointing a coordinator of Spanish-speaking efforts would be desirable in your setting;
- o Spanish language radio stations can be particularly effective for timely contact with the largest number of Spanish-speaking; and
- o Don't rely on written correspondence to establish contacts. Personal face-to-face meetings are far more productive.

A FEW REMINDERS

- o Remember that recruiting is not always accomplished by planned, concentrated efforts. It is often done in job-to-job and day-to-day situations. It is important to be aware of vacancies as they occur and make certain that information reaches the Spanish-speaking community.

- o There should be only one equal employment opportunity program applicable to all persons. Within this program, necessary steps must be taken to assure that Spanish-surnamed individuals have a full and fair opportunity to compete with their fellow Americans for employment and advancement in the public service.
- o Do not ask college placement offices to selectively refer minority group members for interview. Such action would violate Title VII of the Civil Rights Act of 1964 as amended as it relates to non-discrimination in Federal employment, and compliance by Federally assisted colleges and universities would violate Title VI of the statute. College placement offices are service organizations whose clientele is the total student body or graduating class. As a representative of the Federal Government and your agency, you should make sure that all interested students do have the opportunity to be interviewed.
- o Recruitment representatives should follow the same principles of good recruitment and interviewing practices that are applicable to all students. They should be prepared to explain the agency's EEO programs. Spanish-speaking students will be interested in knowing what the agency is doing to carry out the President's Spanish Speaking Program, primarily for indications of what they can expect in terms of fair treatment in assignments, developmental opportunities, and advancement. As with any student, however, the most important consideration is likely to be the work itself, and it is unwise to dwell on EEO activities unduly--i.e. in more detail or at greater length than what the student is interested in.
- o The role of junior colleges in the recruitment of Spanish-surnamed Americans should not be overlooked. The largest percentage of Spanish-surnamed American students are found in junior colleges. Many who receive Associate of Arts degrees are lost from the four year recruitment system. California has approximately 3.1 million Spanish-surnamed Americans and a large number of the junior colleges in the country. Recruitment efforts at this level would tap a large number of Spanish-surnamed students with eligibility for the Junior Federal Assistant Examination. These colleges and this examination, then, present the agency with a good opportunity for recruiting Spanish-surnamed Americans into the Federal service.

PART III. CENSUS DATA: SPANISH-AMERICANS (As of March 1973)

Persons of Spanish Origin: 10,577,000

Breakdown by origin:

Mexican-Americans.....	6,293,000
Puerto Ricans.....	1,548,000
Cubans.....	733,000
Central and South Americans.....	597,000
Other Spanish.....	1,406,000

States with largest concentrations:

California.....	3,100,000
Texas.....	2,190,000
New York.....	1,458,000
Illinois.....	687,000
Florida.....	502,000
New Jersey.....	464,000
New Mexico.....	387,000
Arizona.....	357,000
Colorado.....	272,000
Puerto Rico.....	2,800,000

PART IV. COLLEGE RECRUITMENT SOURCES FOR THE SPANISH AMERICAN

Approximately 12,000 Spanish Americans graduated from colleges and universities throughout the United States in 1973. Their majors and percentage of the total are as follows:

Agriculture and related fields	0.5
Business and Commerce	15
Education	18
Architecture and Engineering	6
Industrial and Fine Arts	6
Mass Media Communications	0.5
Mathematics and Physics	4
Languages	10
Law	1
Natural Sciences	5
Nursing and Medicine	5
Physical Sciences	1
Pharmacy	2
Social Sciences	19
Other	7
	<hr/> 100.0

This booklet provides direction to the college recruiter in terms of opportunity by college major. Colleges and universities having more than 25 graduates, or 100 students enrolled with a Spanish surname have been listed. The degrees offered by those institutions are depicted by letter codes, (codes are explained on the next page) and an opportunity code from 1 to 5, reflecting the general probability of finding qualified candidates.

STRUCTURE:

Colleges and Universities: Educational institutions are listed by state. For institutions comprised of several campuses, the name of the campus having a concentration of Spanish Americans is in parenthesis.

The codes for curriculum are general:

CODE MEANING:

- A Agriculture (General), Agricultural Business, Agronomy
- B Business and Commerce
- C Communications, Journalism, Radio and TV
- D Architecture or Engineering
- E Education
- F Physical Sciences (Chemistry, Geology, Geography)
- G Social Sciences (Economics, Political Science, Anthropology)
- H Medicine (Doctorate)
- I Industrial or Fine Arts
- J Languages

- K Pharmacy
- L Law (J.D. or LL.B.)
- M Mathematics and Physics
- N Natural Sciences (Biology, Biochemistry, Earth Sciences)

For specific majors or specialized fields, the following can be used as references:

- o Higher Education. Earned Degrees Conferred: 1969-70 (National Center for Educational Statistics. HEW. GPO. SN. 1780-0827).
- o The College Blue Book, 1969-70. Degrees Offered, by College. (13th ed. CCM Information Corp. Vol 5)

The listing also indicates "opportunity codes", which are based on the Spanish-surnamed enrollment at a particular educational institution as of 1972/1973.

OPPORTUNITY CODES:

- | | |
|---------------|---|
| 1 (Limited) | 100 to 250 students, or 25 to 50 Spanish-speaking graduates |
| 2 (Fair) | 251 to 500 students, or 51 to 100 Spanish-speaking graduates |
| 3 (Good) | 501 to 1,150 students, or 101 to 250 Spanish-speaking graduates |
| 4 (Very Good) | 1,151 or more students, or 251 to 500 Spanish-speaking graduates |
| 5 (Excellent) | 2,501 or more students, or 501 or more Spanish-speaking graduates |

NOTE: Users of this booklet should bear in mind that enrollments of Spanish speaking, particularly in areas of heavy Hispanic concentration are beginning to grow beyond what the present available data shows. Recruiters, should begin to lay groundwork now, because as the numbers increase so will the results of their efforts.

AL	Jacksonville State Univ.	BC GH JK	1
AZ	Arizona State Univ.*	ABCDEFGH IJKLMN	3
	Northern Arizona Coll	C EFG I MN	4
	Thunderbird Graduate Sch.	BC J	2
	Univ. of Arizona*	ABCDEFGH IJKLMN	5
AR	Univ. of Arkansas (Main)*	ABCDEFG LJK MN	2
CA	California State Coll.		
	(Bernardino)*	B G J M	2
	(Fullerton)	BC FG J MN	3
	(Hayward)	B FG J MN	2
	(Long Beach)	BCD G LJ MN	3
	(Los Angeles)	BCDE G LJ MN	4
	(Stanislaus)*	BCE G LJ	1
	California State Poly Coll.	ABCDE MN	2
	California State University		
	(Chico)	BC E G LJ	1
	(Fresno)	BC E G LJ	3
	(Long Beach)*	BC E G LJ	4
	(Los Angeles)*	BCDEFGH IJKLMN	5
	(Northridge)*	BC E G I	4
	(San Diego)*	BCDEFGH IJKLMN	4
	(San Jose)	BC E G LJ	2
	(Sacramento)	BC E G LJ	2
	Fresno State Coll.	ABC EFG LJ MN	4
	St. Mary's College of Calif.	G LJ N	1
	Loma Linda Univ. (La Sierra)	ABC E GHLJK MN	1
	Loyola Univ.	B E G LJ LM	2
	Reedley College	B EF I N	1
	Stanford Univ.	BCDEFG IJKLMN	2
	Univ. of California		
	(Davis)*	A DEFG LJ MN	2
	(Berkeley)*	ABCDEFG LJ LMN	3
	(Los Angeles)*	BCDEFG LJ MN	4
	(Riverside)	EFG LJ MN	2
	(San Diego)*	CD G MN	2
	(Santa Barbara)	EFG LJ MN	3
	University of California		
	(Irvine)*	BC E GHIJKLMN	2
	(San Francisco)	H	1
	University of San Francisco*	B E GH J LMN	1
	Grossmont College	F I M	1
CO	Adams State Coll.	BC E G I MN	2
	Colorado State Coll.	E GHI MN	2
	Colorado State Univ.*	ABCDEFG LJ MN	2
	Metropolitan State Coll.*	B DE G LJ M	3
	Southern Colorado State*	BC EFG LJ M	3
	University of Colorado (Main)*	BCDEFGH IJKLMN	4
DC	Catholic University	BCDEFG LJ MN	1
	Georgetown University	B G J L N	2
	George Washington Univ.*	BCDEFGH IJKLMN	1
FL	Florida Atlantic Univ.	B EFG LJ MN	1

* Participates in Cooperative Education Program

	Barry College	B E J LMN	1
	Florida International Univ.	BCDEFG IJ MN	2
	Florida State Univ.*	ABCDEFGH IJKLMN	1
	University of Florida*	ABCDEFGH IJKLMN	2
	University of Miami	BCDEFGH IJKLMN	4
	Univ. of South Florida*	B DEFG IJ MN	2
	University of Tampa	B E G IJ	2
GA	University of Georgia*	ABC EFG IJKLMN	1
IL	Chicago State Coll.	B EFG I N	1
	DePaul University*	B EFG J LM	1
	Devry Inst. of Tech.	CD	1
	Illinois State Univ*	ABC E G IJ MN	1
	Loyola University*	E GH IJKLMN	1
	Northeastern Illinois Univ.	BCE G IJKLMN	1
	Northeastern Illinois State University of Illinois*	E	1
	(Chicago Cir.)	B DEFG IJ MN	2
	(Urbana)	ABCDEFGH IJ LMN	1
IN	Indiana State Univ.*	BC EFG I MN	1
	Indiana University (Bloomington)	BC EFGH IJKLMN	2
	Purdue Univ.*	B DE GH MN	3
	St. Joseph Coll. (Calumet)*	C E G I	1
	Notre Dame Dulac Univ.	CDEFG IJ LMN	2
KS	Univ. of Kansas	BCDEFGH IJKLMN	1
	Washburn Univ.	B E IJ M	1
	Wichita State Univ.	BCDEFG J M	1
LA	Louisiana State Univ.* (Baton Rouge)*	ABCDEFGH IJK MN	1
	(New Orleans)*	B DEFG MN	1
	Loyola University*	BC EFG MN	1
	Northeast Louisiana State Coll	ABC EFGH IJK MN	1
	Southeastern Louisiana Coll	ABC EFG IJK MN	1
	Tulane Univ.	BCDEFGH IJKLMN	1
	Univ. of Southwestern LA *	ABCDEFGH IJ MN	1
MD	Frostburg State Coll	EFG IJ M	1
	Univ. of Maryland (Main)*	ABCDEFGH IJK MN	2
MA	Atlantic Union Coll.	B E J M	1
	Boston Coll.	B E G M	1
	Boston State Coll.	EFG LM	1
	Boston University*	C G	1
	Univ. of Massachusetts*	BC E G IJKLMN	1
MI	Michigan State Univ.*	ABCDEFGH IJK MN	1
	Wayne State Univ.*	B DEFGH IJKLMN	1
	Central Michigan Univ.	BC E G IJKLMN	1
	Western Michigan Univ*	ABCDEFGH IJ M	1
MN	Univ. of Minnesota (Minneapolis- St. Paul)*	AB DEFGH IJ LMN	2
MO	Central Missouri State Coll.	ABC EFGH IJ MN	1
	Northeast Missouri State Coll	AB EFGH IJ MN	1
	Univ. of Missouri (Columbia)*	ABCDEFGH IJKLMN	2
	(Kansas City)*	B DEFG IJKLM	1
	(St. Louis)*	B E G J M	1

