

CORE Letterhead

March 16, 1965

David H. Thompson, President
Citizens Interracial Committee of San Diego County
520 "E" Street - Room 609
San Diego, California 92101

Dear Mr. Thompson

As spokesman for San Diego CORE I would like to thank you and Dr. Waymon for your ^{time and} ~~time~~ ^{understanding} and frankness in our meeting of March 15. ^{We have always felt that} CORE and C I C have common objectives and, ~~we~~ ^{perhaps} would like to think we ~~are~~ ^{are} to our mutual advantage, ~~perhaps~~ ^{different but} we have complementary methods and tactics by which these common objectives can be met.

The information we would like to ~~secure~~ ^{obtain} from the Director and personnel officer of the San Diego Zoo can be secured ~~from~~ by asking this rather lengthy and detailed list of questions:

1. How many full-time and how many part-time Negroes are now employed by the Zoo? What percentage of the total employment force does this represent?
2. How many Negroes were employed during the

- peak employment season last summer? What percentage did this represent?
3. What are the exact job-titles of the Negroes now working for the Zoo? Within what departments do these job-titles fall?
 4. How many full-time male Negroes have been hired by the Zoo in the last 5 years. How many male Whites have been hired by the Zoo in the last 5 years? How many part-time male Negroes & how many part-time male Whites have been hired in the last 5 years?
 5. How many Negroes work within the following departments: a) Concessions, restaurant, gifts etc
b) Clerical c) Guards d) Bus-drivers e) Children's Zoo f) Mammals g) Birds h) Reptiles
i) Maintenance and construction
 6. Are any of the keepers at the Zoo Negroes? ^{within the last five years how many Negro keepers have been employed}
~~Has the Zoo ever employed a Negro keeper by the Zoo?~~
 7. What jobs do the Negro women at the Zoo hold? How many work in the office or restaurant or gift shop?
 8. ~~What are the locker, restroom and washroom facilities for ~~where do~~~~
 8. In the last 5 to ten years ~~if~~ have the Negro women employees of the Zoo had

- use of the locker + ~~restroom~~ restroom facilities of the white women employees? What have ^{been} the ^{locker + restroom} facilities of the Negro women custodians for the past decade? Has there been a difference in ^{adequacy of facility} between that used by the white women + ^{that used by the Negro women}
9. Does the Zoo have an in-service training program by which employees may qualify for higher level jobs? How many Negro men + how many Negro women have been enrolled in any such training program during the ^{experiential} last 5 years.
10. What is the ^{experiential} background of Mr. O'Farrel, the personnel officer at the Zoo? Was he for many years a Coast Guard or Navy officer or petty-officer? Of the male employees ~~of~~ hired by the Zoo during Mr. O'Farrel's ^{tenure} what percentage have been retired ^{or discharged} Coast-Guard or ~~retired~~ Navy personnel?
11. What is the procedure by which anyone applies for a position with the San Diego Zoo? Is there easy + ready access to the Personnel Office? Who acts as ^{personnel} receptionist, and takes completed application forms and arranges for an interview with Mr. O'Farrel or whoever is the hiring officer?
12. What are the tests used to determine

- whether an applicant qualifies for the various job categories? What are the tests used to determine whether a male custodian may advance to groundsman or ^{gardener} ~~gardener~~.
13. How many college or other students were hired last summer as temporary employees of the Zoo? Of these, how many were Negro? Are any still used as temporary employees ~~still~~ during holidays & other rush periods?
14. Was a male Negro student dismissed ~~last summer~~ from ^{temporary} employment last summer? If so, how many Negro students remained as temporary Zoo employees? What was the basis upon which this male Negro student was dismissed? What evidence is on file demonstrating the validity of the charges brought against this male Negro student?
15. How many employment positions in ^{the} Zoo work force ^{do not} demand high school graduation ^{as a} ~~stipulated~~ requirement?

These are many questions and admittedly will involve some ~~time~~ ^{work} on the part of Zoo officials to give full and honest answers. We don't

apologize for this for we are dealing here
with basic issues of livelihood, racial
justice, and human dignity and such issues
deserve to be treated ~~with~~ with ~~absolute~~ ^{utmost} ~~the~~
accuracy and sincerity.

We shall await early receipt of the
information requested from the San Diego
Zoo and an opportunity to sit
down with the officers of the Zoo
to work out equitable solutions to
existing problem.

Very truly yours,
Harold K Brown, ^{Chairman}
San Diego CORE