

**Question: Is There Discrimination Against Domestic Partners?**

**Answer:** Yes. Many employers, landlords, insurance companies, credit unions, auto and travel clubs, airlines and health clubs, for example, discriminate against employees and consumers on the basis of their marital status. The widespread extent and nature of such discrimination has been documented by recent studies conducted by the Los Angeles City Task Force on Family Diversity and the Los Angeles City Attorney's Consumer Task Force on Marital Status Discrimination. Much of this discrimination is illegal under existing laws.

**Question: Do Any Employers Grant Benefits to Domestic Partners?**

**Answer:** Some municipalities have recognized the family needs of employees with domestic partners and have extended benefits to these workers. For example, West Hollywood, Berkeley, Santa Cruz, and Seattle grant family sick leave, bereavement leave, and health coverage to domestic partners. The City of Los Angeles has offered sick and bereavement leave. Alameda County and the City of New York offer bereavement leave. Proposals to extend benefits are moving forward in Minneapolis and Philadelphia. A number of unions, such as the National Education Association, have endorsed the concept of domestic partnership benefits for workers. Many private employers are studying proposals submitted by employees and unions.

**Question: Have These Employers Experienced Adverse Effects?**

**Answer:** No. The Employee Benefits Plan Review calls "unfounded" the fears of some employers that extending coverage to domestic partners will significantly increase the cost of benefits plans. In its November 1989 issue, the trade journal surveyed a number of existing domestic-partner benefits plans and did not find a single case of escalating costs. The cities of Los Angeles and Berkeley have estimated that about 8% of their workers have domestic partners.

**Question: What Can the City of Long Beach Do?**

**Answer:** The city's EQUAL OPPORTUNITY CONTRACT LAW should be amended to prohibit city contractors from discriminating on the basis of "sexual orientation" and "marital status." Also, discrimination by the city against its own workers should be eliminated. The following issues need to be addressed: (1) SICK LEAVE. The term "member of the immediate family living in the household" needs to be defined to include unmarried partners. (2) BEREAVEMENT LEAVE. The list of relationships that qualify for bereavement leave should be expanded to include "household members" including an unmarried partner. (3) EXTENDED LEAVE. Unpaid leave to care for a "dependent" should be defined to include an unmarried partner. (4) HEALTH AND DENTAL. Eligible dependents should be expanded to include unmarried partners. (5) SURVEY OF WORKFORCE. A survey of the workforce should be conducted to determine the family compositions and needs of city workers and to determine the feasibility of shifting to a cafeteria-style benefits plan that does not discriminate against workers on the basis of their marital status or family status. (6) EMPLOYEE'S CREDIT UNION. Credit union membership should be open to unmarried partners of city employees. This can be accomplished by expanding the definition of "family" in credit union by-laws.

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Thomas F. Coleman is an adjunct professor at the University of Southern California Law Center where he teaches a class on "Rights of Domestic Partners." He has served as Chairperson of the Los Angeles City Attorney's Consumer Task Force on Marital Status Discrimination. He is a member of the Legislature's Task Force on the Changing Family. He is Executive Director of Spectrum Institute.

## PARTNERSHIP LAWS CATCHING ON

### Alameda County, California

On Labor Day, the Alameda County Board of Governors agreed to a contract proposal from the Service Employees International Union (SEIU) locals that would include bereavement leave for union members to attend the funeral of a domestic partner. The SEIU rank and file then approved the new portion of the contract proposal with the county on September 11.

It represents the first contractual recognition by Alameda County of the domestic partnership concept.

The lesbian/gay caucus of SEIU local 616 proposed adding the benefit to the union's list of bargaining issues, then lobbied extensively throughout the county to gain support.

### Philadelphia

An initial draft of a domestic partnership ordinance was presented by Philadelphia attorney John Taylor at the September meeting of Philadelphia Attorneys for Human Rights. Taylor said he was circulating copies of the draft for comment and will present it publicly after the first of the year. As now written, it would apply to both private and public employment.

The lawyers group was to have sponsored a November 1 seminar to discuss marriage for gay men and lesbians.

### Seattle

A petition has been filed to overturn a new Seattle law that grants city employees sick and bereavement leave to attend a domestic partner. An earlier petition drive failed to collect enough signatures to prevent the measure from becoming law. However, leaders of the effort say they now are more organized.

### Minneapolis

At the September 1 meeting of the Minneapolis City Council, members Barbara Carlson and Brian Coyle gave

notice of intent to introduce an ordinance establishing domestic partner benefits for unmarried couples.

Politics may have played a role in the move. In the November election, Coyle is supporting Carlson's challenger, Pat Scott, who has pledged to support a domestic partner ordinance if elected.

Carlson insists that her decision was unaffected by politics. She told Minneapolis' *EqualTime* newspaper, "it's inherently unfair that gay people are not able to marry."

### New York City

A town meeting on domestic partners' rights was cosponsored October 17 by the Family Diversity Coalition and the Coalition for Lesbian & Gay Rights. The groups are organizing an effort to enact domestic partnership legislation in New York City.

and equal access to business accommodations and employee benefits.

## PARTNERS GO TO HEAD OF CLASS

The National Education Association (NEA), which represents some 2 million teachers nationwide, has endorsed domestic partnership benefits for education workers. At its national convention this summer, the group's Representative Assembly adopted a resolution from the NEA Gay/Lesbian Caucus, which states, "The Association (NEA) believes that education employees should have access to comprehensive health, dental and vision insurance for their spouses, domestic partners, and/or family members."

The resolution gives local NEA affiliates a guideline for contract negotiations. It was part a package of NEA policy additions that were passed without debate.

### *Survey of Gay, Lesb. Hewlett-Packard Employees:*

Current and former employees interested in participating in the Awareness Project Survey of Gay and Lesbian issues at HP are invited to attend the next project meeting on Tuesday, July 10, 1990 or call (415) 329-0809 or (408) 252-9986.

# Social Workers Form Gay Caucus

## *Meeting of all Gay & Lesbian L.A. County employees planned*

LOS ANGELES—County child protective social workers announced last week they have formed a caucus within the Social Services Union, Local 535 of SEIU/AFL-CIO, to address the long neglected needs of Lesbian and Gay clients and employees.

Goals announced include edu-

cation of social workers and child caretakers to the needs of Gay and Lesbian children, correction of homophobia in official documents and paperwork, and attainment of bereavement and medical benefits for life partners of Gay and Lesbian employees comparable to benefits offered married heterosexuals.

Local 535's Lesbian and Gay caucus will have a contingent in the CSW Pride Parade.

Planning has begun to network with Gays and Lesbians employed by all departments of Los Angeles County. The first coalition meeting is scheduled for September 13.

For more information, contact Chris Kilbourne at (818) 374-5174 or Karen Vance at (213) 599-9059.

# CALIFORNIA LEGISLATURE

## Joint Select Task Force

on the

## Changing Family

FOR RELEASE ON:  
June 9, 1989

CONTACT PERSON:  
Thomas F. Coleman  
(213) 258-8955

### LEGISLATIVE TASK FORCE RECOGNIZES DOMESTIC PARTNERSHIPS AS PART OF THE CHANGING FAMILY AGENDA IN CALIFORNIA

#### Proposals Focus on Employee Benefits, School Curricula, Insurance Discrimination, and Rights of Survivors

A report just published by a state task force urges California lawmakers to recognize domestic partnerships as family relationships.

The report of the Joint Select Task Force on the Changing Family also includes several recommendations to eliminate discrimination against the nearly 1.4 million adults who live in unmarried-couple households in California. The domestic partnership proposals recommend that:

- \* Public policies should respond to the changing needs of today's families, while respecting their privacy, integrity, and diversity; (See Report, page 11)
- \* Domestic partnerships should be recognized as family relationships; (See Report, page 101)
- \* Employee benefit plans should define family broadly enough to encompass the diversity of today's families, regardless of family structure; (See Report, page 27)
- \* Public schools should expand curricula to promote recognition of family diversity by providing students with current information on changing family structures; (See Report, page 78)
- \* Counseling services, whether publicly funded or provided through private health plans, should serve not just individuals, but all families regardless of their structure, including unmarried couples. (See Report, page 84)
- \* Insurance practices, such as rate discrimination against unmarried couples, should be prohibited; (See Report, pages 100-102)
- \* Wrongful death laws should be amended to allow adult dependents to recover damages when a domestic partner is killed by a criminal, drunk driver, or by other intentional or negligent conduct of a wrongdoer. (See Report, pages 100-102)

# Census Will Count 'Unmarried Partners' for First Time

By VICTOR F. ZONANA  
TIMES STAFF WRITER

In a move that reflects the changing definition of the American family, the Census Bureau for the first time will attempt in its 1990 population survey to count the number of people who consider themselves "unmarried partners."

The new designation will be added to such traditional categories as "single," "married," "roommate" and "boarder," Donald Hernandez, chief of the bureau's marriage and family statistics branch, said in an interview Wednesday.

The new category will give government officials—as well as policy makers, marketers and others who rely on census data—a better handle on the number of unmarried couples in committed relationships, both heterosexual and homosexual.