* Participates in Cooperative Education Program

	St. Edwards Univ.*	B E G J M	1
	St. Marys Univ.*	B FG LM	4
	Sam Houston State Coll.*	ABC EFG IJ MN	1
	Southern Texas State Coll.	ABC EFG IJ M	3
	Southwest Texas State Univ.*	BC EFG IJKLMN	3
	Southwestern	B DE G IJ N	3
	Stephen F. Austin State Univ.*	B G J MN	1
	Sul Ross State Univ.	ABC EFG IJ MN	3
	Texas Agricultural/Mech Univ.*	ABCDEFG MN	2
	Texas Agricult./Indus. Univ.*	ABCDEFG I MN	4
	Texas Christian Univ.	B E G J MN	1
	Texas Technical Univ.	ABCDEFG IJ LMN	2
	Texas Women's Univ.*	BC E GHIJ M	2
	Trinity Univ.	BCDEFG J M	1
	University of Corpus Christi	B E LJK M	1
	University of Texas		
	(Arlington)*	B D FG IJ M	2
	(Austin)*	BCDEFG IJKLMN	4
	(El Paso)*	BCDEFG IJ MN	5
	University of Houston*	BCDEFG LJK MN	3
	Univ of Texas (Medical Branch- Galveston)	H	1
	West Texas State Univ.*	B EFG IJ MN	3
UT	University of Utah*	BCDEFGHIJ MN	2
	Weber State Coll.*	BC EFG IJ MN	1
WA	University of Washington*	BCDEFGHIJKLMN	1
PR	University of Puerto Rico		5
	(Rio Piedras)	B EFGHIJKL N	5
	(Cayey)	EFG I N	5
	(Mayaguez)	AB D G IJ N	5
	College of the Sacred Heart	E G I N	5
	Catholic University at Ponce	B EFG L N	5
	Central University-Bayamon	B E G N	5
	Interamerican University	BC EFG I N	5
	World University	BC EFG I N	5

* Participates in Cooperative Education Program

NC	Univ. of No. Carolina	B E G IJ N	1
NV	Univ. of Nevada (Las Vegas)*	B DEFG J M	1
NJ	Jersey City State Coll.	C EFG J MN	2
	Montclair State Coll.*	E G IJ MN	1
	Newark College of Engineering	D	1
	Rutgers University		
	(Brunswick)	ABCDEFGH IJK MN	1
	(Newark)	FGH M	1
	St. Peters Coll.*	B G I M	1
	Seton Hall Univ.*	BC E G I LM	1
NM	Coll. of Santa Fe	B E G I	4
	Eastern New Mexico Univ.		
	(Main)	ABC EFG IJ MN	2
	(Roswell)	B D F I M	3
	New Mexico Highlands Univ.*	BC E G IJ M	5
	New Mexico State (Main)*	ABCDEFGH IJ MN	4
	Univ. of Albuquerque *	B E G IJ M	4
	Univ. of New Mexico*	BCDEFG IJK M	5
	Western New Mexico Univ.	B E G IJ M	4
NY	Academy of Aeronautics	I	1
	CUNY		
	(Lehman)*	E G I	2
	(Baruch)*	B E G M	1
	(Brooklyn)*	C EFG IJ M	2
	(City)*	CDEFGH IJ M	3
	(Hunter)*	B EFG IJ M	3
	(Queens)*	C EFG IJ M	1
	Columbia Univ. (Main)	BCDEFGH IJ LMN	1
	Cornell Univ. (Main)	AB DEFGH IJ LMN	1
	Fordham Univ.*	B E G IJ LM	2
	Ladycliff Coll.	E J M	1
	Long Island Univ		
	(Brooklyn Center)*	BC E G K M	1
	(CW Post)*	B DEFG IJ M	1
	Manhattanville Coll.	E G IJ MN	1
	Mercy Coll	G J	1
	Pace Coll.*	BC E G J M	1
	Pratt Institute	I	1
	Rochester Institute of Tech.*	BCD F I M	1
	St. Johns University*	B E G IJ KLMN	1
OH	University of Toledo	BCDEFG IJ KLM	1
OK	Oklahoma State Univ.	AB DE J MN	1
PA	Pennsylvania State Univ. (Main)	ABCDEFGH I MN	1
	Temple Univ. (Main)*	BC EFGH IJ KLMN	1
SC	Clemson Univ. (Greenville)*	A DEFG MN	2
TX	Angelo State Univ.*	BC E G J M	1
	Dominican Coll	E J	2
	Incarnate Word Coll.	B E G IJ M	2
	Lamar State Coll. of Tech.*	B DEFG J M	2
	North Texas State Univ.*	BC EFG IJ M	1
	Our Lady of the Lake Coll.*	BC E G IJ M	4
	Pan American Coll.*	B E I M	5

* Participates in Cooperative Education Program

PART V. - JUNIOR COLLEGES OFFERING ASSOCIATE DEGREES

AZ		CA	
Arizona Western College	2	San Joaquin Delta College	5
Central Arizona College	2	San Jose City College	4
Cochise College	3	Santa Ana College*	2
Eastern Arizona College	1	Santa Barbara City College	3
Gendale Community College	2	Santa Monica City College	2
Mesa Community College	2	San Bernardino Valley College	4
Pima College	4	Southwestern College*	3
Phoenix College	3	Skyline College	2
Yavapai College	1	Ventura College	3
		West Valley College	3
CA		CO	
Allan Hancock College	2	Aims College	2
Antelope Valley College	1	Community College (Denver)*	2
Bakersfield College	4	Otero Jr. College	1
Cerritos College	3	Pueblo State Community Coll.	4
Citrus College	3	State Center Jr. College District	3
City Coll of San Francisco	4	Trinidad State Jr. College	2
Coast Community College	3		
College of the Sequoias	3	CT	
Compton College	2	Norwalk Community College	1
Contra Costa College	2		
Cuesta College	2	FL	
DeAnza College	1	Broward Jr. College*	1
Diablo Valley College	2	Florida Keys Community College	1
El Camino College	3	Hillsborough Jr. College	2
Fresno City College	4	Miami Dade Jr. College*	5
Fullerton Junior College	3	Palm Beach Jr. College	1
Gavilan College	2	St. Petersburg Jr. College	1
Glendale College	2	Santa Fe Jr. College	2
Grossmont College*	2		
Hartnell College	3	IL	
Imperial Valley College	3	Chicago City College (Loop)	2
Los Angeles City College:		Chicago City College (Wright)	1
East*	5	Joliet Jr. College	1
Harbor	3	Olive Harvey College	1
Pierce	2		
Tr. Tech	5	LA	
Valley*	3	Delgado College	1
City*	4		
Merced College	3	NJ	
Modesto Jr. College	2	Essex County Community College	1
Moorpark Jr. College	3		
Mount San Antonio Coll*	4	NM	
Orange Coast Jr. College	5	New Mexico Military College	1
Pasadena City College	2		
Rio Hondo Jr. College	5	NY	
Riverside City College	2	Boro of Manhattan Community Coll.	3
Sacramento City College	3	Bronx Community College	3
Saddleback Comm. Coll Dist	1	Hostos Community College	2
San Diego City College	2	Kingsborough Community Coll.	1
San Diego Mesa College*	2		

* Participates in cooperative education program

Junior Colleges Offering Associate Degrees.

NY

New York City Community Coll	3
Staten Island Community Coll	1
Suffolk Community College	2

OR

Portland Community College	1
----------------------------	---

TX

Bee County College	2
DelMar College	3
Eastfield College	1
El Paso Community College	3
Galveston College	1
Laredo Jr. College	3
Lee College	1
San Antonio College	5
San Jacinto College	1
St Phillips College	2
South Plains Jr. College	1
South Texas Jr. College	1
Southwest Texas Jr. Coll	3
Texas Southmost College	4
Victoria College	1
Wharton City College	1

UT

Utah Tech Coll at Salt Lake	1
-----------------------------	---

WA

Seattle Central Community Col	1
Yakima Valley College	1

WI

Milwaukee Tech College	1
------------------------	---

PART VI. - SPANISH LANGUAGE NEWSPAPERS

AZ	El Sol	Phoenix	W
CA	Don Quixote	San Jose	BW
	El Hispano	Sacramento	W
	Grafica	Hollywood	BM
	La Opinion	Los Angeles	D
	Paladin	San Jose	BW
	Post	Berkeley	W
CO	Costilla County Free Press	San Luis	W
DC	El Periodico	DC	W
FL	Diario Las Americas	Miami	D
	La Gaceta	Tampa	D
IL	El Manana	Chicago	W
	Northwest Independent News	Chicago	W
NJ	La Nacion	Elizabeth	W
NM	El Hispano	Albuquerque	W
	El Independiente	Albuquerque	W
	News	Santa Fe	W
	Rio Grande Sun	Espanola	W
	Sage	Santa Fe	M
	Taos News	Taos	W
	Times	Bernardillo	W
NY	El Diario La Prensa	NYC	D
	El Mundo Nuevo	NYC	BW
	El Tiempo	NYC	D
	Espana Libre	NYC	BM
PA	La Voz Hispana	Philadelphia	BM
PR	El Dia	Ponce	D
	El Imparcial	San Juan	D
	El Mundo	San Juan	D
TX	El Continental	El Paso	D
	El Porvenir	Mission	BW
	El Sol	Dallas	W
	La Verdad	Corpus Christi	W
	Times	Laredo	D

JOURNALS/MAGAZINES

NATIONAL MAGAZINES

CO	La Luz	Denver	M	(English)
DC	Agenda	Washington D.C.	Q	(English)
	Nuestro	Washington D.C.	M	(English)
NY	ABC de las Americas	New York	M	(Spanish)
	Temas	New York	M	(Spanish)

REGIONAL/LOCAL JOURNALS, MAGAZINES

CA	America	Colma	BW	
	Aztlan	Los Angeles	Q	
	Chicano Community Newspaper	Los Angeles	W	
	Chicano Student Movement	Los Angeles	BM	
	Grafica	Hollywood	BM	
	El Grito	Berkeley	Q	
	El Mundo	Oakland	W	
	Raza	Los Angeles	M	
	Regeneracion	Los Angeles	(10 editions per year)	
	La Razon Mestiza	Los Angeles	M	
CO	Gallo	Denver	M	
FL	Adelante	Orlando	M	
	Nuestra Lucha	Immokalee	M	
	Zig-Zag Libre	Miami	W	
IL	El Informador	Chicago	W	
	Lado	Chicago	M	
	The Rican	Chicago	Q	
LA	Siempre	New Orleans	BM	
MO	Entrelíneas	Kansas City	Q	
NY	Unidad Latina	New York	BW	
TX	Chicano Times	San Antonio	BW	

In addition, the following list, developed by the Internal Revenue Service, of Spanish language press enterprises can serve as a cross-reference or supplement.

