SF interim committee reports

Rights work needed

The Mayor's Interim Committee on Human Relations wound up its emergency job of easing racial tensions with a warning last month that a whole city suffers if a sizeable part of the population is excluded from economic opportunity.

In San Francisco, the committee said, "three large minority groups do not participate fully in the community's economy." Negroes and persons of Spanish-speaking and Asian origin still suffer varying degrees of economic restriction, the committee reminded the city.

The committee was set up in May to fight the fires of racial tension during a period of civil rights demonstrations. Its final report last month assessed the inter-group situation and made recommendations for action by its permanent successor, the Human Rights Commission.

THE IMMEDIATE problem, the committee found, was employment. "The issue is basically a moral one," it said in its report, "but we believe the key to tranquil and equitable racial and ethnic relations lies in full economic opportunity for all... In addition to the moral problems involved, an increasingly crowded, modern urban center cannot grow in health if a sizeable proportion of its inhabitants are severely disadvantaged."

Labor has pointed out that job equality cannot be realized unless there is full employment and has urged measures to reverse the migration of jobs from San Francisco.

THE COMMITTEE noted labor's point in a brief sentence, but its employment recommendations did not go that far. The committee's solution concentrated on skill training, education and equal opportunity for jobs and training.

It also recommended because of the admitted job exodus to suburban counties that "employment opportunities for minority groups and all matters such as housing, must be planned and coordinated on a metropolitan regional basis."

It presented a bleak picture of minorities' economic status, particularly that of Negroes. The Negro jobless rate is more than twice that of the general population and their income less than 70 per cent of the earnings of the total work force, the committee reported.

"A LARGE portion of the Bay Area's Negro population comes from other places where the burden of discrimination and inherited deprivation was extremely great," the report said.

"For all practical purposes, the effect of this background still plagues them here. There is widespread fear that most Negroes will be frozen out of the labor market unless drastic steps for economic integration are taken."

Spanish-speaking workers "often face difficult language and cultural adjustments compounded by the altering skill market," the committee noted. And, it said, Asian-descended persons have made or found economic opportunities more easily than the other two groups, but "they too encounter restrictions upon the opportunities available to individuals."

THE COMMITTEE urged that employers "take the initiative in the economic integration of minorities." Answering employer complaints that qualified workers with skills are hard to find, it suggested employment of the "qualified worker—the man and woman with potential—who can be developed with intelligent aid."

"Employers should institute on-the-job training for all workers and apprenticeship programs where practicable and should give special consideration to inducing minority groups to take advantage of this training," the committee advised.

It counseled unions to examine their membership and apprenticeship program policies to conform to the AFL-CIO non-discrimination stand.

A few tips for cutting the cost of winter

How high your heat goes this winter depends significantly on how efficiently your heat is working. Here are some tips to help you keep your bill down.

1. Good insulation pays for itself. Floor and ceiling insulation can cut your heating costs by 10 to 25 percent, depending on the effectiveness of the insulation. Insulation does not cost you anything but time, and the money you save will pay for itself in a few years. If you have a building of more than 2,000 square feet, it's worth having a professional insulate your walls and attic. But you can do a lot yourself. First, make sure the walls are in good condition and air-tight. Then, put batts in the walls and fill the attic. If you're doing it yourself, be sure to use the right kind of insulation for the job. For example, if you're putting batts in the walls, you should use 12-by-24-inch batts, not 12-by-16-inch batts. If you're putting batts in the attic, you should use 12-by-30-inch batts.