"This is an important milestone," said David Link, a member of the city Task Force on Family Diversity in Los Angeles. "It marks the first step by the federal government toward recognizing the concept of domestic partnership."

Hernandez said the main purpose of the new category is to identify unmarried persons of the opposite sex.

"We already know that half of the people who get married today were living as unmarried partners before they got married," he said. "It's a major change in the family formation process, and it's important that we get a handle on this group. As a byproduct, we will also be able to identify unmarried partners of the same sex."

An accurate count of unmarried couples is important because many public and private initiatives are launched on the basis of census data. For example, the number of unmarried partners will probably be seized upon by both advocates and opponents of local "domestic partnership" ordinances.

That in turn could affect the growing debate on whether to grant such spousal benefits as health insurance coverage, hospital visitation rights and bereavement leaves to unmarried partners.

The "unmarried partner" designation on the census questionnaire reflects the growing acceptance of the concept of family diversity. A poll last fall by Massachusetts Mutual Life Insurance Co. found that only 22% of those surveyed defined families in a legalistic way as "a group related by blood, marriage or adoption."

In contrast, 74% defined the family in more emotional terms, such as "a group who love and care for each other."

A Time Magazine/Cable News Network poll last November found that, by a margin of 54% to 37%, Americans thought that homosexual couples should be

permitted to receive medical and life-insurance benefits from a partner's policy. However, they opposed the concept of homosexual marriage by 69% to 23%.

Gary L. Bauer, president of the Washington, D.C.-based Family Research Council, a conservative think tank that aims to preserve the "traditional" family, said: "While we are troubled by the phenomenon of unmarried couples living together in a sexual relationship, that does not mean we are vehemently opposed to learning how many people are engaged in such a life style."

Bauer, a White House domestic policy aide during the Reagan Administration, added that "it might be useful to see the figures because they may in fact show a lot fewer people in such relationships than is commonly believed."

In a rough calculation based on a 1988 population survey, census officials last year estimated that of the nation's 91 million households, 2.6 million are made up of unmarried couples of the opposite sex, while 1.6 million involve unmarried couples of the same sex.

Ivy Young, director of the Families Project of the National Gay and Lesbian Task Force, applauded the inclusion of the new category, but she criticized the Census Bureau for failing to alert affected groups that the question exists or to explain what "unmarried partner" means.

"There has been no outreach effort, no community education, no discussion with lesbian and gay activists about how to best ensure that the question is understood and answered accurately," she said. On the other hand, the bureau has developed outreach programs for such undercounted groups as blacks, Latinos, the homeless and illegal immigrants.

Moreover, Young added, "fear and apprehension" of government intrusion among gay men and lesbians—unless countered by explicit promises of confidentiality—could lead to a serious undercount of same-sex couples."

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## Los Angeles Times

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THURSDAY

FEBRUARY 15, 1990

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RL-39



June 21, 1990

## STEPFAMILIES

### What is a stepfamily?

A stepfamily is a family in which there is an adult couple in the household with at least one of the adults having a child by a previous relationship.

### Statistics (Source: Stepfamily Association of America, Inc.)

1300 new stepfamilies are formed each day in the United States. Of all children born in the 1980's, 45% will experience divorce of their parents before they are 18. 35% of these children will live with a stepparent before they are 18.....that's over 1 out of 3 children. Southern California estimates are higher.

### Stepfamily Myths

Stepfamilies are the same as nuclear families.  
Stepfamily members will love each other right away.  
Stepchildren are easier to manage when not living in the house.  
The death of a spouse makes stepparenting easier.  
Children believe that someday mom and dad will remarry...this rarely happens.  
Stepmothers are wicked.

### Ways Stepfamilies Differ From Nuclear Families

Larger and more complex  
Born of losses  
Often have legal restraints.  
Have looser, more flexible boundaries.  
Children have two families.  
Parent child bond predates the couple bond...histories differ.  
Few positive role models....an unplanned type of family.  
Children dream of parents reuniting  
Couple's sexuality more evident.

Remarried parents often feel  
squashed in middle  
pulled apart  
powerless  
responsible  
guilty  
angry  
anxious  
tired  
fearful  
resentful  
on loan to others  
frustrated  
numb  
jealous

Stepparents often feel  
unappreciated  
powerless  
angry  
resentful  
crowded out  
discounted  
insecure  
anxious  
confused  
lonely  
guilty  
jealous

Marilyn Wyman, M.P.H., M.F.C.C.  
Marriage, Family and Child Counselor #MS7365

Children often feel

jealous  
confused  
abandoned  
resentful  
insecure  
lonesome  
guilty  
powerless  
angry  
sad  
anxious  
disloyal  
pulled apart  
scared  
pushed around

How To Develop Closeness In A Stepfamily

Let go of unrealistic expectations and myths  
Let go of single parent family  
Listen to and respect everyone's feelings  
Allow time (years) for bonding with stepchildren  
Plan activities which encourage bonding  
Give your own children permission to have a good relationship  
with other parent and stepparent  
Spend time and energy on the new couple relationship  
Allow time to incorporate all the many changes.  
Accept situations as different rather than right or wrong.

Enrichment of Stepfamily Living

Larger more culturally varied support system  
Children can see an adult relationship that is working  
Entire stepfamily enjoys an expanded universe of exposure to different  
values and heritage  
Children have more role models from which to learn  
Children tend to develop independence and responsibility earlier  
Lots of people to do things with, to talk to, to care about you, to  
help you when you are down, to celebrate with you when you are up.

Support Systems for Stepfamilies

The Stepfamily Association of America, Inc.  
The only non-profit national organization that is devoted entirely  
to the concerns of people in stepfamilies. SAA, Inc. has family  
memberships for \$35 per year which includes an invaluable quarterly  
bulletin. Memberships in California receive a California State  
Division quarterly bulletin and announcements of local events for  
stepfamilies. SAA publishes STEPFAMILIES STEPPING AHEAD, an eight-  
step program for successful family living. Copies can be purchased  
for \$11.95 (includes S & H) from national office: Stepfamily Association  
of America, Inc. 215 S. Centennial Mall, #212 Lincoln Center, Lincoln,  
Nebraska, 68508. Phone 402/477-STEP

Marilyn Wyman, M.P.H., M.F.C.C.  
Marriage, Family and Child Counselor #MS7365

What can City of Long Beach do to help stepfamilies?

Encourage and support SUPPORT GROUPS FOR STEPFAMILIES" using the Stepfamilies Stepping Ahead Manual and the Manual For Leaders available from the Stepfamily Association of America, Inc.

Get information about stepfamilies to school teachers.

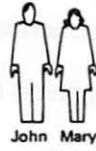
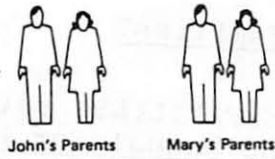
Have books about stepfamilies available in the schools.

Support Stepparents Day....first Sunday in October.

Distribute information about stepfamilies at health fairs, social service agencies, etc.

Encourage PTA's to study different family types.

NUCLEAR FAMILY



REMARRIAGE OF MARY

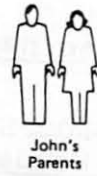


DIAGRAM A Pairs 28  
Possible Interactions All 247

DIAGRAM B Pairs 136  
Possible Interactions All 131,054

REMARRIAGE OF MARY AND JOHN

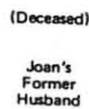
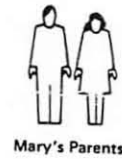
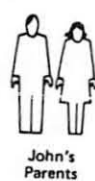
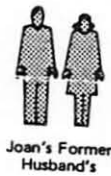


DIAGRAM C Pairs 253  
Possible Interactions All 8,388,584

Diagrams A, B, and C courtesy of Carolyn McClenahan, M.S., Los Gatos, California

**SOUTHERN CALIFORNIA RESOURCES FOR STEPFAMILIES**

S.A.A.-SAN FERNANDO	Support Groups	Contact: Marga Rose (818) 340-0462
S.A.A.-CERRITOS/	Couple Support Group Women's Support Group	Contact: Jim Pierce (213) 926-8298 Helene Johnson (714) 739-4383
S.A.A.-LOS ANGELES	Contact: Carol Samuels	(213) 935-7529
S.A.A.-ORANGE COUNTY	Contact: David Juroe Ellen Norris	(714) 633-1011 (714) 289-0289
S.A.A.-POMONA/WALNUT	Contact: Betty Owen	(714) 626-0163
S.A.A.-PASADENA/ SAN GABRIEL	Contact: Anne Reed	(818) 358-1055
S.A.A.-VENTURA	Contact: Irene Wilkerson	(805) 653-6675
S.A.A.-SANTA BARBARA	Contact: Pat Greshner-Nedry	(805) 688-3703
S.A.A.-SAN DIEGO	Contact: Kathleen Goodfriend	(619) 276-7399
S.A.A.-KERN COUNTY	Contact: Robert Williams	(805) 871-2165
S.A.A.-FRESNO	Contact: Kathy & Phil Phillips	(209) 291-6724

**AFFILIATED WITH S.A.A.**

PROJECT TOUCH	Teen Support Couple Support	Contact: Bob Babb (213) 379-2797 Marilyn Wyman (213) 375-8438
STEPFAMILY RESOURCE Reiss-Davis Clinic West L.A.	Family Counseling Couple Support	Contact: Shirley Summa- Brazda (213) 204-1666
CALIF. FAMILY STUDY CENTER - Burbank	Couple Support Children's Group	Contact: Tom Seibt (818) 509-5959

# Stepparents Need Legal Clout

MAY 1997

A family-law attorney in Birmingham, Michigan, Richard S. Victor has spent much of his professional life fighting for the rights of one of America's most quietly disenfranchised groups. He sketches a typical scenario:

A woman marries a divorced man who has custody of his children. They live together as a stepfamily—in what is increasingly the new nuclear family in America. Then, years later, the biological father and the stepmother divorce.