Spanish Language Press

North-Atlantic Region

News Editor
Semanario Hispano
Publicitaria Hispam Corp.
P.O. Box 313
Boston, Mass. 02134

News Editor
La Prensa Grafica
Lay-Juan Enterprises, Inc.
100 High St.
Hartford, Conn. 06103

News Editor
El Orientador Comercial
5914 Bergenline Ave.
West New York, N.Y. 10001

News Editor
El Diario La Prensa
181 Hudson St.
New York, N.Y. 10011

News Editor
El Disco Revista
135 West 23rd St.
New York, N.Y. 10011

News Editor
Industrial World En Espanol
386 Park Avenue, South
New York, N.Y. 10016

News Editor
El Mundo
41 East 42nd St.
New York, N.Y. 10017

News Editor
Arriba Newsletter
210 W. 50th St.
New York, N.Y. 10019

News Editor
Extra
1674 Broadway
New York, N.Y. 10019

News Editor
Justicia
1710 Broadway
New York, N.Y. 10019

News Editor
Temas
352 W. 44th St.
New York, N.Y. 10036

Mid-Atlantic Region

News Editor
El Crisol
3306 Bergenline Ave.
Union City, N.J. 07087

News Editor
La Voz
P.O. Box 4441
Union City, N.J. 07087

News Editor
El Orientador Comercial
5914 Bergenline Ave.
West New York, N.J. 07093

News Editor
La Tribuna De North Jersey
81 Garrison St.
P.O. Box 902
Newark, N.J. 07101

News Editor
La Nacion Americana
563 South Broad St.
Elizabeth, N.J. 07202

News Editor
La Voz
649 Maple Ave.
Elizabeth, N.J. 07706

News Editor
National Council of La Raza
1025 15th St. N.W.
Washington, D.C. 20006

News Editor
Noticiero Obrero Norte-
americano
A.F.L.-C.I.O. Building
815 16th St. N.W.
Washington, D.C. 20006

News Editor
The Intowner
P.O. Box 6150
Washington, D.C. 20044

Southeast Region

Cruzada Spanish Publications
P.O. Box 1269
Homestead, Florida 33030

News Editor
El Camagueyano
P.O. Box 5164
Miami, Fla. 33101

News Editor
Alerta
1384 W. 23rd Court
Miami, Fla. 33125

News Editor
Vanidades
2180 S.W. 12th Ave.
Miami, Fla. 33129

News Editor
Sucesos
984 W. Flager St.
Miami, Fla. 33130

News Director
Florida Latin News
1015 N. American Way
Suite 111
Miami, Fla. 33132

News Editor
Rece
21 Bell's Building
1784 W. Flagler St.
Miami, Fla. 33135



Southeast Region (Cont'd)

News Editor
Resumen Aip
2267 S.W. First St.
Miami, Fla. 33135

News Editor
Salud Publica
P.O. Box 117
Riverside Station
Miami, Fla. 33135

News Editor
Show Time
P.O. Box 773
Riverside Station
Miami, Fla. 33135

News Editor
Diario Las Americas
2900 N.W. 39th St.
Miami, Fla. 33142

News Editor
El Triunfo
P.O. Box 543
Tamiami Station
Miami, Fla. 33144

Cruzada Spanish Publications
P.O. Box 387
Miami, Fla. 33163

News Editor
Nuestra Lucha
110 N.W. 5th Ave.
Del Ray Beach, Fla. 33444

News Editor
La Gaceta
P.O. Box 5536
Tampa, Fla. 33605

Central Region

Naftail Rodriguez
Lorain Journal
Lorain, Ohio 44052

News Editor
Random Notes
Council LCRW
Victory Noll Box 109
Huntington, Indiana 46750

New Editor
The Spanish Speaking Info. Ctr.
Newsletter, El Centro Info.
5013 N. Saginaw
Flint, Michigan 48505

News Editor
El Renacimiento
P.O. Box 465
Lansing, Michigan 48902

Midwest Region

News Editor
La Guardia
635 South 5th St.
Milwaukee, Wisc. 53204

News Editor
Adelante Raza
La Raza, Inc.
1825 N. McDonald Street
Appleton, Wisc. 54911

El Informador
1510 W. 18th St.
Chicago, Ill. 60608

News Editor
Noticias
1348 W. 18th St.
Chicago, Ill. 60608

"Accion Express"
Chicago Tribune
435 N. Michigan Ave.
Chicago, Ill. 60611

News Editor
Diario Nueva York
1532 East 71st St.
Chicago, Ill. 60619

News Editor
El Puertorriqueno
1478 North Milwaukee
Chicago, Ill. 60622

News Editor
La Opinion
1579 N. Milwaukee Ave.
Chicago, Ill. 60622

El Tiempo
2875 W. Cermak Road
Chicago, Ill. 60623

News Editor
El Excelsior de Chicago
4650 N. Kedzie Ave.
Chicago, Ill. 60625

News Editor
Vocero Latino Americano
4757 N. Broadway
Chicago, Ill. 60640

News Editor
Chicago-San Juan Newspaper
2949 W. Armitage Ave.
Chicago, Ill. 60647

News Editor
Adelante
2019 Summit St.
Kansas City, Mo. 64108

Southwest Region

News Editor
El Sol De Texas
801 Core Street
Dallas, Tex. 75207

News Editor
El Sol
2518 Navigation Blvd.
Houston, Tex. 77003

News Editor
Lulac News
2518 Navigation Blvd.
Houston, Tex. 77003

News Editor
Compass
1209 Egypt Street
Houston, Tex. 77009

News Editor
Paso Newsletter
1631 Latexo St.
Houston, Tex. 77009

News Editor
Laredo Times
1404 Matamoros St.
Laredo, Tex. 78004

Southwest Region (Cont'd)

News Editor
El Deguello
P.O. Box 37094
San Antonio, Tex. 78206

News Editor
Inferno
719 Delgade St.
San Antonio, Tex. 78207

Magazin
P.O. Box 37345
San Antonio, Tex. 78237

News Editor
Notas De Kingsville
520 N. 7th Street
Kingsville, Tex. 78363

News Editor
El Universal
816 Furman
Corpus Christi, Tex. 78404

News Editor
La Trompeta
905 24th St.
Corpus Christi, Tex. 78405

News Editor
La Verdad
910 Francesca St.
Corpus Christi, Tex. 78405

News Editor
El Eco
605 Calle Sur Gue
McAllen, Tex. 78501

News Editor
Trompeta
905 24th Street
Corpus Christi, Tex. 78506

News Editor
El Tiempo
683 W. Main St.
Raymondsville, Tex. 78572

News Editor
The Texas Observer
504 W. 24th St.
Austin, Tex. 78705

News Editor
Novedades News
827 South Main
Del Rio, Tex. 78840

News Editor
Loa Voz Del Los Llanos
1007-A Ave. G
Lubbock, Tex. 79402

News Editor
Revista Catolica
1407 East Third St.
El Paso, Tex. 79901

News Editor
El Continental
909 East San Antonio St.
El Paso, Tex. 79902

News Editor
El Fronterizo
909 East San Antonio St.
El Paso, Tex. 79902

News Editor
El Mexicano
909 East San Antonio St.
El Paso, Tex. 79902

News Editor
Ahora
P.O. Box 458
Center, Colorado 81126

News Editor
El Grito Del Norte
Box 386, Fairview St.
Espanola, N. Mex. 87532

News Editor
El Grito Del Norte
Box 486, Fairview St.
Espanola, N. Mex. 87532

News Editor
Espanola Valley News
Espanola, N. Mex. 87532

News Editor
Santa Rosa News
Mr. Silver Chavez, Drawer P
300 Corona Ave.
Santa Rosa, N. Mex. 88435

News Editor
El Independiente
P.O. Box 429
Albuquerque, N. Mex. 87103

News Editor
El Independiente
114 Grand Ave. N.W.
Albuquerque, N. Mex. 87101

El Hispano
P.O. Box 2201
Albuquerque, N. Mex. 87103

Western Region

News Editor
El Sol
P.O. Box 1448
Phoenix, Arizona 85001

News Editor
El Arizoneze
104 S. Scott Ave.
Tucson, Arizona 85701

News Editor
El Sol
109 S. Scott Ave.
Tucson, Arizona 87501

News Editor
El Mexicano Newspaper
1662 Cordova
Los Angeles, Calif. 90007

News Editor
Comercio
Mexican Chamber of Commerce
125 E. Sunset Blvd.
Los Angeles, Calif. 90012

News Editor
Libreria Mexico
311 South Broadway
Los Angeles, Calif. 90013

News Editor
La Opinion
1436 South Main St.
Los Angeles, Calif. 90015

News Editor
East Los Angeles Tribune
4928 Whittier Blvd.
East Los Angeles, Calif. 90022

Western Region (Cont'd)

News Editor
Aztlan - Chicano Journal of The
Social Sciences
405 Hilgard Ave.-U. of Calif.
Los Angeles, Calif. 90024

News Editor
20 de Mayo
1176 Glendale Blvd.
Los Angeles, Calif. 90026

News Editor
Spanish Media Services
6515 W. Sunset
Los Angeles, Calif. 90028

News Editor
La Raza
P.O. Box 31004
Los Angeles, Calif. 90031

News Editor
Mexican American Sun
319 N. Soto St.
Los Angeles, Calif. 90033

News Editor
Grafica
705 N. Windsor Blvd.
Hollywood, Calif. 90038

News Editor
Orbe News Service
705 N. Windsor Blvd.
Hollywood, Calif. 90038

News Editor
La Prensa De Los Angeles
822 N. Van Ness
Los Angeles, Calif. 90038

News Editor
Mas Grafica
5723 Melrose Avenue
Los Angeles, Calif. 90038

News Editor
Comercio
Mexico Chamber of Commerce
7559 Santa Monica Blvd.
Los Angeles, Calif. 90046

Carta Editorial
Regineracion
Francisca Flores
P.O. Box 4157 T.A.
Los Angeles, Calif. 90051

News Editor
Carta Editorial
P.O. Box 4157
Los Angeles, Calif. 90054

News Editor
Belvedere Citizen
3590 E. First St.
Los Angeles, Calif. 90063

News Editor
El Espectador
559 Chester Place
Pomona, Calif. 91766

Ideal
P.O. Box 21
Coachella, Calif. 92236

News Editor
El Chicano
1257 N. Mt. Vernon
Colton, Calif. 92324

El Malcriado
P.O. Box 62
Keene, Calif. 93531

News Editor
El Sol
P.O. Box 81
Salinas, Calif. 93901

News Editor
America
2448 Mission St.
San Francisco, Calif. 94110

News Director
New Mission Nueva
2204 Bryant St.
San Francisco, Calif. 94110

News Editor
Mecha Chicanismo
Stanford Univ.
Palo Alto, Calif. 94304

News Editor
El Tiempo
4000 Broadway
Oakland, Calif. 94611

News Director
El Mundo
2973 Sacramento St.
Berkeley, Calif. 94702

News Editor
La Prensa Libre
2973 Sacramento St.
Berkeley, Calif. 94702

News Editor
El Grito
P.O. Box 9275
Berkeley, Calif. 94719

News Editor
Berkeley Post
2973 Sacramento St.
Berkeley, Calif. 94720

News Editor
El Eccentrico
274 Terraine Street
San Jose, Calif. 95110

News Editor
The Forumeer
14849 E. Hill Dr.
San Jose, Calif. 95127

News Editor
The Healdsburg Tribune
P.O. Box 517
Healdsburg, Calif. 95448

News Editor
El Hispano Americano
630 Ninth St.
Sacramento, Calif. 95818

Richard Flores
Silent Minority Speaks, Inc.
5751 Ortega St.
Sacramento, Calif. 95820

News Editor
Opportunity News
Valley Migrant League
P.O. Box 128
Woodburn, Oreg. 97071

