March 6, 1972

MEMORANDUM FOR Lupe Anguiano
Women's Action Program, D/HEW

In accordance with the request from your office, I have reviewed the Report of the Women's Action Program and am not representing the U. S. Department of Labor's views in offering the following comments.

It is evident to me that the report sought to define common issues and make common recommendations for all women. However, because of the unique value system and role of Spanish Speaking/Spanish Surnamed (SS/SS) women within their own ethnic group and with the society at large a refinement of the issues and recommendations for these women is needed if effective action is to take place. There are common elements to the condition of all women in the nation, and these must be dealt with. However, specific knowledge about the SS/SS people and certainly of the women from this ethnic group is required so that appropriate action to meet their special concerns can be taken. In this regard, here is a checklist of things that can be done in the Women's Action Program.

1. Members of Planning Committee

Involvement of "Chicana" and Puerto Rican women in the Planning Committee for research projects to be implemented.

2. Consultants

Use "Chicana" and Puerto Rican consultants at a time when staff attrition may not allow new personnel to join HEW.

3. Decision Making Participation

Ensure that Spanish Speaking women (there are no Puerto Ricans now in the Women's Action Program) are full fledged participants in the decision making process.

4. Review of Existing Research on Women

The research should be reviewed for relevance to the Spanish Speaking.

5. Original Research

Original research should analyze the "Chicana" and the Puerto Rican as the geographical and industrial differences of the areas in which they live are determinants to a great extent of the degree of involvement in the world of work.

6. Race Demographical Breakdowns in Research

Race identification is nonrelevant to the Spanish Speaking. The designation of "White" for most Spanish Speaking has not prevented the widespread discrimination aginst this group. The basis for discrimination is based on Spanish Surname; Spanish accent as opposed to Scandanavian, German, or other accents which are many generational, too, but which are more acceptable; predominance of brown skin, and unique life style dating back over 100 years before the English reached these shores. Statistics should, therefore, analyze the Spanish Speaking as one of the ethnic or racial groups: Black, White, SS/SS, American Indian, Oriental.

7. NIMH

A. Examination of neurosis must take into consideration different cultural values and attitudes and how they conflict with the nebulous ones we call "American."

B. More Spanish Speaking women need to be recruited and trained to deal with special problems of their group. Accordingly, the NIMH training effort of FY 1971-1972 for personnel in the mental health and related professions needs to be reviewed to see whether SS/SS women were recruited in appropriate numbers and whether they were part of recruiting team.

8. Population Control

A. Family planning services availability should extend to the SS/SS people and their cultural and religious orientation considered in determining the kind of services offered.

B. Family planning education programs should extend to men and women since male/female roles in SS/SS family may be determinants in the impact of programs.

9. Adoption

Informal forms of adoption of neighbors or families children needing a home is very frequent. Adoption laws are not geared to allow for this. Foster child support should be made available to such families or in case of families with low paying workers or on welfare. It would cost less than institutional care which is less natural than home care.

10. Comparison Studies of Women in Education by Racial and Ethnic Group

The status of women working in education by ethnic or racial group needs to be compared. What are opportunities relative to educational level?

11. Child Care

A. Child care specialists need training on ethnic and racial groups living in area where they work.

B. Bilingualism should be considered preferentially in staff hiring and work assignments in programs for children.

C. Program components for children should include bilingual activities.

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