"The stepmother, who often has been the major maternal influence in the new household, may be entitled to half the interest in their house," Victor says, "but may not have any legal rights to custody or visitation with the children."

When the children they live with need emergency medical care or are having trouble in school, stepparents are not necessarily legally entitled to authorize such care or even examine educational records. In some cases, custodial stepparents have been unable even to pick up children at airports because they do not share the same last name as the stepchild.

Those difficulties and the denial of visitation and custody rights to stepparents make stepparents' rights a growth area of family law. Furthermore: 35 percent of children under age 18 in this country now live in "step" relationships.

Twenty percent of those children also are expected to suffer through a second divorce.

Stepparents are often "strangers in the eyes of the law," says Thomas F. Coleman, an attorney who has led the fight in California for recognition of non-traditional families, including unmarried couples and gay and lesbian partners. Coleman calls stepparents "the pivotal family minority."

According to the New York-based Stepfamily Foundation, about 1,300 new stepfamilies are formed daily in the United States. About 70 million people are now in step relationships (the foundation's count includes people who live together). One in every three children live in some form of step relationship, the foundation says. Within the next ten years there will be more stepfamilies than original or nuclear families.

Even so, stepparents have little legal recognition. At the state level, where family law is established, only California, Kansas, Oregon, Tennessee, Virginia and Wisconsin have approved laws giving stepparents visitation rights to children. Appellate courts in eight other states—Pennsylvania, Connecticut, New Jersey, Oklahoma, Kentucky, Florida, Indiana and Ohio—have awarded stepparents varying degrees of visitation rights.

Victor prefers legislative action. "Court decisions are subject to interpretation and to change," he says. "With legislation, a clear message is being sent."

Lawyers and other experts recommend these steps for stepparents:

● **Prenuptial agreements.** Potential stepparents should insist on a contract that specifies their rights and responsibilities toward the children in custody of their partner. Included in these agreements, lawyers say, can be questions about income and support for the children and, if the relationship eventually fails, visitation rights for the stepparent.

"It is a good idea to have these rights and obligations spelled out," says Cecile C. Weich, a family-law attorney in New York City. "This way everybody knows what they are getting into."

● **Medical authorization.** About two-thirds of hospitals will refuse to allow a stepparent to authorize emergency medical care. But the problem can be avoided if parents fill out a limited power of attorney giving the stepparent this authority.

To help those parents who are unable to afford an attorney, Victor has a free form available that can be used in virtually all the states. Request the form and send a self-addressed, stamped envelope to Richard S. Victor, 555 S. Woodward Ave., Suite 600, Birmingham, MI 48009.

—Philip S. Gutis

## MCCALLMANACE

### STEPFAMILIES AT A GLANCE

● More than 70 million Americans are currently involved in step relationships, whether remarried, dating, living with a partner or as an absent biological parent.

● Thirty-five percent of American children now live in step relationships (child and parent with a partner who is not the child's biological parent); many children live in double step relationships (both parents are involved in a step relationship).

● This year more people will be part of a second marriage than a first.

● Eighty-four percent, or four in every five divorced men, and 75 percent, or three in four divorced women, remarry within four years; 60 percent have children.

*Latest Statistics from the Stepfamily Foundation.*



**ANN LANDERS**

## Stepchildren Pose Ageless Problems

**DEAR ANN:** The issue here is stepchildren. Both my husband and I have them, and we are trying to be fair. My children are tots, and his are college-age. "Hank" has to adjust to having little ones around again, and I must adjust to having kids old enough to do as they please.

This is where we have trouble: The big guys have never been asked to take out the trash, clean a bathroom or hang up their clothes. When Hank asks them to stick around and help out, they always have plans and leave. He says, "Oh well, they're grown." I say, "If they're so grown, how come they are still living with us and paying nothing?"

Hank says his kids have a right to live here just like mine. I agree, but his aren't youngsters anymore. I'm only eight years older than his oldest son.

Why doesn't Hank see that his sons aren't learning how to function in the real world when they enjoy all the privileges of adults and accept none of the responsibilities? Their dad has tried to get them to pay \$10 a week to help with groceries.

The 20-year-old has never given us a dime, and his dad hasn't pushed it. One day last week, Hank lost his temper and threatened to put the kid's belongings on the porch if he didn't start helping out. Ten minutes later, he went running after him and apologized because he didn't want him to be mad. What can I do besides be patient and hope they leave before I'm on Social Security?

—**STEPPED ON IN FLORIDA**

**DEAR FLORIDA:** If ever I saw a situation that cries out for counseling, it's yours. As things stand, everybody is sure to lose. Since the majority of second- and third-marriage failures are caused by problems with the stepchildren, I suggest that you make an appointment with a family therapist as soon as possible.

Los Angeles Times

FRIDAY

FEBRUARY 23, 1990

**DR. JOYCE BROTHERS**

## Help Son Accept Dad's New Family

**DEAR DR. BROTHERS:** I'm a basket case because my 12-year-old son is going to spend several months with his father and his father's new wife. My son and I have grown so close since my divorce and it's almost more than I can take to see him go off to another family. How can I make the best of it?  
—H.A.

**DEAR H.A.:** Try to keep your depression and your fears about this separation to yourself. If you're troubled, your son is also going to be depressed and anxious. It isn't fair to put pressure on him. Children, especially those who've been living with a single parent, worry about the parent they're leaving, as well as feeling frightened about trying to merge into a new family.

Reassure your son that you'll be fine and that, while you'll miss him, this separation is going to be a good experience for both of you. Remind him that it isn't forever and that new experiences are essential for growth and learning.

Show your good will and help reduce your child's guilt by going with him to select some little gift to take to his father, his father's new wife and to stepbrothers and stepsisters if there are any. This lets your son know that you acknowledge and respect your ex-husband and his family. It also helps dissipate the child's feelings of disloyalty.

Los Angeles County

Department of Children's Services

Independent Living Program

The Legal authority for the Independent Living Program comes from the Consolidate Omnibus Budget Reconciliation Act of 1985 (Public Law 99-272), which added provisions to Title IV-E of the Social Security Act (section 477). These provisions authorized funds to states for service programs and activities to assist eligible children (aged 16 and over) in Title IV-E funded foster care to make the transition from foster care to independent living.

The goal of the Independent Living Program is to enable participating youth to achieve self sufficiency prior to leaving the foster care support system by providing services, programs, and a written transitional independent living plan for each youth.

This program was the result of a successful lawsuit launched by a former foster child in an Eastern state. The child's contention was that he was not adequately prepared for emancipation at age 18 by the Protective Services system which had acted as his parents while he was in Foster Care. (When a child is in danger of abuse or neglect in his or her own home, and must be removed to another home for protection, the local Protective Services agency has 72 hours to convince the court system why such removal is necessary. If the court agrees that protection is needed, the child becomes a ward, or dependent of the court until such time as he or she can safely be returned home. Unfortunately, for a number of our youth, this is never possible and the child is raised in foster homes or with relatives, with the Department acting as his or her parents).

It is not just dependent children who are not ready to be self-supporting on their own at age 18. As those of us know, who have had any experience with young adults, it is the rare child who has the occupational skills, emotional maturity and material resources to maintain themselves in an independent living situation in today's economy upon graduation from high school (which is the usual termination point for dependent youth). But our youth are particularly vulnerable to being unprepared, due to the trauma of abuse and neglect suffered at a young age, the disruptions suffered in their learning when foster home changes were made, and the problems inherent in having disruptions in parental teaching.

It is because of that lack of preparedness for adult life that our program came into being. Participants must be court dependents, at least 16 years old and be living in out-of-home care, either in a foster care situation or with a relative other than a parent;. Participants are referred by regional Children's Social Workers to their coordinator, who liaisons with all the service providers.



Although the CSW must make a mandatory referral, participation in the program is voluntary for the youth. Each ILP coordinator supervises the progress and participation of approximately 150 youth in the Independent Living Program.