PART VII. - RADIO STATIONS BROADCASTING MORE THAN 10 HOURS IN SPANISH

AZ	KFBR FM	BX 340	Nogales	85621
	KIFN	Drawer 20644	Phoenix	85036
	KEVT	48 E Broadway	Tucson	85701
	KXEW	BX 2284	Tucson	85703
	KYUM		Yuma	85364
AR	KWHN	BX 143	Fort Smith	72901
CA	KGEE	BX 937	Bakersfield	93302
	KWAC	5200 Standard	Bakersfield	93308
	KROP	BX 238	Brawley	92227
	KCHJ	BX 1000	Delano	93215
	KRDU	BX 157	Dinuba	93618
	KLIP	BX 573	Fowler	93625
	KXEX		Fresno	93707
	KAZA	7459 Monterrey	Gilroy	95020
	KWKW	6777 Hollywood Blvd.	Hollywood	90028
	KREO	DRAWER K	Indio	92201
	KLBS	BX 672	Los Banos	93635
	KXEM		McFarland	
	KOXR	1208 S. Oxnard Blvd.	Oxnard	93030
	KTIP	BX 1450	Porterville	93257
	KCTY	BX 1939	Salinas	93903
	KRBG FM	133 Geary	San Francisco	94108
	KALI		San Gabriel	
	KOFY		San Mateo	94402
	KBBF		Santa Rosa	
	KONG	BX 3329	Visalia	93277
	KOMY	BX 778	Watsonville	95076
	KUBA	BX 309	Yuba City	95901
CO	KAPI	2829 Lowell Blvd	Pueblo	81003
	KRSC	2185 Broadway	Denver	80201
CT	WLVH FM	750 Main St.	Hartford	
	WRYM	1056 Willard Ave.	New Britain	06111
	WATR FM	440 Meadow	Waterbury	06702
DC	WFAN FM		Washington	20013
FL	WHRF FM	505 S. Congress	Boynton Beach	33435
	WCOF	Immokalee Dr.	Immokalee	33934
	WLTO	350 N.E. 71st St.	Miami	33138
	WQBA	1301 S.W. 1st	Miami	33152
	WFAB	1304 Biscayne Blvd.	Miami	33132
	WOCN	999 S. Bayshore Dr.	Miami	
	WSOL	1711 West Kennedy Blvd.	Tampa	
ID	KCID	BX 1175	Caldwell	83605
IL	WEDC	5475 N. Milwaukee Ave	Chicago	60630
	WCRW	2756 Pine Grove Ave	Chicago	60614
	WBSC	2400 W Madison	Chicago	60612
	WOPA	408 S Oak Park	Oak Park	60302
LA	WJMR	1500 Canal	New Orleans	70140
MA	WCRX FM	70 Chestnut	Springfield	01103
NH	WBBX	1555 Islington	Portsmouth	03801
NJ	WCAM	City Hall	Camden	08101
	WHIB FM		Newark	07101

NM	KAMX		Albuquerque	
	KBAD FM	BX 70	Carlsbad	88220
	KCCC	1206 N Mermod	Carlsbad	88220
	KOBE	Drawer X	Las Cruces	
	KFUN	BX 710	Las Vegas	87701
	KABQ		Albuquerque	87103
	KTRC	BX 2227	Santa Fe	87501
	KSYX	Drawer K	Santa Rosa	88435
NY	WADO	205 E 42nd	New York	10017
	WHOM	136 W. 52nd	New York	10019
	WBNX	801 2nd Ave.	New York	10001
OH	WZAK FM	1303 Prospect Ave.	Cleveland	44115
PA	WTEL	4140 Old York Rd.	Philadelphia	19140
	WIBJ	The Benson East	Jenkintown	19046
TX	KOPY	BX 731	Alice	78332
	KRAY	BX 1816	Amarillo	79105
	KIBL	BX 700	Beeville	78102
	KKUB	BX 1300	Brownfield	79316
	KBEW	105 S 5th	Carrizo Springs	77834
	KCCT	BX 5206	Corpus Christi	78405
	KUNO	Drawer 4722	Corpus Christi	78403
	KDLK	BX 1384	Del Rio	78840
	KDHW	BX 608	Dinmitt	79027
	KLFD	BX 490	Floydada	79235
	KBUV FM		Fort Worth	76101
	KGTW	BX 100	Georgetown	78626
	KGBT		Harrinton	
	KPAW	Drawer 1757	Hereford	79045
	KRME	BX 467	Hondo	78861
	KINE	BX 846	Kingsville	78363
	KELE FM	BX 30	La Mesa	79331
	KUOZ	BX 1638 Sta 1	Laredo	78040
	KPET	BX 30	La Mesa	79331
	KIRT	BX 985	Mission	
	KMUL	BX 486	Muleshoe	79347
	KGWB	BX 593	New Braunfels	78130
	KVWG	BX 938	Pearsall	78061
	KIUW	BX 469	Pecos	79772
	KGUL	BX 386	Port Lavaca	77979
	KCLR	BX 669	Ralls	79357
	KFRD	BX 832	Rosenberg	77471
	KSJT FM	BX 1296	San Angelo	76902
	KCOR	411 E. Durango	San Antonio	78204
	KEDA	226½ Dolorosa	San Antonio	78205
	KUKA	501 W Quincy	San Antonio	78212
	KCWY	Bx 2150	San Marcos	78666
	KWED	BX 989	Seguin	78155
	KTUE	BX 169	Tulia	79088
	KVOU	BX 758	Uvalde	78801
VT	WRUV	489 Main Street	Burlington	05401

NOTE: All radio stations in Puerto Rico, with a few minor exceptions, broadcast more than ten hours in Spanish.

PART VIII. - MAJOR SPANISH SPEAKING ORGANIZATIONS

NATIONAL

Listed below are major national Spanish-speaking organizations having branches or chapters in more than one state or having a program of national scope. Although some national offices maintain skills banks, most can assist recruiters by directing them to field officials. Often these will be state directors or local offices, who are generally better able to render specialized help in a given geographical area. Because of the vast number of field branches, whose addresses change periodically we have not attempted to list them. We have, however, shown current addresses and phone numbers of the national offices as a starting point for recruiting leads and assistance.

- American G.I. Forum of the United States
Founded: 1948 Membership: 20,000; 500 chapters
An organization primarily of Mexican-American veterans and their families.
Purpose: Develop leadership for participation in community, civic, and political affairs; understanding among people; preserve democracy; promote religious and political freedom; and strive for social and economic equality for all citizens.
Address: 2818 South Port Ave., Corpus Christi, Texas 78405 - (512) 883-4333
Publications: G.I. Forum Bulletin, monthly.
Convention: Annual
- American G. I. Forum Women
Founded: 1948 Membership: 6000
An organization of Forum members' wives and female relatives plus other married Mexican American women over 21 years of age.
Purpose: To promote equality for Mexican-Americans and to assist local chapters of the Forum.
Address: 2818 South Port Ave., Corpus Christi, Tex., 78405 - (512) 883-4333
Convention: Annual
- League of United Latin American Citizens (LULAC)
Founded: 1973 Membership: 42 chapters; 120,000 members
Purpose: Civic minded persons, primarily of Latin American extraction for the progress and advancement of Latin Americans.
Address: 222 W. Osborn, Suite 409, Phoenix, Arizona 85103 - (602)263-5291
Publications: LULAC News, monthly. Convention: Annual
- IMAGE
Founded: 1929 Membership: 42 chapters
Purpose: A national organization concerned with broadening employment opportunities for Spanish-speaking Americans in Federal, State and local government. Has chapters in major U.S. cities. Of recent origin but fast growing.
Address: 112 North Central, Phoenix, Arizona 85003 (602) 261-3882
Conventions: Annual



- **SER/Jobs for Progress, Inc.**
Founded: 1964 Memberships: 20 chapters in 6 states
Sponsored by G.I. Forum and LULAC
Purpose: To plan and execute manpower and related services focusing on disadvantaged Spanish-speaking Americans so that through education and training they can overcome obstacles that have denied them employment, economic opportunity, and self-sufficiency.
Address: 9841 Airport Blvd., Los Angeles, Calif. 90045 (213) 649-1511
Publications: "SER", a program folder.

- **National Puerto Rican Forum, Inc.**
Founded: 1957 Chapters: Northeast, Midwest, and Puerto Rico.
Purpose: To develop effective leadership in Puerto Ricans in the continental United States, through educational institutions, city, State and Federal agencies and other entities concerned with solutions of America's minority groups. Conducts training in language, human relations, urban affairs, assistance to communities, housing and redevelopment.
Address: 214 Mercer Street, New York, N.Y. 10012
Telephone: (212) 533-0100

- **ASPIRA of America**
Founded: 1961
A principal organization serving the New York - New England area.
Objectives: To develop leadership and capability among Puerto Rican youth by encouraging them to pursue their education beyond that offered by the public school system and to provide remedial education to prepare them for advanced study in colleges and universities.
Address: 245 5th Ave., New York City, N.Y. 10016
Telephone: (212)683-6054

- **Universidad Boricua Research and Resource Center**
Founded: 1970
A central and national facility for information about Puerto Rican history, culture, attitudes and sociology. Primary objective is to stimulate further research into specific problems of Puerto Ricans. Center also encourages studies programs in colleges and universities; assists as a valuable resource for teachers; and provides curriculum materials, teaching aids and updated research. Also provides: programs and services, financial assistance, technical assistance, research assistance, and occupational language training.
Address: 1766 Church St., N.W., Washington, D.C. 20036
Telephone: (202)667-7940

- **National Association for Puerto Rican Civil Rights (NAPCR)**
Founded: 1963 Membership: 20,000
Individual members and some 100 organizations representing Puerto Ricans in the continental United States. Concerned with civil rights problems in legislative, labor, policy, legal and housing matters, especially in New York City.
Address: 175 E. 116th St., New York, N.Y. 10029 - (212) 348-3973

- Cuban Municipalities in Exile
Founded: 1964
 Cuban refugees living in U.S. organized according to provinces of origin.
Objectives: To promote the values of their cultural heritage; promote democracy and combat Communism; extend aid to newly arrived refugees
Address: 1460 West Flager St., Miami, Florida 33134
Telephone: (305)634-9174
Publications: La Nacion Meetings: monthly
- ACAGE (Association of Cuban-American Government Employees).
Founded: 1974
 To assure that Cuban-Americans have a full and fair opportunity to compete with their fellow Americans for employment and advancement in the public service.
Address: P.O. Box 4325, Takoma Park, MD 20012
Telephone: (202)393-6151 (ext. 317 Mr. Machin)

Spanish-speaking Women's Organization

- National Chicano Institute
 P.O. Box 336
 Tempe, Arizona 85281
- National Chicana Foundation
 507 East Ellington Drive
 Montebello, California 90604
- National Chicana Welfare Rights
 P.O. Box 33286
 Los Angeles, California 90033
- National Institute for Chicana Women
 1718 P Street N.W. #206
 Washington, D.C. 20036
- National Conference of Puerto Rican Women
 P.O. Box 4804
 Cleveland Park Station
 Washington, D.C. 20008
- American G.I. Forum Women
 9006 Belk Street
 El Paso, Texas 79924
- Commission Femenil Mexicana
 5340 E. Olympic Blvd.
 Los Angeles, Calif. 90022
- Spanish-speaking Women's National Caucus
 Ms. Irma Santaella, State Human Rights Appeal Board
 City Hall - 250 Broadway
 New York, NY 10007

- First West Coast Business Women
P.O. Box 63211
Los Angeles, California 90063
- Mexican American Business and Professional
Women's Club of San Antonio
355 E. Rampart
San Antonio, Texas 78216

