[MS-0436.002.015.004]

CORE

1. Meeting with S.D. Gas & Elec Co. 11/27/63

Gentlemen, CORE's presence here indicates that ~~CORE~~ we ~~are concerned~~ feel there ~~is a~~ call for are circumstances present which ~~necessitate~~ our concern and our energies to seek the facts and make recommendation that we feel would aid in correcting these circumstances. CORE has dedicated itself to the task of eliminating segregation and discrimination on the basis of color, wherever it exists. Our goal is to see an intergrated society, where all citizens, regardless of skin color or religious preference, are given the same opportunities ~~to reach~~ and the same consideration to reach the heights to which they aspire. CORE recognizes that problems of man can only be solved through mutual understanding and appreciation of those problems. CORE recognizes its obligation to help raise this country head from the shame of racial segregation and discrimination. Whether segregation and discrimination exists ~~for~~ because of intent, or a matter of circumstance, is not the problem to be considered. The fact that conditions may be improved for the betterment of the entire community is enough reason for CORE to seek mutual cooperation in working toward a common end.

This common end is the same to which our courageous fighter for human rights, our late president, John F. Kenn

dedicated his life. We hope that under the spirit left by our late president — freedom for all people — we may reach today some final decisions mutually acceptable to all.

For the benefit of our observers who may not be clear as to our intent concerning certain issues, I would like to clarify certain points.

1. CORE never has and never will be a party to recommending that certain groups of people be fired from their jobs to make jobs available for persons of a different group.

2. The figure 17% mentioned in our requests was used only as a target figure to produce a clear picture of what an equitable distribution of work force would be in our community, in order to have a truly integrated community. At any rate, this figure was only mentioned as something to shoot for in the future, not as a ceiling or as a pavement. No minimum or maximum amount of time was stated in our requests to initiate such a program that would bring about desirable results.

With these clarifications in mind, CORE ~~would like to~~ offers the following recommendations.

Recommendations

1. To reaffirm to unions and public and private employment agencies; to company personnel; and to the community, the Gas & Electric's non-discriminatory policy in hiring and promotion.

2. To initiate a program to recruit qualified Negroes, Spanish Americans, and members of other minority groups.

3. To include the phrase "Equal Opportunity Employer" in all the help wanted ads; to extend advertising job openings through appropriate Negro publications and radio.

4. For CORE to meet with responsible officials of S.D. Gas & Electric Co. within one month of our final conference, at which time San Diego Gas & Electric Co. will provide for CORE.

   a. A statistical breakdown of all employees by job category and race (White, Negro, Spanish American and all other minorities)

   b. A factual and numerical account of progress to-date in terms of hiring and promotion for all sections of the company.

   C. A statistical summary by race (White, Negro, Spanish American and all other minorities) of those who file applications for jobs, those who take preliminary tests, those who pass above tests, those who

are interviewed by your company, those who satisfactorily complete such interview, and those who become employees of San Diego Gas & Electric Co.

5. To have regular meetings between San Diego Gas and Electric Co. officials and representives of CORE every three months, at which time progress during the preceding period will be reviewed. At this time, up-to-date figures (as mentioned in 4b and 4c above will be presented by San Diego Gas and Electric Co. officials.