Services include assessments of the child's level of self-care skills, emotional, behavioral and mental levels, vocational status and needs evaluation, case plan/emancipation goals. All of the youth are offered the opportunity to attend a six to eight week course in Independent Living Skills at a Community College near their home (Long Beach City College contracts with the Department to provide these classes). Course topics include, but are not limited to, job search and interview skill, apartment hunting, budgeting, relationships, shopping, health care, transportation. During these class sessions, self-esteem and confidence are raised along with the child's growing knowledge base. The young people also are given the opportunity to attend a local area "skill center" to learn a trade. Courses have included computer training, cosmetology, salesmanship, etc. Unfortunately, the Department has no contract skill center serving Long Beach Youth. ILP youth have had the opportunity to participate in self-esteem workshops and retreats, dress for success programs (fashion shows designed to teach appropriate dress for the workplace), visits to the Job Corp and California Conservation Corps locations. A few youth had the opportunity to participate in the Active Learning Program last summer. On May 21, 100 of our graduating seniors were honored at a special celebration at the Los Angeles County Music Center, where each of them was given at least a \$1000 college scholarship

We are able to provide, on a limited basis, the first year's tuition, books, and equipment at college or a trade school. Other needs remain unmet. One of these is money for rent, security deposits, first and last month deposits (the program is forbidden from issuing any of its monies for any housing expenses and so this great need exists. Other needs include household items for first-time apartment living, part or full-time jobs for youths in care and/or terminated youth 18 and over. Our youth also need offers for shared housing. Mentors are also in great need as are people with tutoring skills in Math and English. We are also in need of college scholarship monies for the youth's years in school after their freshman year as the program is not able to help them after that point. The local school systems can be very helpful to our youth by being aware that they often need special help as the time comes for applying for colleges and for financial aid. They often miss the deadlines for both as they themselves are not aware of the process and there is no one in their lives who has the knowledge base to help them with these tasks. It would also be very help to our youth if Long Beach could provide the intensive job preparedness skills that would be provided by a skill center if we had one in this area. This would be a program to job readiness and some training in a skill that would get them into the job market.

It is my hope that the City of Long Beach will recognize the special needs of its youth in foster care and find ways to supplement the Independent Living Program's activities with some of its own. In that way, working together, the County of Los Angeles and the City of Long Beach can better prepare our youth for a successful adulthood.

# U.S. Appeals Court Ruling Could Alter State's Foster Care Payments

By HENRY WEINSTEIN, *Times Staff Writer*

In a decision with potential ramifications for California, the U.S. 9th Circuit Court of Appeals ruled Thursday that Oregon's denial of foster care funding to children who live with close relatives is unconstitutional.

Three foster children sued the state of Oregon, asserting that state regulations were illegal and unfair because they granted less financial aid to relatives who act as foster parents than to other foster parents, thus discouraging relatives from taking on this role.

The children "have a constitutionally protected . . . interest in being placed with relatives," said

the unanimous decision, written by Judges Dorothy W. Nelson, Betty B. Fletcher and Procter Hug Jr.

The judges also said that "the state must assist children in its custody to exercise their constitutional right to live with fit members of their family."

California has regulations that mirror those of Oregon and public interest lawyers said they might bring a federal court suit seeking to overturn the state's rules in light of the 9th Circuit decision.

The decision cited previous cases which have held that the right to associate with family members is protected by the 14th Amend-

ment's due process clause.

The decision said that Oregon had illegally burdened the constitutional right to associate with family members when it adopted policies that prevented family members from living together.

"No right is more sacred, and this right can be abrogated only to protect other very important interests," the judges said.

The judges added that "the constitutionally protected 'family' extends beyond the nuclear family" of mother, father and child.

"This is a wonderful decision," said Pamela Mohr of Public Coun-  
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sel, the public interest arm of the Los Angeles and Beverly Hills Bar Assns. She said the decision ultimately could pave the way for thousands of children in Los Angeles to live with relatives who currently cannot afford to pay their expenses.

Los Angeles County has 35,000 children under court supervision, more than any other county in the nation, Mohr said.

## Equal Payments

The county needed at least 3,000 more foster homes in 1986 and the number has increased since then because a growing number of children must be separated from drug-addicted parents, according to Terry Carbaugh, an aide with Assemblyman Rusty Areias (D-Los Banos).

Areias authored legislation requiring relatives to be paid the same amount as non-relatives taking in foster children. The bill has passed the Legislature twice, but was vetoed by Gov. George Deukmejian. This year, the legislation did not clear the Assembly Ways and Means Committee because another veto was expected.

At present, the payout differences are significant. For instance, a non-relative with foster children ages 9, 12 and 15 receives \$1,130 a month in California; a relative with

foster children those ages receives \$663 a month—a difference of \$467 a month.

Paying relatives who act as foster parents the same as strangers who take in children would cost California about \$72 million, state officials have estimated.

The case stemmed from the problems of three Oregon foster children—Sheri Lipscomb, Autumn Scalf and William Scalf. The suit was filed by Portland civil rights lawyers Emily Simon and Mark Kramer as a class action on behalf of the three and all others in the same circumstances.

Lipscomb was a multihandicapped child of 15 when the suit was filed in February, 1987. Simon said Lipscomb had been in a severe car accident when she was 21 months old, had cerebral palsy and was permanently confined to a wheelchair.

She lived with her parents until Dec. 11, 1985. On that day she was taken from her drug-addicted parents and put in a Portland children's shelter. Soon thereafter, she was made a ward of the court, which placed her with her aunt and uncle, Carolyn and Robert DeFehr. The DeFehrs feared that they would have to give up custody of Lipscomb because they could not afford to pay her high medical bills and joined the suit in hope of changing the Oregon system, Si-

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# OREGON: Foster Care Case

## May Force Changes

mon said.

Autumn Scalf was 12 and her brother William was 10 when they taken from their parents in October, 1985, after police in a Portland suburb found them unattended when they responded to a trash fire in the Scalf yard. Autumn and William also were made wards of the court and a local judge decided that placing them with their aunt and uncle, Gloria and Ron Self, was their best option. Seven months later, however, the Selfs gave up the children because they could not afford to keep them.

Simon said the children were "caught in a Catch-22 situation. The state decided it was in their best interest to be placed with their relatives but the state also decided" that it would not pay the relatives as much to care for them as strangers would get.

### **Constitutional Obligations**

Oregon asserted that it had no constitutional obligation to fund the children's exercise of their constitutional right. The U.S. 9th Circuit Court of Appeal flatly rejected this contention.

"By removing children from their parents' custody, making them wards of the state, and placing them in foster care programs, the state of Oregon established a special relationship with these children and thus assumed special

constitutional obligations toward them. The state's obligation includes a duty to assist the children to exercise their constitutional right," the court ruled.

Thursday's decision flies squarely in the face of a 1986 California appeals court decision. That decision held that the California system did not violate the equal protection clause of the California Constitution.

While the federal decision does not overturn the California ruling, it is an invitation to interested parties to file a new suit in federal court challenging the California rules, according to Alice Brussiére, an attorney with the National Center for Youth Law in San Francisco.

She called Thursday's decision "very significant. The California Department of Social Services will have to look at its policy. It looks like it's unconstitutional because it does what the Oregon policy did."

Kathleen Norris, a spokesman for the department, said she could not make any immediate comment because department attorneys had not seen the decision. But she said that when Deukmejian vetoed Ar-eias' bill in September, 1987, department officials estimated that it would cost California \$72 million to provide equal benefits to relatives taking in foster children.

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# STATE NEWS

## Senate Will Get Assembly Version of Foster Parent Bill

By Tom Dresslar  
*Daily Journal Staff Reporter*

SACRAMENTO — Legislation designed to enhance the adoption rights of foster parents on Monday won approval from the Assembly on a 69-0 vote.

SB 1177 by Sen. Ed Royce, R-Fullerton, now returns to the Senate for concurrence with Assembly amendments.

Existing law grants a conditional preference to foster parents for purposes of adoptive placement of dependents of juvenile courts. The preference is given if the parents have cared for the child during the dependency proceedings and the adoption agency determines the child has substantial emotional ties to the foster parents and would suffer serious harm to the child's well-being if separated from the parents.

SB 1177 would allow foster parents to make written requests to adoption agencies or the state Department of Social Services to adopt children. The agency or Department would be required to consider the foster parents along with other candidate families if the child has lived with

the foster parents for more than four months, the child has substantial emotional ties to the parents, and the child's removal from the parents would cause serious detriment to the child's well-being.

The placement decision of the agency or department would be presumed to serve the child's best interests. Foster parents could overcome that presumption in court by a preponderance of evidence.

In other action, the Assembly:

- Sent to Gov. George Deukmejian on a 56-20 vote legislation that would require the state Judicial Council to publish a fact sheet on marriage rights and obligations. The sheet would be distributed by county clerks to license applicants.

As amended in the Senate, AB 2214 by Assemblywoman Jackie Speier, D-South San Francisco, specifies information included on the fact sheet must be related to the contractual and legal aspects of marriage. Originally, the bill required the form to include information on such matters as legal prohibitions against spousal rape and domestic violence, child and family support, premarital agreements, and

child-rearing responsibilities.

Under the measure, the Judicial Council would be allocated \$33,500 to carry out the mandate.

- Approved on a 68-0 vote legislation that would allow two departments of the Santa Cruz County Superior Court to participate in a pilot project under which audio and video tape recording are used to produce verbatim records of some court proceedings. SB 1411 by Sen. Henry Mello, D-Monterey, now returns to the Senate for concurrence with Assembly amendments.