OTHER MAJOR SPANISH SPEAKING ORGANIZATIONS

CA AMERICAN ASSOCIATION OF SPANISH-SPEAKING CERTIFIED PUBLIC ACCOUNTANTS
3435 Wilshire Blvd.
Suite 912
Los Angeles, CA 90010

ASISTENCIA BILINGUAL DE ABOGADOS Y MEDICOS REGISTRADOS
16632 Lucia Lane (Doctors and Lawyers)
Huntington Beach

BAY AREA CONSTRUCTION OPPORTUNITY PROGRAM
1065 14th Street
Oakland, CA 94607 (415)451-4980

CHICANO BUSINESS STUDENTS' ASSOC.
P.O. Box 65067
Los Angeles, CA 90065 (213)257-4590

- Raza Association of Spanish Surnamed Americans (RASSA)
Founded: 1968 Membership: 1. sustaining 2. subscription
3. organizational
A lobbying organization covering 17 states to promote legislative
actions beneficial to Spanish-surnamed Americans.
Address: 400 1st St., N.W., Suite 706, Washington, D.C. 20001
Publications: The Lobbyist
Conventions: Yearly.
- Chicano Press Association (CPA)
Founded: 1968 Membership: 50
Chicano Publications
Purpose: A confederation of newspapers dedicated to promotion
of the movement of self determination and unity among Chicanos.
Condemns exploitation and oppression. Seeks to build a society
where human dignity, justice and brotherhood prevail.
Address: P.O. Box 31004, Los Angeles, Calif. 90031
Telephone: (213) 261-0128
- Mexican American Legal Defense and Educational Fund (MALDEF)
Founded: 1968 Staff: 15
Funded mainly by the Ford Foundation
Purpose: To protect by legal action the constitutional rights
of all Mexican Americans; to help educate young Mexican American
lawyers so they can join in the areas of civil rights litigation,
combatting de facto school segregation, upgrading education,
eliminating job discrimination, participation in juries, fair
public accommodations, voting rights, municipal services, consumer
protection, and welfare-social rights.
Address: 145 9th St., San Francisco, Calif. 94103
Telephone: (415) 626-6196

CHICANO COALITION
621 South Virgil
Los Angeles 90005 (213)264-5206

CHICANO FEDERATION OF SAN DIEGO COUNTY
1960 National Avenue
San Diego 92113

CHICANO PRESS ASSOCIATION (CPA)
P.O. Box 31004
Los Angeles 90031 (213)261-0128

CHICANO STANFORD-IN-WASHINGTON PROGRAM
Public Affairs Internships (summer intern source)
Stanford University
Bowman Alumni House
Stanford 94305 (415)321-2300 ext. 2025

COMMUNITY AND HUMAN RESOURCES AGENCY*
751 South Figueroa Street
Los Angeles 90017 (213)627-6274

COMMUNITY SERVICE ORGANIZATION, INC.
714 California Avenue
Venice 90291 (213)396-8742

COUNCIL OF CHICANO ORGANIZATIONS
P.O. Box 366
Lawndale 90260

EDUCATIONAL LABORATORY FOR INTER-AMERICAN STUDIES
Box 96, 18111 Nordhoff
Northridge 91505 (213)886-8280

EVALUATION AUDITS AND SYSTEMS IN EDUCATION
3250 La Travesia
Fullerton 92632 (714)870-9160

INDUSTRY/MEXICAN AMERICAN ACTION COMMITTEE
c/o James Bacigalupi One Montgomery
San Francisco 94104 (415)983-2166

INSTITUTE HIDALGO
Tony Campos, Director
1148 W. Second Street
San Bernardino

JOBS FOR PROGRESS, INC. OPERATION SER*
Ricardo Zazueta
9841 Airport Blvd.
Los Angeles, Calif. 90045 (213)649-1511

CA * LA RAZA NATIONAL LAW STUDENTS CLEARING HOUSE
Chicano Studies
University of California
Riverside 92502 (714-787-3863

LA RAZA LAW STUDENTS' ASSOC. (LRLSA)
Loyola University - School of Law
1440 W. 9th Street
Los Angeles (213)776-4870

LA RAZA OLYMPIA
Los Angeles 90023 (213)268-1658

MANPOWER INSTITUTE FOR TRAINING
Suite 400
4000 Broadway
Oakland, California (415)652-2358

MEXICAN AMERICAN DOCUMENTATION AND EDUCATIONAL RESEARCH INSTITUTE
1229 East Cypress Street
Anaheim 92805 (714)772-2428

MEXICAN AMERICAN LEGAL DEFENSE AND EDUCATIONAL FUND (MALDEF)
145 Ninth Street
San Francisco 94103 (415)626-1941

MEXICAN-AMERICAN POLITICAL ASSOC. (MAPA)
313 N Blackstone
Fresno, Calif. 93701 (209)486-1479

MEXICAN AMERICAN POLITICAL ORGANIZATION
Mike Leyba, President
c/o 206 West Fourth Street
Santa Ana 92701

MEXICAN AMERICAN YOUTH ORGANIZATION ASSOCIATES (MAYO ASSOCIATES)
4710 South Broadway
Los Angeles 90037 (213)744-2069

MEXICAN MANPOWER DEV. ASSOC.
P. O. Box 3009
Sacramento (916)444-9600

MOVIMIENTO ESTUDIANTIL CHICANO DE AZTLAN AT STANFORD UNIVERSITY
560 Alvarado Avenue (Student Organization)
Stanford 94305 (415)321-2300

MOVIMIENTO ESTUDIANTIL CHICANO DE AZTLAN (MECHA)
San Diego State College (Student Organization)
c/o Ernie Barrios, Faculty Advisor
San Diego (714)286-5145

NATIONAL BILINGUAL EDUCATIONAL ASSOCIATION
1229 East Cypress Street
Anaheim 92805

NATIONAL CONCILIO FOR CHICANO STUDIES
c/o Chicano Supportive Services
San Diego State University
5178 College Avenue
San Diego 92115 (714)286-6967

PERSONNEL MANAGEMENT ASSOC. OF AZTLAN
P.O. Box 4351
Downez 90241 (213)883-2400 ext. 1266 or 3230

PUERTO RICAN CIVIC ASSOCIATION
3512 First Street
Los Angeles 90063 (213)268-8805

SAN FRANCISCO CIVIC CTR. FORUM
7000 Broadway
Oakland, (415)556-6006

SAN JOSE G.I. FORUM VETERANS OUTREACH OFFICE
1680 E. Santa Clara Street
San Jose 95127 (408)258-0666

SANTA CLARA COUNTY CHAPTER
156 South Ninth Street
San Jose 95114 (408)294-6414

SOUTHWEST TASK FORCE ON BILINGUAL-BICULTURAL REHABILITATION SERVICES
919 Maple Avenue
Carpinteria 93013 (805)684-3316

CO MEXICAN-AMERICAN SERVICE AGENCY (MASA)
525 North Santa Fe
Pueblo 81002 (303)545-2607

DE CENTRO LATINOAMERICANO
1212 West 7th Street
Wilmington (302)658-9898

FL COLEGIO NACIONAL DE ABOGADOS DE CUBA EN EXILIO
814 S.W. 27th Avenue, Suite 206
Miami, Florida 33135

MUNICIPIOS DE CUBA EN EL EXILIO
1460 West Flager Street
Miami 33134 (305)371-3374 634-9174

ORGANIZACION DE PROFESIONALES DE CUBA EN EXILIO
971-A S.W. 8th Street
Miami, Florida 33130

ROTARIOS CUBANOS EXILADOS (Rotary Club)
141 N.E. Third Avenue, Suite 706
Miami 33132 (305)374-6448

SABER, INC.
(Spanish American Basic Education and Rehabilitation)
953 S.W. First Street, Suite 4
Miami, Florida 33130
Telephone: (305)371-5372

WORKERS - CUBAN CONFEDERATION IN EXILE
802 First Street N.W. Apt. 1
Miami 33128 (305)378-1955

IL ASPIRA, INC. OF ILLINOIS
767 North Milwaukee
Chicago 60622 (312)243-1630

CENTRO PERUANO DEL MEDIO OESTE DE ESTADOS UNIDOS DE AMERICA
3930 North Pine Grove, Suite 901
Chicago 60613 (312)549-6088

ECUADORIAN LEAGUE
4003 North Broadway
Chicago 60613 (312)929-2652

KS CENTRO DE SERVICIOS PARA MEXICANOS
1117 Seward Street
Topeka 66616

KANSAS COUNCIL FOR AGRICULTURAL WORKERS & LOW INCOME FAMILIES, INC.
205 W. Chestnut
Garden City 67846

MECHA
Wichita State University
Wichita

MD ASSOCIATION OF PSYCHOLOGISTS FOR LA RAZA
11912 Reynolds Avenue
Potomac 20854 (202)424-7477

MI CLUB DEL LIBRO (Educational)
P.O. Box 53-A
Detroit 48232 (313)846-7591

CURSILLISTAS (Educational)
1801 Wabash
Detroit 48216 (313)965-8783

DETROIT JOBS FOR PROGRESS, INC. OPERATION SER
4001 West Vernor
Detroit 48209 (313)825-1711

MI U.S. CATHOLIC CONFERENCE, DIVISION OF SPANISH SPEAKING, MIDWEST
704 North Washington Avenue
Lansing 48906 (517)485-2292

NJ P.R. CONGRESS OF N.J. (CONGRESO BORICUA)
222 West State Street
Trenton, N.J. 08608 (609)989-8888

FOCUS
443 Broad Street
Newark, N.J. 07102

NM NATIONAL ADVISORY COMMITTEE ON THE EDUC. OF THE SPANISH SPEAKING AMERICANS
2661 Camino Chueco
Santa Fe 87501 (505)983-4569

NY ALL NATIONS WOMEN'S CLUB
80 Fifth Avenue
New York 10011 (212)243-7123

PUERTO RICAN INTER AGENCY COUNCIL (PRIAC)
City College of New York (CUNNY)
Administration Building, Room 208
138th Street & Convent Avenue
New York, N.Y., 10027 (212)621-7112

HUNTS PT. MULTI-SERVICE CENTER
Manpower Division
630 Jackson Ave.
Bronx, N.Y. 10455 (212)993-3000 ext. 240

P.R. COMMUNITY DEVELOPMENT PROJECT
210 West 50th Street
New York, N.Y. 10019 (212)765-9800

P.R. FAMILY INSTITUTE
116 West 14th Street
New York, N.Y. 10011 (212)924-6320

OR OREGON STATE CHICANO CONCILIO
P.O. Box 291
Woodburn, Oregon 97071

TX MEXICAN CHAMBER OF HOUSTON
7812-A Fulton
Houston 77022 (713)692-6363

TEXAS INSTITUTE FOR EDUCATIONAL DEVELOPMENT
124 West Edwards
Crystal City 78879 (512)374-2298

SOUTHWEST PROGRAM DEVELOPMENT CORPORATION
9750 Data Point, P.O. Box 5600
San Antonio 78206 (512)696-7230

WA NATIONAL LATIN AMERICAN FEDERATION
6305 Corgiat Drive South
Seattle 98109 (206)762-3760

***Talent Banks**

SOURCE: CABINET COMMITTEE ON OPPORTUNITIES FOR SPANISH SPEAKING PEOPLE

PART IX. - SPANISH SPEAKING CONSULTING FIRMS

CA	Casavantes, Eduardo School of Social Work California State University Sacramento 95815	Consulting Psychologist (916)454-6121 or (916)488-6514
	Fernandez and Associates 19913 Blackhawk Street Chatsworth	Consulting Economists (213)360-9256
	Juarez & Associates, Inc. 1100 Glendon Avenue Los Angeles 90024	Management Consultants (213)478-0826 or (213)879-5899
	Larin, Alfredo 2115 El Cajon Boulevard San Diego 92104	Architectural/Construction (714)291-3772
	Learning Tools, Inc. 1845 MacArthur Boulevard Oakland 94602	Education and Marketing (Attn: Jose M. Maestre) (415)536-4015
	Madrigal Engineering 1328 Morrison Drive Redlands 92373	Engineering/Constructing/Mfg. (Attn: A. Madrigal) (714)792-6651
	Mariscal and Company 1151 West 6th Street Los Angeles 90017	General Management - All phases Attn: Robert F. Mariscal (213)481-7371
	Moreno Educational Company 3226 Galloway Drive San Diego 92122	Education/Research/Statistical Analysis/ General Management Attn: Dr. Steve Moreno (714)453-2983
	Research Inc. 8932 Reseda Blvd. Suite 105 Northridge 91324	General Mgt./Economics/Economic Dev./ Mgt. Tech Ass/Mktg/Sales Community Rel. Attn: Albert Q. Cano/Stamley J. Gonzales (213)885-0480
	Urban Interface Group 374 Ocean Avenue Languan Beach 92651	Research/Planning/Community Analysis, Rel/Impact Studies/Transportation/Hwy. Safety Attn: Albert F. Trevino (714)494-8592
CO	The Instit. of Minority Effectiveness- Bonding and Consulting Services 7447 South Downing Street Littleton 80121	Construction/Mgt. and Bonding/ General Management Attn: E. J. Manzanares (303)794-5300

Western Services Systems, Inc. 775 Vivian Street Golden 80401	Education/Research/Community Dev./ Affirmative Action
DC ATM - A Total Media Corporation Suite 321 Dupont Circle Building 1346 Connecticut Avenue N.W. Washington 20036	Tech/Mgt/Design/Planning/Communications Attn: Domingo Nick Reyes (202)833-2666
Development Associates 918 16th Street N.W. Washington 20006	Gen Mgt/Planning/Program Dev/Tng & Educ/ Community Dev. Econ. Analysis/Manpower Attn: Leveo V. Sanchez (202)223-4885
International Research Associates 3210 Grace Street N.W. Washington 20007	General Management Attn: Raul Izaguirre (202)333-0510
J. A. Reyes Associates 1522 K Street N.W. Washington 20005	Engr & Tech Mgt/Urban & Rural Econ/ Planning Educ/Impact Studies Surveys/ Cost/Sys An. Attn: Joseph A. Reyes (202)296-3666
Montal Systems, Inc. 1700 K Street N.W. Suite 1207 Washington 20006	Educational Attn: Frank Sanchez (202)466-8466
Voice and Vision Productions Inc. 1833 Kalorama Road N.W. Washington 20009	Communications-Movie/Audio/Graphics/ Anim/Translations and Public Service Broadcasting Attn: Orlando Nunez (703)483-1700
FL Kojord Associates, Inc. P.O. Box 10136 3815 West Platt Tampa 33609	Joel Kojord, President (813)879-5905
MD RBCC (Bilingual & Bicultural Minority Consultants) 7006 Carroll Avenue Takoma Park 20012 or 296 St. Francis Boulevard Dale City, California 94105	Gen. Mgt/Tech/Policy Analysis/Sp in Bus Educ, Environment, Health Attn: Herman Rivera (301)270-1111 (415)994-1906
NV Cambeiro & Cambeiro Associates Architects, AIA 953 East Sahara Avenue - Suite 254 Las Vegas	Planning/Architecture (702)735-2833
MI Urban Design Corporation 2631 Woodward Avenue Detroit 48201	Arch/Urban Plan/Engr/Design/Bldg Sys/ Urban Rehabilitation-Social & Physical Attn: Paul Garza Jr. (512)722-5544

NY	Lencina Production Associates, Inc. 305 West 19th Street New York 10011	Communications - Full range Lenny Lencina (212)924-9517
TN	Valadez and Associates 115 West 9th Street Chattanooga 37402	Business Consultant (Foreign, Domestic) Attn: Henry M. Valadez (615)265-1115
TX	Hernandez, Cazorla & Alexander, Inc. 300 Southwest Building Dallas 75202	Legal (214)748-7241
	Paul Garza & Associates 1001 San Bernardo Avenue P.O. Box 902 Laredo 78040	Urban Affairs Attn: Paul Garza Jr. (512)722-5544
	Unimex, Inc. 701 Elm Street Suite 305 Dallas 75202	Consultation & Mkt Survey-Housing Attn: Frank P. Hernandez (214)748-7244
CA	Women's Spanish-speaking Consulting Firms:	
	Las Mujeres P.O. Box 656 Los Angeles, 90028	Affirmative Action/Pers Mgt/Recruitment/ Tng & Dev/Educ/Community Serv/Minority Bus Dev/Comm/ADP/Gen Mgt. sp women Attn: Mrs. Hemming (213)763-9765 or (213)431-5065

SOURCE: CABINET COMMITTEE ON OPPORTUNITIES FOR THE SPANISH SPEAKING
Dept. of Health, Education & Welfare

PART X. - TELEVISION STATIONS BROADCASTING SPANISH PROGRAMS.

AZ	KPAZ-TV	Channel 21	3847 E. Thomas Road	Phoenix	85018
	KCUN-TV	9	BX 5247	Tucson	85703
	KBZU-TV	13	BX 1501	Yuma	85364
CA	KBAK-TV	29	2210 Chester Avenue	Bakersfield	93301
	KMBC-TV		BX F	Calexico	92231
	KICU-TV		261 W Broadway	Fresno	96701
	KLXA-TV	40	816 W Highland	Hollywood	90038
	KXTV-TV		400 Broadway	Sacramento	95818
	KFTV-TV	21	721 W Bronson	Hollywood	90038
	KMEX-TV	34	721 N Bronson	Hollywood	90038
	KETV		7th & Ash, TV Heights	San Diego	92101
	KEWT-TV		BX 966	San Ysidro	92073
DE	WHYY-TV	12	5th and Scott Streets	Wilmington	19805
FL	WCIX-TV	6	1111 Brickell Avenue	Miami	33131
	WLTU-TV	23	695 N.W. 199th Street	Miami	33169
	WKID-TV	51	777 N.W. 72nd Avenue	Miami	
	WTVJ-TV		316 18th N. Miami Ave.	Miami	33128
	WCKT-TV		1401 79th Street Cauteway	Miami	33141
IL	WCIU-TV	26	141 Jackson Blvd., W.	Chicago	60604
	WGN-TV		2501 West Bradley	Chicago	60618
	WLS-TV		190 North State	Chicago	60601
MA	WGBH-TV	2	125 Western Avenue	Boston	02134
NJ	WWJU-TV	47	1020 Broad Street	Newark	07102
	WXTU	41	641 Main Street	Paterson	07503
NY	WWED	17	Hotel Lafayette	Buffalo	14203
	WCWY	24	Old Liverpool Road	Liverpool	13088
	WWET	13	304 W 58th Street	New York	10019
	WWXI	21	410 Alexander Street	Rochester	14607
	WMHT	17	BX 17	Schenectady	12301
PA	WQLW	54	Waterford Pike	Erie	16509
	WITF	33	BX Z	Hershey	17033
	WQED	13	4802 Fifth Avenue	Pittsburg	15213
	WUHY	35	4548 Market Street	Philadelphia	
TX	KERA-TV	13	3000 Harry Hines Blvd.	Dallas	75201
	XEJ-TV		BX 9555	El Paso	79985
	KGBT-TV	4	BX 711	Harlingen	78551
	KTRK-TV		BX 12	Houston	77001
	XEFE-TV		BX 1484	Laredo	78041
	KWEZ-TV	41	BX 9225	San Antonio	78204
	KRGU-TV	5	BX 626	Wesloco	78506
UT	KSDM-TV			Ogden	
	KMED-TV	7	Music Hall, Univ. of Utah	Salt Lake	

SOURCE: CABINET COMMITTEE ON OPPORTUNITIES FOR SPANISH SPEAKING PEOPLE

NOTE: All TV station in Puerto Rico Broadcast in Spanish.

From The Washington Star
Washington, D.C.
October 13, 1975

Q and A

Ford Aide On Hispanic Status in U.S.

Fernando E.C. DeBaca, 37, as special assistant to the President for Hispanic affairs, is the Ford administration's top adviser on matters concerning the nation's Spanish-speaking minority. He was interviewed for The Washington Star by Elizabeth Roach.

Question: *On Aug. 6, the President signed a seven-year extension of the 1965 Voting Rights Act which expands coverage to the non-English-speaking citizens. What significance does this have for Spanish-speaking people in the United States?*

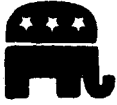
DeBaca: Well, the amendments to the Voting Rights Act of 1965 represent a landmark piece of legislation for the Spanish-speaking.

Q: Why?

A: Because the provisions in the law will now provide for protections formerly afforded only to blacks in the Southern states to be granted to Spanish-speaking people. This will apply in the states of Texas, parts of California, Arizona, New Mexico, other states in the Midwest, in the Southeast, such as Florida, and some of the other more populous states that contain large concentrations of Spanish-speaking people. We fully expect that the new Voting Rights Act, as amended, will result in an increased number of Spanish-speaking registrants; a substantially larger voter turnout at election time; many, many more Hispanics filing for public office throughout this nation; and many, many of those people being elected to responsible positions, public policy positions, throughout the country.



For Further Information:
Clayton Willis
(202) 338-3900
(202) 456-6219



Republican National Hispanic Assembly

December 10, 1975

NATIONAL CHAIRMAN
Fernández (Ben)

**VICE CHAIRMAN
SOUTHEAST REGION**
Alicia Casanova

FLORIDA CHAIRMAN
José Manuel Casanova

VICE CHAIRMEN
Carlos Salman
Arturo Hevia

SECRETARY
Alberto Cárdenas, Esq.

TREASURER
Eloy Cepero

VICE TREASURER
Eugenio Aspiazo

AUDITOR
Frank Díaz, Jr. C. P. A.

EXECUTIVE COMMITTEE
Rafael Acebedo
William Alexander
Miguel Almeida
Julián Almeida
Dra. Margarita Alvarez
Rafael Alvarez
Franz Arango
Luis Arrizurieta
José Bello
Pedro Benítez
Pedro Bernal
Diana Bethel
Armando Bucelo
Silvio de Cárdenas, Jr.
Mike Carricarte
Alvaro Carta
Carlos Dascal
Ileana Fresen
Roberto Godoy, Esq.
Pablo Gómez
Ismael Hernández, M.D.
Mario Lamar, Jr., Esq.
Carlos Lidsky
Evaristo Marina
Mario Meneses
Ramiro Rangel
Anthony Rivas
Enrique Tomeu

Hon. Gerald Ford
President of the
United States of America
The White House
Washington, D.C. 20500

Dear Mr. President:

In October 1974, we had an opportunity to discuss the Cuban question with you and we were happy to see your firm posture, at that time, against coexistence with the Castro Communist Cuban Government.

Today we still feel that the basic ingredients are the same:

1. Castro continues exporting revolution, perhaps even more actively and overtly than before.
2. Internally this communist dictatorship is as ruthless as ever. With thousands of political prisoners filling their jails.
3. Their principal spokesmen continue publicly to blast violently the United States Government, it's system and it's public officials (including President, Gerald Ford).
4. Cuba presently has accumulated a four billion dollar debt with Russia. Extensive commercial ties with Cuba, as requested by some sources, would entail long term financing and, therefore, the possibility that the debts to Russia might be gradually shifted to the United States with none of the political or military benefits.