Current law authorizes 11 superior court departments in Los Angeles, Orange, Riverside, San Bernardino and San Diego counties to participate in the project. The program is not used in juvenile and criminal proceedings.

- Approved 67-2 legislation that would allow the National Association of Securities Dealers Inc. to file required notices with the state declaring securities eligible for secondary trading. SB 275 by Sen. William Campbell, R-Industry, now returns to the Senate for concurrence with

Assembly amendments.

The measure would amend state Corporate Securities Law section 25101(b), which sets forth criteria companies must meet to gain an exemption from the requirement to register their securities with the state for secondary trading. Filing of the eligibility notice is one criterion.

Companies filing the notice must be registered with the Securities and Exchange Commission in accordance with section 12(g) of the Securities Exchange Act of 1934. The notice must, among other items, show the firm has at least \$1 million in assets and 500 shareholders and a one share-one vote policy.

The state Department of Corporations uses the notices to promulgate a list of eligible securities. Some securities industry lawyers contend the notice requirement hurts business and exposes broker-dealers to liability for trading ineligible securities if the list is inaccurate.

# Health Alarm for Foster Care

■ **Children:** Reports find frequent chronic psychiatric and physical illnesses. System's rolls are increased by drug-exposed babies.

By KENNETH J. GARCIA  
TIMES STAFF WRITER

In California, children in foster care are 10 times more likely than other children to suffer from chronic psychiatric and physical illness and receive largely inadequate health care and social services during their years in the child welfare system, according to several statewide studies released Wednesday.

The studies also found an alarming increase in the number of infants and toddlers entering foster care, with more than 18,000 children under the age of 3 presently residing in foster homes and shelters, up from 9,500 in 1986. Foster care officials blamed the rise partly on a huge jump in the number of "crack" or drug-exposed babies in California and an overall increase among parents with substance abuse problems.

The reports, prepared by three nonprofit children's education and research groups, painted a grim future for the 67,000 foster care children in the state unless drastic improvements are made in their medical and psychiatric treatment and millions of dollars are injected into the overburdened child welfare system.

"The studies show that in many ways, the state and the counties are parenting as badly in their ways as the children's parents did," Sid Gardner, director of the Youth at Risk project for California Tomorrow said at a news conference at Childrens Hospital in Los Angeles. "Entering the foster care system is not as strong a substitute for these kids as it should be, and instead of making things better for them, it continues their downward spiral."

The three studies were based primarily on hundreds of interviews with foster children, social workers, health care officials, lawyers, judges, foster parents and others. Besides the huge jump in the state's overall foster care population, the researchers found disturbing numbers of children diagnosed with mental health problems.

According to a report prepared by the Children's Research Institute of California, nine out of 10 foster children ages 3 to 7 studied in San Diego County had a history of mental health problems and more than half of the 205 children living at MacLaren Children's Center—Los Angeles County's primary foster shelter—were diagnosed in December as having behavioral problems, ranging from mild depression to schizophrenia.

A study by the Oakland-based Center for the Vulnerable Child compared Medi-Cal records of foster care children with those of other children and found an incidence rate of chronic mental and physical illness nearly 10 times greater among those in the state's child welfare system.

"What we have is children without hope, families without help and service agencies that are besieged at this point," said Jean McIntosh, western director of the Child Welfare League of America. "And the hope and the help that the [service agencies] offer are simply not enough to rebuild the children's lives."

It will take millions of dollars to combat the

health problems in the foster care system, proponents say. Researchers suggested that local welfare agencies set up computerized health care services for abused, neglected and abandoned children that will enable nurses and social service workers to chart and track the children's medical history even when they move to shelters and foster homes throughout the state.

Dr. Neal Kaufman, a pediatrician at Cedars-Sinai Medical Center who is working with Los Angeles County to tackle the problem, also suggested that all children receive an immediate health screening within 24 hours after being taken from their home and should get a complete medical evaluation within 30 days after leaving home.

Children's group advocates also said that each child placed in foster care should be assigned to a designated social worker who is accountable for the child's protection.

The studies follow a report issued by a blue-ribbon panel of experts this year, which evaluated the health and welfare of California's 7.6 million children and gave the state an overall grade of D.

That report, issued by Children Now, stressed that taxpayers will continue to pay a high price for neglecting children, who are increasingly failed by a lack of preventive services and "face a life of welfare, unproductive work and crime."

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# As Multicultural Marriages Increase, Churches Confront a Call for Greater Sensitivity, Support

By ITABARI NJERI,  
Times Staff Writer

It was a Sunday. Through the crowd of departing parishioners, the pastor eluded her through one door; she chased after him through another. Her voice was quiet, firm and full of fury.

"I demand to be counseled," Ruth Bryant White told the Rev. Tom Wolf, pastor of The Church on Brady in East Los Angeles, one of the city's most ethnically diverse Baptist churches.

The preacher already had spoken to her future husband, Steve White. She said: "I want to know why you decided to do premarital counseling to Steve and did not ask me to come."

## Scriptural Silence

By that time, recalls White, a lean, 34-year-old woman with granite-like, high cheekbones, "I really didn't want to be counseled by him. I just wanted to make a point: Because I'm black and have had three children doesn't mean I'm dumb. . . . I know 'The Word,'" says White, who recently became an ordained, non-denominational Christian minister. "And there's nothing scriptural to justify a prohibition against interracial marriage."

But the pastor never claimed there was, says Steve White, 40, an elementary school teacher. Instead, "he said he was against the marriage because Ruthie had been with two other men [the father of her three children born out of wedlock] and it was as if she was married to them before she met me. Since that was the case, she should make an effort to get back with them. . . . Irrespective of the fact that they were never married and these guys are not Christians. . . ."

Says Ruth White: "We know Brother Tom—he is still our brother—has interracial couples in his church but they usually are not black and white couples. The problem mostly comes . . . when blacks and whites want to marry because of society's long-stand-

ing prejudice against blacks."

When the pastor failed to persuade Steve White not to proceed with the wedding, other members of the congregation "started to work on him," says his wife.

"One handed me a list of 15 reasons why I shouldn't marry Ruth" and did everything short of pounding the list to the door like Martin Luther, says Steve. Nonetheless, the couple were married by a minister in 1980.

But they believe that things have not improved much since then for other evangelical Christians who are considering, or already are in, an interracial marriage and want counseling based on the tenets of their faith.

As a result, the couple in 1984 formed "A Place for Us," a Christian ministry based in Gardena. The Whites both are certi-



One in a series

fied Christian counselors and were ordained in 1984 as non-denominational Christian ministers by Living Waters Inc. of Garden Grove. They also are the authors of "Free Indeed, the Autobiography of an Interracial Couple," and have appeared on locally and nationally televised talk shows.

Wolf, 44, and the pastor of The Church on Brady for 20 years, is pained by the Whites' "misinterpretation" of events in 1980. He does not remember ever counseling either of them. Further, if he had, it would be inappropriate to reveal what went on in a pastoral counseling session with them or any other church member, he says.

But in principle, he adds: "We try to take seriously the Judeo-Christian world view, the deep

affirmative world view of the unity of the human race."

Any kind of "mixed marriage," he insists, has problems built into it. "A man 42 marrying a woman 22 is a mixed marriage" and will have its problems, too. People from different "socioeconomic backgrounds" are a mixed couple. "But the only situation that is passed onto children is the inter-ethnic one. . . . When you get on to larger ethnic diversions and gene isolation and then pass it on to children you have to work with" what perceived physical differences mean in society. "Many times bicultural children, based on ethnic and racial appearance, feel they don't fit in either world," he says, adding that he raises these issues for examination, not to condemn interracial marriage.

While most Christian ministers preach against prejudice from the pulpit, "benign neglect" typifies the attitude of most pastors toward the issue of interracial marriage, Steve White claims. "The racism is often subtle."

Christian counselors and clergy "are often into denial about the challenges interracial couples face in a racist society," says Ruth White. "Christian individuals and couples dealing with interracial issues obviously don't benefit from either denial or neglect. They need positive guidance, something concrete to give them spiritual strength."

"This is a city, this is a country becoming more diverse every day. . . . look at all the blacks and Hispanics and Asians who are drawn to the evangelical movement, who are born again. We don't push interracial marriage, but it's inevitable that there will be more and more in this kind of social environment."

The National Assn. of Evangelicals, based in Wheaton, Ill., estimates that 20% to 25% of Americans describe themselves as "born-again" Christians. How many of those are black, Latino, Asian or other ethnic minorities is unknown.

"A lot of people believe in

Faith, Hope and Racial Disparity



God," says Ruth White. "They want to go to church, they want to bring their children up right . . . but the very thing they believe in is turning them away in many instances."

Many Christian ministers might counter that interracial marriage is still relatively rare in the United States and there is little social motivation to preach about it.

But the increases in these marriages have been "statistically significant," says Steve Rawlings, a U.S. Census Bureau family demographer. In 1988, there were 218,000 marriages between 181,000 in 1970, three years after the U.S. Supreme Court struck down anti-miscegenation laws. In 1970, there were 310,000 interracial marriages beyond those involving blacks and whites. In 1986, the last year for which figures are available, these marriages had more than doubled to 827,000.

The Rev. Jack Hayford—pastor of First Four-Square Church of Van Nuys and an internationally known and respected Pentecostal clergyman—explains that "I wouldn't say anything any differently to [an interracial couple] than I would to any other couple." At his 7,000-member church, also known as the Church on the Way, "we have a very involved prewedding counseling program" that lasts eight weeks.

Couples also have three sessions in private with a member of the pastoral staff. "In these encounters, at the private level and the group level, one of the great challenges any couple has is to appreciate the social, economic and spiritual values and family traditions" that may differ between families. While these differences might exist because they are from "different ethnic groups or racial cultures . . . it would not be discussed from the standpoint of a racial or ethnic matter, but simply as a human matter."

Some Christian leaders, however, "actually preach against interracial marriage," asserts Steve White, who claims Dr. James Dobson's ministry is one.

Dobson, whose \$12.2-million ministry headquarters is in Pomona, is not an ordained minister but a broadcaster and Christian psychologist to the nation's evangelical families. He is considered one of the most influential voices in conservative Protestant America.

His "Focus on the Family" radio shows are heard on 1,300 radio stations. And while his lay ministry—he is a layman in the Church of the Nazarene—addresses primarily family issues, he has become a political figure, too.

Earlier this year, the Rev. Jerry Falwell, founder of the Moral Majority, called Dobson the Religious Right's "rising star." An ardent foe of abortion and pornography, Dobson served on the U.S. Attorney General's Commission on Pornography in 1985-86, one of several Reagan Administration appointments. Last year, he was among those conservatives who urged Congress not to override former President Reagan's veto of the Civil Rights Restoration Act.

Dobson was out of the country and could not be reached. But a spokesman, Paul Hetrick, a Focus vice president, said that Focus on the Family does not "actively oppose" interracial marriage, nor has it ever done a program on the issue.

When pressed to answer questions on interracial marriage—"and we haven't been pressed often at all," says Hetrick—the group has recommended that people contact organizations like A Place for Us.

#### 'Risky Business'

But, Hetrick says, "I think Dr. Dobson believes, and Focus takes the position, that marriage is a risky business, not just interracial marriage, but any marriage. . . . And it is difficult to forge a successful relationship even under the best of circumstances.

"In interracial marriages there are even greater strains on the relationships. Typically, couples can undergo rejection by family members and [there are] the strains of cultural differences. All these place added stress on the children and the marriage. . . . For those reasons, Dr. Dobson would not recommend interracial marriage—not because of racial discrimination—but because it often leads to marital problems."

Says Church on the Way pastor Hayford: "That point of view . . . is humorous to me now. . . . I don't mean that I think that it's humorous today that anybody thinks it." But those sociological barriers are "precisely . . . the substance of the statement I concluded in a paper I wrote in graduate studies 25 years ago. It's humorous that I once thought that and hear it repeated back in my ears by somebody in 1989. That's not meant as a slur on Focus on the Family. I never have a negative point of observation to make about other ministries. It's just humorous today that *anybody* thinks it."

Hayford, 55, is a regular on Christian television, is heard on 70 radio stations and in 1985 was

ing Pentecostal-Charismatic church leaders by Charisma magazine, a leading publication in the field.

A native of Oakland, Hayford says that despite having many black friends as a youth, he was a product of the "socially segregated culture" that characterized America most of this century. So, "I find it believable that segments of the Christian church, which are essentially WASPish—and I don't mean that unkindly, it's just a fact"—can't imagine any other conclusion than the one Dobson reached on interracial marriage. "It's not even a matter of being racist. It's just that you can't imagine anything else . . . because your life isn't exposed to anything else other than that general order of experience."

What "helped open my eyes has been living in this stew pot of L.A.," says Hayford. "I know that it's a farce in God's eyes that people should not intermarry. And as I traveled more internationally . . . I began to discover in the Christian Church in foreign nations interracial couples. I encountered them so constantly that I recognized what had been a sociological position in my own mind was in fact nonsense."

#### Explicit Discussions

The nation's largest Protestant denomination, the 14.7-million-member Southern Baptist Convention—of which Wolf's Church on Brady is a member—has numerous projects aimed at serving the country's increasing ethnic and racial pluralism. The denomination does not know the racial and ethnic makeup of its members.

But it does know what the face of America is now and what it is projected to look like by the third or fourth decade of the 21st Century. It then will be a nonmajority population, with most of the population growth among nonwhites—primarily Latinos, according to the Population Reference Bureau in Washington.

That scenario is discussed "quite explicitly," says the Rev. Dr. Emmanuel McCall, 53, who directs the Black Church Extension division of the Southern Baptist Convention Home Mission Board in Atlanta, which is responsible for evangelism and church growth in the United States and its territories.

"One of the things we try to do at the six Southern Baptist seminaries, and in ethics and other classes that deal with human behavior, is prepare pastors to counsel in a way that accepts that kind of diversity as a given in our society," he said. "And then, be prepared to counsel people who intend to intermarry in a way that prepares them for the challenges without necessarily cautioning them against it."



Further, says McCall, "we help to develop churches that would be open and supportive to anybody who may come into their midsts, rather than be exclusive."

Theory and practice don't always mesh, he agrees, but adds: "There has been and continues to be a widening acceptance of black and ethnic peoples" in every aspect of the Southern Baptist Convention.

"Having come to this agency 21 years ago, I remember how very racist it was. As a black man who has come up through the ranks and gone high in the structure, and been able to bring others along with me, I'm pleased with the progress we've made. But I wouldn't rest on any laurels. We still have a ways to go."

Catholicism, like Judaism, is more concerned with issues of faith, not race, in intermarriages. The Catholic Archdiocese of Los Angeles' Office of Family Life offers extensive premarital counseling for Catholics. In the archdiocese, couples receive formal counseling, which may last one day, an evening or a weekend, said Father James C. Gehl, director of the Office of Family Life.

In the formal sessions, engaged couples can raise issues of concern to them, explains Gehl. More important, all couples meet several times with their parish priest and can explore more intimate matters in depth. "Interracial couples," he says, "are still an exception, especially when you talk about color. A little more common when you talk about ethnic background, for example, an Oriental with an Anglo."

Reminded that, too, constitutes an interracial couple, he says: "Yes, that's true. I guess I'm thinking black-white. I haven't seen as many of those, though they surely take place. And the church has no problem with that. But there are no specific points that we want to bring across in regard to interracial marriage."

The National Conference of Catholic Bishops recently published a handbook for parish priests to use in pastoral premarriage counseling called "Faithful to Each Other Forever." It does not cover interracial couples, Gehl says, adding, "That's interesting. It's an area of concern, but obviously the Catholic Church has not seen it as a major stumbling block. If it had been, no doubt it would have come out in this study."

Roosevelt Brown, 40, is a black Christian married to a Jew. His two children are being raised Jewish. He has no plans to convert to Judaism and sees no problem in raising his children in a home with a dual religious identity—perhaps because he is not "tied to any

And I believe in the Old Testament," as do Jews, says the financial adviser.

Brown, his wife, Nancy, and children "pray to the same God." There is no problem, he says. He was even one of the original board members of Temple Shir Shalom in Mar Vista, the Reform synagogue his family attends.

Shir Shalom's rabbi, Neil Comess-Daniels, thinks the Brown children one day may confront problems from their growing up in a mixed-background family. But that's because Roosevelt Brown has not converted to Judaism, not because he is black.

"The fact that he is black has never entered into anything here," the rabbi says. "I think that's because Reform Jews are sophisticated enough to know that Moses was a . . . lot blacker than I. Jesus probably looked like Anwar Sadat."

Jews, says Comess-Daniels, did begin "as a people who were intent upon keeping their 'racial purity' intact. The early Biblical stories note how the founding fathers and mothers of the tradition wanted their own children to go back to their own family, in their own homeland and marry distant cousins rather than marry idol worshippers—the pagans they were living around. That perspective broke down when the Jews went into Egypt . . . because we came out as what is called the mixed multitude."

During the "400 years we were supposedly enslaved in Egypt, there was a good deal of intermarriage going on and it was at least somewhat tolerated. That is the way some of us interpret the mixed multitude."

Moses, he says, "was married to an Ethiopian." As for Moses himself, "whatever race he was, we are not sure, because his mother and father were slaves and their racial background we don't know."

Whether Reform, Conservative or Orthodox, rabbis all state emphatically that race has never been a barrier to marriage between Jews. It's not even considered an intermarriage, which Jews consider to be a marriage between a Jew and a non-Jew, says Conservative Rabbi Paul Dubin, executive vice president of the Los Angeles Board of Rabbis.

"There is no question in my mind that an Orthodox Jew would accept the marriage of a dark Yemenite and a Caucasian Jew, both being Jewish, as against a Jew marrying a Catholic, both being good-looking, blond, blue-eyed Caucasians, because there is a chance that the children would be lost to the Catholic or Christian tradition," Dubin says.