Conclusion:

We request a firm statement that will end speculation on coexistence with the Cuban communist government within the foreseeable future.

Also that strict guidelines will be maintained in the State Department policies regarding Cuba, to protect the concepts of:



Hon. Gerald Ford
President of the
United States of America

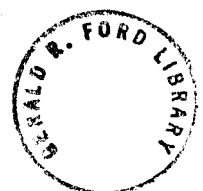
Page 2

1. Freedom for political prisoners.
2. Promoting free elections and a respect for human rights.
3. Opposing actively the export of revolution by the Cuban communist government.
4. Non-persecution by the U.S. Government or its agencies of Cubans, who continue fighting for freedom against the Cuban communist regime outside of United States territories.

Respectfully,

Jose Manuel Casanova
Jose Manuel Casanova
Florida Chairman

Alicia Casanova
Florida



RT 14

THE WHITE HOUSE
WASHINGTON

December 10, 1975

MEETING WITH THE LEADERSHIP OF THE
REPUBLICAN NATIONAL HISPANIC ASSEMBLY

Thursday, December 11, 1975
The Roosevelt Room
11:30 a.m.
From: Gwen Anderson

I. PURPOSE

To give recognition and visibility to this newly organized group and to discuss their future plans.

II. BACKGROUND, PARTICIPANTS AND PRESS PLAN

A. Background

The Republican National Hispanic Assembly (RNHA) was founded in February 1974 under the leadership of the Republican National Committee's Spanish-speaking Advisory Committee. The objectives of the group are to promote and to encourage state and local participation of Spanish-speaking citizens in Republican Party activities and to work for the advancement of the Party's principles, policies and candidates; to serve as a Republican fund-raising mechanism in the Spanish-speaking community; and to stimulate the members' participation in the regularly constituted structures of the Republican Party.

The RNHA is organized in 16 states including the District of Columbia. It is asking to obtain permanent affiliate status next year with the RNC similar to that of the Young Republicans and the Women's Federation.

This meeting was requested by RNHA chairman, Benjamin Fernandez, to discuss and request specific Administration action in the areas of Presidential appointments to Administration posts as well as to federal judgeships; the importance to the Spanish-



speaking community of the position of Special Assistant to the President for Spanish Speaking Affairs, a post held by Fernando C. De Baca; and the role of the RNHA and the Hispanic voters in the upcoming elections.

In October, a small group of representatives of the RNHA met with Counsellor Robert T. Hartmann, Douglas Bennett, and Gwen Anderson to discuss some of the above matters. A copy of Benjamin Fernandez's letter concerning the various subjects discussed at that meeting is attached at Tab A. Mr. Fernandez has indicated that these same topics will be the subjects discussed at this meeting with you.

The RNHA is presently uncommitted in the upcoming Republican Presidential primaries and favorable press coverage of the event could do much to encourage RNHA backing of your candidacy or at the very least individual state-by-state endorsements, according to Fernando De Baca. This could prove of particular value with the Cuban population in the upcoming Florida primary race. Attached at Tab B is a recent news article on this subject.

Sixty-one Hispanic Americans presently serve in appointed positions in the Administration. Under your Administration, two Hispanos have been appointed to high level positions, Fernando C. De Baca, Special Assistant to the President, and Fernando Oaxaca, Associate Director of the Office of Management and Budget. Ricardo Nunez's appointment as Director, Cuban Refugee Program of the Department of Health, Education and Welfare, is pending. The RNHA believes that a concerted effort must be made to appoint qualified Hispanic Republicans to higher positions in the Administration. A list of appointees is attached at Tab C.

B. Participants

Approximately 35 persons will participate in the meeting, including National Chairman Benjamin Fernandez of Los Angeles, members of the RNHA National Executive Committee and RNHA State Chairmen. A list of those attending is attached at Tab D.



B. Participants (continued)

Congressman Manuel Lujan of New Mexico will also attend.

C. Staff

Counsellor Robert T. Hartmann, Special Assistant Fernando C. De Baca, Gwen Anderson, James Cannon, Douglas Bennett.

D. Press Plan

White House photographer and press photo opportunity.

III. TALKING POINTS

Prepared by Paul Theis.





Republican National Hispanic Assembly

CHAIRMAN

Benjamin Fernandez

VICE CHAIRMEN

Manuel Almaguer, Esq.

Alicia Casanova

Manuel Gonzalez

Monte F. Montez

SECRETARY

George J. Adams

TREASURER

Frank C. Casillas

GENERAL COUNSEL

Martin Castillo, Esq.

COMPTROLLER

Delfin H. Pupo

ASSISTANT SECRETARY

Rodrigo Correa

EXECUTIVE COMMITTEE

Armando Acosta

George J. Adams

Manuel Almaguer, Esq.

Nelson Carlo

Alicia Casanova

Frank C. Casillas

Martin Castillo, Esq.

Rodrigo Correa

Rita De Martino

Benjamin Fernandez

Hon. Robert Finch

Frank Fouce

Manuel Gonzalez

Edward Lucero, CPA

Edward Machado

Hon. Carmen Maymi

Monte F. Montez

Delfin H. Pupo

Henry Ramirez

Hon. Mary Louise Smith

Luis Terrazas

October 6, 1975

Mr. Robert Hartman
Counselor to the President

Mr. Douglas Bennett
Presidential Appointments

Mr. James Cannon, Executive Director
The Domestic Counsel

Miss Gwenn Anderson
Special Assistant to the President

Dear Messrs. Hartman, Bennett, Cannon and Miss Anderson:

Thank you for your patience last Wednesday re: the
Republican National Hispanic Assembly meeting.


We were delighted with the courtesies and the attention
given to our presentation re: the 1976 Presidential
Campaign; the hopes and aspirations of Hispanic Repub-
licans; and the immediate and long-term plans of the
RNHA.

The following critique will serve as a reminder of the
various subjects discussed at the meeting, urging that
all feasible aspects of our request be implemented
immediately by the Administration.

*File
Hispanic
Will need
This for schedule
proposal*

cc: Rev





October 6, 1975

Page 2

Critique

A. Presidential Appointments. In order for an Administration to earn credibility among Hispanic Americans, it must report accomplishments which can be quantified; which can be announced through the normal means of mass communications. To date, the Administration's performance in the appointment of Hispanic Americans to supergrade positions is poor. The best figures available to us at this time indicate that President Kennedy appointed three Hispanos to supergrade positions (GS 17 - 18); President Johnson appointed six; and President Nixon fifty five. To date, President Ford has appointed two! Fernando C. de Baca, Special Assistant to the President and Fernando Oaxaca, Associate Director, the Office of Management and Budget. Ricardo Nunez's appointment as Director, Cuban Refugee Program, Health, Education and Welfare is pending.

We believe that a concerted effort on the part of the Administration must be made to appoint qualified Hispanic Republicans to higher positions within the Ford Administration. For example, Hispanos should be appointed to positions of Secretary, Undersecretary, and Assistant Secretaries. To the best of our knowledge, Hispano Americans have never served at these levels.

Presidential appointments should be made to commissions, boards, and advisory counsels, and, as suggested by Mr. Bennett, positions at the secretarial level also could be filled by qualified Hispano Republicans.





October 6, 1975

Page 3

Critique

Let us not forget the independent agencies such as Controller of the Currency, the Federal Home Loan Bank Board, the Federal Communication Commission, the Federal Reserve Banks, etc., and regional positions within these independent organizations. In short, gentlemen, we want to participate at every level of the Ford Administration believing that we have earned it. We will continue to work for future Republican administrations as we have in the past.

Doug Bennett was particularly hopeful when he suggested that:

- (1) We submit resumes of qualified Hispanos directly to him for the development of an inventory of resumes;
- (2) He would notify my office of positions opening within the administration which could be filled by Hispanos;
- (3) He would be receptive to our submitting of resumes for positions known to us but unknown to his office; and
- (4) He would assume full responsibility for the implementation of this program.

We have already started this program with the submission to his office of Alex Armendariz's resume for an Assistant Secretarial position.

- B. The Judiciary. Our research indicates that there are 564 federal judges appointed by the President throughout the United States. Of this number, only seven have been designated to Americans of Hispanic origin. Geographically, there are four in Puerto Rico, two in Texas, and one in Guam.





October 6, 1975

Page 4

Critique

B. The Judiciary (continued).

This share of the market is deplorable, and the only way that it can be rectified is with the commitment by an American President to identify and appoint qualified Hispanos for these positions. Indeed, President Ford should move aggressively at the appropriate time, to appoint the first Hispanic American in the history of the United States to the Supreme Court bench.

The RNHA would welcome the opportunity to recommend individuals qualified to sit on the federal bench at every level.

C. Special Assistant. The Special Assistant to the President, one of the most important positions to our community within the Ford Administration, is that of Special Assistant to the President for Spanish Speaking Affairs, a post held by Fernando C. de Baca. It is important to us, for it gives us instant visibility and establishes in the eyes of the community the eagerness of President Ford to give Hispanos a voice in his Administration.

Mr. de Baca, despite the lack of staff and budget, has been enormously effective in the marketplace. He has been extremely cooperative with the leadership of the RNHA, responding swiftly and in a positive way to all of our requests. We want the Administration to know that Mr. de Baca is highly respected in the Hispanic community, and urge that he be given more support by the Adminis-





October 6, 1975

Page 5

Critique

Special Assistant (continued)

tration in those areas which he deems critical to the benefit of all Hispanic Americans. He is supported fully and completely by the RNHA.

- D. Employment. The last administration developed an employment program entitled "The 16 Point Program" for the purpose of identifying, recruiting, and training Hispanic Americans in the field of public service via the federal government. There are two areas of concern to us with regard to this program; viz.,


- (1) Intensification of the program could be done by asking each of the agencies to implement the goals of this program at once. A follow-up program should be started to insure the success of this excellent plan.
- (2) Upgrading among the present federal employees should be reviewed very carefully and publicized where such upgradings are in order.

The Ford Administration already has a body of Hispano Americans in its employ who could move up the ladder of government.

In every instance we do not ask special consideration; however, we do ask for an equitable opportunity. The appointment of Hispanic Americans to positions indicated above is the swiftest way to earn credibility with the people. We urge that these requests be adopted immediately.

- E. The Republican National Hispanic Assembly. The RNHA of the United States, located in the Dwight D. Eisenhower Building, Washington, D. C. is asking to obtain permanent affiliate status next year with the Republican National





October 6, 1975

Page 6

Critique

The Republican National Hispanic Assembly (continued)

Committee similar to that of the Young Republicans and the Women's Federation.

We already have 16 states in organization, including the District of Columbia. It is our goal to become fully involved in all matters Republican; to participate as full and equal partners within the political process. We are not asking for "handouts" as evidenced by the fact that 100% of our operating expenses are being funded by the volunteers who conceived the idea of an Assembly and who administer its operations. The concept of an Hispanic organization of Republican volunteers is absolutely essential in all future Presidential, Senatorial, and Congressional campaigns.

We bring to your attention that in 1972, some 2% of the people who voted for the Republican candidate was attributed to Hispano Americans; that for the first time in history, Hispanic Americans organized to raise some \$400,000 for a Republican candidate.