As for Comess-Daniels' interpretation of the "mixed-multitude," Jack Simcha Cohen, an Orthodox rabbi and now president of the Los Angeles rabbis' board, agrees with it—in part. There have been, he says, conversions to Judaism among "different nations and different races throughout the world." So Jews are a mixed multitude. But "are we, by nature, a mixed racial and cultural lot? That's a pretty high level of conjecture with zero possibility of demonstrative proof. Therefore, anybody who wants to can make any leap into the unknown, and that's all it is."

Because of the sense of "peoplehood" that exists among Jews—an ethnic identity that transcends religion—it can be difficult for a converted Jew to be fully accepted socially by other Jews, says Comess-Daniels.

African-Americans like Roosevelt Brown have their own sense of peoplehood and tradition, too, though it is possible to incorporate both the African-American and Jewish cultural traditions in a Jewish home, says Comess-Daniels. That is one of the many challenges in a pluralistic society, says the rabbi, sitting in his office in a building he shares with an Episcopal church.

#### Across the Centuries

He leans forward. He has a final story: Not long ago, a contingent of American Jews went to an Ethiopian province. "They landed in a jet, then took a five-seater plane, then they had to go by horseback and then walk."

One among the Americans spoke Amharic and translated. "Where's the synagogue?" he asked the Ethiopian Jews. They pointed to a hut that looked like all the others, only bigger.

"Is that the ark where the Torah is?" the translator asked. It was. "And what is your Torah portion for this week?" The translator started to cry, the rabbi said. The others asked him why. "We have not been connected with these people for centuries and it's the same Torah portion . . . word for word."

"That's what makes somebody Jewish. That connection, that vibration. There are Jews of all races."

And nowhere is it written that a Jew, whatever color, should not marry a Jew.

**Families That Include People With Disabilities**

# Unhandicapping Our Language

Paul K. Longmore, Ph.D., Author and Historian  
Dianne B. Piastro, Syndicated Columnist

Language reflects and reinforces our perceptions and misperceptions of others. All too frequently the terms used for people with disabilities perpetuate stereotypes and false ideas. This guide is offered as one means to "unhandicap" our language and thinking. It is selective, not exhaustive. It is intended as a suggestion, not censorship.

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Objectionable		Preferable
(the) disabled (the) mentally retarded (the) deaf (the) blind, etc.	<i>Sees people only in terms of their disabilities</i> <i>Robs us of individuality by lumping people into one undifferentiated category</i> <i>Humanizing nouns emphasize the person</i>	people with disabilities persons with mental retardation deaf citizens blind people
<i>The debate over the use of handicap versus disabled has not been settled. We do not select a preference</i>		
abnormal	<i>Sees people with disabilities as less human than others</i>	none is needed
(birth) defected defective	<i>Describes an object, dehumanizes a person</i>	congenital disability
Mrs. Kelly is an arthritic patient	<i>Sees someone as an object of medical care</i>	Mrs. Kelly has arthritis
Bill Cullen was: afflicted with, stricken with, or suffers from polio	<i>Connotes helplessness, dependency, defeat</i> <i>Denies other aspects of the person</i>	Bill Cullen had polio
victim FDR was a polio victim	<i>Connotes pitiful helplessness</i>	state the facts FDR had polio
INvalid	<i>(From the same root as inVALid)</i> <i>Inaccurate, most people with disabilities are not sickly</i>	none is needed
deaf and dumb deaf-mute dummy	<i>Implies mental incapacitation occurs with hearing loss and/or speech impairment</i>	deaf hearing impaired speech impaired
sightless. four eyes, blind as a bat	<i>Inaccurate, demeaning</i>	blind partially sighted vision impaired
cripple crippled crip	<i>No epithet is more offensive to people with physical disabilities (From Old English "to creep")</i> <i>A second meaning of this adjective is "inferior"</i>	FDR had a physical disability (or) FDR had polio
confined to a wheelchair wheelchair-bound wheel-chaired	<i>Creates a false impression: wheelchairs liberate, not confine or bind; they are mobility tools from which people transfer to sleep, sit in chairs, drive cars, etc.</i>	wheelchair user uses a wheelchair wheelchair using

**Objectionable****Preferable**

Handel was epileptic  
 Renoir was arthritic  
 Geri Jewell is cerebral  
 palsied

*These usages see people as their disabilities  
 Inaccurate reference, a person is not a condition*

Handel had epilepsy  
 Renoir had arthritis  
 Geri Jewell has cerebral  
 palsy

midget

*Mythical, denies reality*

short-statured person  
 dwarf  
 little people

*The debate over the use of short-statured, dwarf and little people has not been settled within this community.*

deformed  
 misshapen

*Connotes repulsive oddity*

has a physical disability

hunchbacked

*Demeaning*

has a spinal curvature

lame  
 paralytic  
 gimp, gimpy  
 withered

*Demeaning*

walks with a cane  
 uses crutches  
 Senator Dole has a  
 disabled hand

monster  
 vegetable  
 creature  
 freak

*Robs people with severe disabilities of their  
 humanity*

the child has multiple or  
 severe disabilities

mentally ill  
 crazy, insane  
 psycho, nut, maniac

*Outdated and stigmatizing*

mental disability  
 emotional disability

brain damaged

*Felt by many to be demeaning*

brain injured  
 head injury

retard, slow,  
 simple-minded,  
 idiot, Mongoloid

*Demeaning*

people with mental  
 retardation

spastic, spazz

*Demeaning*

has seizures  
 has cerebral palsy

has fits

has epilepsy

"special"

*Distancing and inappropriate, patronizing  
 Describes that which is different about  
 any person*

none is needed

physically challenged  
 handi-capable  
 inconvenienced  
 differently-abled

*Euphemisms avoid reality and rob people  
 of dignity*

a person has a physical,  
 sensory or mental  
 disability

*Cutesy-pie labels are uninformative and trivialize an important part of a person's identity*

inspirational, courageous

*People with disabilities are not collectively  
 inspirational or courageous*

acknowledge the person's  
 abilities and individuality

isn't it wonderful how he  
 has overcome his  
 disability?

*Inaccurate: People live with a disability, they  
 have to overcome attitudinal, social,  
 architectural, educational, transportation and  
 employment barriers*

accept people for who  
 they are, including that  
 they have a disability

# Enforcing the building access laws

**Q:** Why do so many newly constructed buildings still have steps? Given the fact that so many in our aging population have mobility problems, why is this not taken into account? Can citizens do anything about this?

**A:** I don't know what kind of buildings you are referring to, but generally speaking, you should see entrance ramps as well as steps for access to buildings constructed since 1970 if they are subject to the California public accommodations laws and located in cities or counties where Title 24 or the California Administrative Code is uniformly enforced. Access laws impact all buildings open to the public, including restaurants, office buildings, doctors' offices, stores, shopping centers and some apartment buildings.

Nevertheless, there seems to be a lack of enforcement of Title 24 with some local government building and planning departments. It's as if designers and planning departments think of everyone as energetic 25-year-olds who will remain that way the rest of their lives. Accessibility codes become an afterthought, careless architectural plans go unchallenged and temporary certificates of occupancy are often issued before compliance is completed and the building is never



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given a final inspection.

Also, some buildings are exempt from the accessibility regulations. The popular two-story shopping centers being built these days are an example. Because the first level has accessible facilities and accommodations, accessibility to the same or similar accommodations on the upper level is not required. However, buildings with four or more stories, or any multistory structures with elevators must be accessible throughout.

When buildings constructed before 1970 are remodeled, Title 24 stipulates that the remodeled area, plus the entrance and parking area must be made accessible. Unfortunately, non-compliance appeals for entrances and parking facilities are often arbitrarily granted by planning departments or local variance boards if the projected remodeling cost is less than \$62,000. But authority for granting such appeals is open to interpretation, and recently a lawsuit was filed against the state architect's

office questioning this issue.

Glaring violations become even more apparent whenever buildings in Los Angeles County are monitored. The features most frequently found to be not up to code are restroom entrances that are blocked or too narrow, improper toilet and washroom fixtures; dining platforms and sunken areas that do not have access ramps; not enough handicapped parking spaces allocated or they are without the required signs; book, video and drugstore aisles are blocked with displays; wheelchair entry gates to drug and grocery stores are kept locked; and parking structures are not the required 8-foot, 2-inch height to accommodate a wheelchair van.

Title 24 enforcement by the city of Los Angeles's Department of Building and Safety has been so poor that in January the attorney general's office demanded that immediate action be taken for effective and permanent remedies. One action the department took established an Access Hotline, 485-5109, where violations can be reported and progress reports can be obtained on the processing of complaints.

In Long Beach, complaints can be filed with Joe Osuna, a Department of Building and Safety inspection officer, 333 W

Ocean Blvd., Fourth Floor, Long Beach, Calif. 90802, 590-6165. When registering a complaint, give the address, approximate date of construction or remodeling of the facility and the type of accessibility violation observed.

If your complaints aren't resolved satisfactorily in a timely manner, document what has happened in a letter to G.R. Overton, Deputy Attorney General, Department of Justice, 3580 Wilshire Blvd., Los Angeles, Calif. 90010.