We urge you to review the basic statistics of the 1968 and 1972 campaigns. In 1968 only 6% of the Hispanic Americans who voted in the presidential election, voted for the Republican candidate. In 1972, however, the figures rose dramatically to 36%. We were organized; we had been invited to participate, the Administration had identified with our people.



October 6, 1975

Page 7

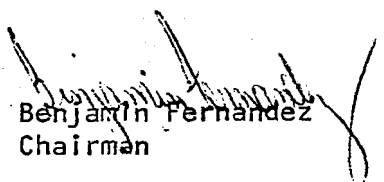
Critique

The Republican National Hispanic Assembly (Continued)

We urge that you respond to the requests of a noble people, of a gracious people, of decent Americans who wish only the right to participate as Americans and as Republicans.

F. Presidential Meeting. We requested a meeting with President Ford in The White House, wherein all members of the National Executive Committee and all State Chairmen would be invited to meet the President and for the President to meet them. We would present to him a request for participation similar to the one submitted to you. We respectfully request again that a specific date be designated for said meeting, and that sufficient lead time be allowed to permit as many people as possible to attend.

Con todo respeto,


Benjamin Fernandez
Chairman



BF:em

cc: Mary Louise Smith, Chairman, Republican National Committee
Gary Engebretson, Co-Chairman, Republican National Committee
Delfin H. Pupo, Executive Committee Member, Republican National
Hispanic Assembly
Gilbert Pompa, Executive Committee Member, Republican National
Hispanic Assembly
Monte F. Montez, Executive Committee Member, Republican National
Hispanic Assembly
Jay Garcia, Director, Office of Spanish Speaking Affairs, RNC
Richard Thaxton, Director, Political Research Division, RNC
Joe Gaylord, Director, Special Voter Groups Division, RNC

Ford Aide Says U.S. Hispanic Voters Could Sway Election

Mexican-Americans are concentrated in such large numbers in key states that they are capable of determining the outcome of the election. They must become much more politically active before much attention will be paid to them.



efforts meant to blacks in the South. The Hispanic-Americans women and children are of Hispanic origin, based on a Census Bureau report. "In the last fiscal year the (Continued on B-4, Col. 3)

For further information:
Clayton Willis
202--338-3900
202--338-456-6210



EXECUTIVE LEVEL
AND OTHER TOP POLICY MAKING APPOINTEES
OF THE FORD ADMINISTRATION
AS OF JUNE 1, 1975

<u>Name</u>		<u>Title</u>
ARMENDARIS, Alex	(CS-18)	Director OMBE, Department of Commerce
CORDOVA, Jorge L.	(GS-18)	Regional Director for Latin America, Peace Corps.
DE BACA, FERNANDO	(PA)	Special Assistant to the President The White House
GALLEGOS, Bert	(II)	Director Community Services Administration
HIDALGO, Edward	(GS-18)	General Counsel and Director of Congressional Affairs, U.S.I.A.
JOVA, John Joseph	(II)	Ambassador to Mexico
MARTINEZ, Samuel	(GS-18)	Chairman, Federal Regional Council, Denver, Regional Director, USDOL
MAYMI, Carmen	(GS-17)	Director, Women's Bureau, Department of Labor
MOLINA, John	(GS-16)	Director of Bilingual Education OE/DHEW
NUNEZ, Luis	(GS-18)	Deputy Staff Director, U.S. Commission on Civil Rights
OAXACA, Fernando	(IV)	Associate Director for Operations, OMB
ORTIZ, Frank	(FSO-1)	Deputy Executive Secretary Department of State
POMPA, Gil	(GS-18)	Deputy Director, Community Relations Service, Department of Justice
RUIZ, Jr., Manuel	(PA)	Commissioner, U.S. Civil Rights Commission



2.

<u>Name</u>		<u>Title</u>
SANCHEZ, Phillip	(IV)	Ambassador to Honduras
TELLES, Raymond	(V)	Commissioner, EEOC
VILLARREAL, Carlos	(V)	Commissioner, U.S. Postal Rate Commission



SUPER-GRADES
AND OTHER MAJOR HISPANIC APPOINTEES
OF THE FORD ADMINISTRATION
AS OF JUNE 1, 1975

<u>Name</u>	<u>Title</u>
AGUIRRE, Edward (GS-16)	Regional Commissioner, OE/DHEW San Francisco
ARIAS, Julio (FSC-2)	Director Visa Office, Department of State
BACA, Doroteo (GS-)	U.S. Marshal, Department of Justice
BACA, Edward (GS-16)	Regional Commissioner, OE/DHEW Dallas
BAYO, Francisco (GS-16)	Deputy Chief Actuary, SSA/DHEW
CARRILLO, Manuel (GS-15)	Director Spanish Speaking Program DHEW
Chavez, Gilbert (GS-15)	Director Spanish Speaking Affairs OE/DHEW
ESQUIVEL, Pedro (GS-14)	District Director, EEOC Denver
ESPARZA, Carlos (GS-15)	Director, Spanish Speaking Programs U.S.C.S.C.
GARCIA, Joe (GS-16)	Regional Director, ACTION, Dallas
GARZA, Alvaro (GS-14)	District Director, EEOC San Antonio, Texas
GONZALEZ, Armando (GS-15)	Director of EO Federal Energy Administration
GONZALEZ, Douglas M. (GS-16)	U.S. Attorney Department of Justice
GONZALEZ, Eugene (GS-15)	Regional Director C.S.A., San Francisco



<u>Name</u>		<u>Title</u>
LOPEZ, Jose	()	U.S. Marshal Department of Justice
LUNA, Joseph	(GS-15)	Deputy Associate Administrator for Minority Enterprise, SBA
MADRID, Pat J.	(GS-)	U.S. Marshal Department of Justice
MALDONADO, Joe	(GS-17)	Regional Director, DHEW, San Francisco
MEDINA, Bill	(GS-16)	Chief of Executive Training Branch OMB
MERCADO, Edward	(GS-16)	Regional Director EEOC, New York
MONTANO, Gil	(GS-17)	Regional Director, SBA, San Francisco
MOURE, Rupert	(GS-18)	Executive Officer U.S.P.H.S./DHEW
OLIVEREZ, MANUEL	(GS-15)	Director EO Department of the Air Force
ORTEGA, VICTOR	(GS-16)	U.S. Attorney Department of Justice
ORTIZ, Edwin	(GS-16)	Division Director, Bureau of Drugs FDA/DHEW
PENA, Edward	(GS-17)	Director of Compliance, EEOC
RAMIREZ, Lorenzo	(GS-16)	Regional Director EEOC Dallas
RAMIREZ, Luis	(GS-16)	Associate Director for Economic Development, C.S.A.
RAMOS, Juan	(GS-15)	Acting Director Special Programs, NIHM/DHEW
RIVERA, Victor	(GS-16)	Regional Director, SBA Denver Region



<u>Name</u>		<u>Title</u>
RIVERA, Angel	(GS-17)	Acting Associate Director for Field Operations, C.S.A.
ROBLES, Tom	(GS-15)	District Director EEOC, Albuquerque
RODRIGUEZ, Al	(GS-16)	Associate Director for Administration, C.S.A.
RODRIGUEZ, John H.	(GS-17)	Associate Commissioner for Compensatory Educational Programs, OE/DHEW
ROEL, Virgilio	(GS-15)	Board Member, Appeals Review Board, U.S.C.S.C.
ROMERO, Fred	(GS-16)	Deputy Regional Director DOL, Denver
ROMERO, Ramon	(GS-15)	Regional Director OMBE San Francisco
RUIZ, Carlos	(GS-15)	Associate Director Human Rights, C.S.A.
SANCHEZ III, Manuel	(GS-16)	Area Director, HUD
SANCHEZ, Julio	(GS-16)	U.S. Attorney Department of Justice
SERRA, Patricia		Executive Assistant to the Commissioner, EEOC
VALENZUELA, Edward	(GS-14)	District Director EEOC Phoenix
ZUNIGA, Henry	(GS-15)	Regional Director, OMBE Dallas



BENJAMIN FERNANDEZ
Chairman, RNHA
Consultant, Los Angeles, California

FAUSTO VERGARA
State Chairman, Indiana RNHA
Assistant Director for Div. of Compensatory Education
Indiana State Department of Public Instruction

FRANCISCO M. VEGA
State Chairman, Michigan RNHA
President Kent Memorial Garden-Shrines, Inc.
Grand Rapids, Michigan

MRS. ALMA GREEN
State Chairman, Rhode Island RNHA
Director of Social Programs in Neighborhood Facilities
for Community Development, Providence

BEVERLY MONTEZ
State Chairman, Kansas RNHA
Secretary, Montez Enterprises, Kansas City, Missouri

RICHARD SALVATIERRA
State Chairman, D. C. Metropolitan area RNHA
Special Assistant, Director of Community Services
Administration

EDWARD GARZA
State Chairman, Texas RNHA
Consultant, San Antonio, Texas

MICHAEL CARBAJAL
State Chairman, New York RNHA

RODRIGO CORREA
State Chairman, Connecticut RNHA
Member, National Executive Committee
Treasurer-Manager, St. Peter's Federal Credit Union
Hartford

CARLOS de la VEGA
State Chairman, Louisiana RNHA
District Director, National Economic Development Assoc.

ROBERTO DE VARONA
State Chairman, Colorado RNHA



JOSE M. CASANOVA

State Chairman, Florida RNHA
President, Flagship National Bank of Westland

MIGUEL HUERGO

State Chairman, New Jersey RNHA
Huergo Tire Cia.

RAY ARBALLO

Representing California RNHA Chairman
Manager, Manpower Training & Adm.
North America Rockwell, Downey, Calif.

MONTE MONTEZ

National Executive Committee member
President Montez Enterprises, Kansas City, Mo.

COMM. MANUEL ALVARADO GONZALEZ

National Executive Committee member
Con Edison, New York City

EDWARD MACHADO

National Executive Committee member
President & Chairman of the Board
Americana Federal Savings & Loan, Chicago

LUIS TERRAZAS

National Executive Committee member
President, Gold Bond Mfg. Inc., Natalia, Texas

RITA DiMARTINO

National Executive Committee member
Senior Business Consultant, Dept. of Commerce, State of N.Y.

EDWARD R. LUCERO, C.P.A.

National Executive Committee member
Chairman of the Board, CEDA, Denver, Colo.

DR. HENRY RAMIREZ

National Executive Committee member
President of Intep, Beverly Hills, Calif.

GEORGE ADAMS

National Executive Committee member
President, Mobility Systems & Equipment, Los Angeles



MANUEL ALMAGUER

National Executive Committee member
Attorney, Dalas, Texas

NELSON CARLO

National Executive Committee member
President, Abbott Prod. Inc., Chicago, Ill.

FRANK C. CASILLAS

National Executive Committee member
Vice President, Bunker Ramo Corp., Oak Brook, Illinois

ALICIA CASANOVA

National Executive Committee member
Director of Action Community Center, Inc., Miami, Fla.

MARTIN G. CASTILLO, Esq.

National Executive Committee member
Attorney, Los Angeles, Calif.

DR. DELFIN PUPO

National Executive Committee member
Advisor to the United Bank of the Americans, Amherst, N.Y.

DAN CATANIA

Candidate for National Executive Committee member
Assistant Director, American Saving and Loan League
Washington, D. C.

MANUEL LUJAN

Member of Congress from New Mexico

MRS. HEBBE RUSO

Executive Director, RNHA

JASPER GARCIA

Director, Spanish Division, RNC

JOE GAYLORD

Director of Special Voting Groups, RNC