According to a 1984 Census Bureau study, one in five Americans has some type of disabling physical limitation, so almost everyone has an interest in access enforcement. To become better informed about building code requirements and what to look for, send a stamped, self-addressed envelope to the address below marked "Accessibility checklist." Every citizen can make an impact on architectural reform and enforcement if violations are reported.

*Send questions and information for possible use in this column to Dianne B. Piastro, Fitness, Press-Telegram, 604 Pine Ave., Long Beach, Calif. 90844. For a personal reply, enclosed self-addressed, stamped envelope.*



# A question of curbs in Long Beach

**Q:** Last August, the City of Long Beach started replacing sidewalks and curbs on Roxanne Avenue. I thought that state laws require cities to replace corner curbs with a cut-out curb. But here, the city replaced six curbs and the sidewalks behind them with another curb.

I talked to the project supervisor on the job, who said that he's not required to put in ramped curbs at intersections and that the city doesn't have the money for the extra expense of building them. (But the city did replace more than 10 driveway aprons.)

When told there were three of us in wheelchairs directly affected, the supervisor said that he didn't know about us before, but that it was too late now. He also stated that this is not a state law, and even if it were, what could they do to him, put him in jail?

Now we come to the next question. Why can the city do what it wishes, when the business community must comply with the state handicapped laws? If a business rebuilds, it must comply. So why not the city?

It seems to me that our state and city governments should be the first ones required to comply.

**A:** You're absolutely right, and according to the California Attorney General's office, the City of Long Beach will have to go back and install the ramps, spending more money correcting this violation than if they'd done the job right in the first place.

Since 1968, the federal government as well as the California Legislature has passed a series of laws designed to ensure that all buildings, sidewalks, curbs, and related facilities constructed



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with public or private funds, and used by the public, are accessible to disabled people.

Pre-1968 construction must be made accessible when structural alterations or repairs are made. The federal law is the Architectural Barriers Act and all states have handicapped accessibility laws, though standards vary.

Enforcement usually lies with the district attorney, city attorney or the state attorney general. However, Long Beach City Engineer Ed Putz said in this case, he'd like first crack at correcting the violations you pointed out, as well as any others that are brought to his attention. According to California regulations, deviations from state building standards must be corrected within 90 days of discovery of the violation.

Putz admitted there has been no hard-and-fast policy on installing curb ramps when regular street work is being done. He also said none of the city's designers or engineers is handicapped, and no one is charged with reviewing street maintenance and repair plans from an accessibility standpoint.

Perhaps affirmative action hiring and access training should be considered by City Hall.

"A lot of these are judgment calls, and maybe we are erring by being too conservative in the call," he told me. "I think we just

need to make it a policy in the engineering bureau that a ramp should be looked at any time curb, gutter or sidewalk work is being done at a corner. When in doubt, we should put one in as long as we're doing substantial work at the corner, anyway; it doesn't cost that much more." Since our conversation, Putz has put such a policy in writing.

Putz also said there has been an unwritten policy not to install a curb ramp unless all four corners at an intersection can be ramped at once. It was believed, he said, to be unsafe for a person to roll into an intersection, then not to be able to roll back up on the other side of the street. But, in order to travel along the same side of the street, if there are no curb-cuts at an intersection, you must enter the street from driveways, which are usually back at least 50 feet from each corner. When it was pointed out that one curb ramp at an intersection would at least halve the distance a wheelchair-user must travel in the street in this situation, he began to see the dynamics of the problem.

Maybe we should invite city officials to take a walk with us wheelchair-users in residential neighborhoods. In most localities, they would find themselves in the street with traffic much of the time.

Ultimately, our elected officials are legally and morally responsible for implementing and caring about access laws. But it's hard for them to correct something they're not aware of, so it's up to us to increase their awareness.

Whenever a violation of curb ramp access laws is suspected,

City Engineer Ed Putz would like to be notified. You can write him at City Hall, 333 W. Ocean Blvd., Long Beach, Calif. 90802, (213) 590-6771.

If the matter isn't resolved, contact your city council representative and the attorney general's office. When writing the attorney general, send a photo along with a description and the location of the violation plus the city agency and department head responsible for the work to: G.R. Overton, Deputy Attorney General, 3580 Wilshire Blvd., Los Angeles, Calif. 90010.

Unfortunately, many builders and designers seem to regard access laws with irritation, even though accessible structures benefit the greatest number of potential users.

In Long Beach, Public Works Department engineer Gilbert Goodwin, who designed the curb work in question, didn't seem concerned about violating federal and state laws.

"I guess I broke the law," he said. "I can't do anything about it. The City Council approved my plans, and the job is finished."

Goodwin's attitude makes it painfully clear that a law cannot guarantee what a society doesn't think is important. Such attitudes, whether innate or developed, are the real barriers that literally curb access in America today.

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**CONSUMER SURVEY DETAILS BARRIERS  
TO INDEPENDENCE FOR PEOPLE WITH DD**

For the first time, a national survey of people with developmental disabilities has confirmed the suspicions of many care providers that federal mandates are failing to provide the support needed for these people to lead independent, productive lives.

Results of the survey are detailed in the "1990 Report on People with Developmental Disabilities," presented to Congress May 23 by the National Association of Developmental Disabilities Councils (NADDC), which coordinated the study. Congress in 1987 mandated that all 56 state and territorial DD councils prepare progress reports and identify innovative approaches to overcoming barriers. As part of that effort, more than 15,000 "consumers" were interviewed -- the majority of whom have mental retardation, cerebral palsy, developmental delays or emotional disorders. Past surveys primarily have polled service providers.

**Significant Barriers Remain**

Though the report notes some positive trends, such as decreased reliance on institutionalization and an increase in the number of community-based programs, it cites significant barriers remaining for people with DD. For example, while 75 percent of the adult respondents say it is important to be independent, only 26 percent feel they have achieved any level of independence. Only 16 percent of the adults were allowed to make their own decisions about where to live. Further, while 78 percent believe it is important to be productive, only 38 percent feel they are.

In the area of supports to families and individuals, the survey found that while Medicaid optional services and the Medicaid Home and Community Based Services (HCB) waiver are being used by many states to provide support services, waiting lists are long and hold little promise of diminishing in areas of critical services, such as respite care. The report urges state and federal governments to expand the availability of services under Medicaid, including personal assistance, case management, technology and therapies. It also urges expansion of the Independent Living Program and restoration of funding for the Social Services Block Grant.

**Shortage of Educational Services**

In education, the survey found that while access to education has increased since the enactment of P.L. 94-142 in 1975, segregation still is common and supports, such as assistive technology, are not common enough. There remains a shortage of early intervention services, as well as a shortage of transitional services to post-secondary education, the report notes. "For those students who desire post-secondary education, opportunities are still limited," it says. "All of this often means that the investment in special education is wasted."

Though the majority of people with developmental disabilities want to work, the survey found the availability of supported employment services is limited. Most of those who do work earn minimum wage or less; average weekly wages were \$60 and were even lower in sheltered workshops. Cooperative programs with private industry are successful, but rare. The report urges improved job training and placement through existing programs such as the Job Training and Partnership Act. It also calls for reform of Social Security programs to remove work disincentives.

Copies of the report, "Forging a New Era: The 1990 Reports on People with Developmental Disabilities," are available from NADDC, 1234 Massachusetts Ave., N.W., Suite 103, Washington, D.C. 20005; (202) 347-1234.

# Making a decision on parenthood

**Q:** My daughter is significantly disabled, but she has surprised me by living independently, working and making a life of her own.

Now she is thinking of getting married and I have some concerns about whether she should have children. What do you think?

**A:** Just as your daughter has already surprised you by accomplishing many things in her life, I'm confident she will make an informed parenting decision.

Growing numbers of disabled women have a new confidence in their sexuality and are demanding that they, too, have the choice to bear, nurture and raise children. I think this is as it should be, though many disabled mothers do need specialized support services that the present social service and child protective agency systems aren't prepared to give.

The recent New York case of Joel Steinberg, a father whose neglect and abuse resulted in the death of his daughter, has made us acutely aware that MANY people need help learning how to parent.

An ungrounded and false assumption is that disabled parents can't handle things, but that every other parent can. Parenting with a physical disability might look different, and it's true that people with mental retardation often need ongoing help to recognize and meet the needs of their babies. But generally a disability doesn't affect one's ability to love, nurture and bond with a child.

Stereotypes of disabled persons as helpless, perpetual children themselves have often been the root of society's belief that they can't be parents. If your



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daughter ultimately confronts these images, she will be joining the ranks of a growing number of people today.

Until recently, most disabled women have been strongly discouraged by their families, friends and doctors from considering parenthood. According to many, even childhood play and talk concerning marriage and parenthood was redirected. Myths, superstitions and fears frequently resulted in questionable sterilization programs and aggressive pressure for abortion of people who weren't even severely disabled.

Successful lawsuits have brought to light the issues of informed consent and the fact that procreation is a legally recognized human right. Many states now have legislation requiring a family to go to court for permission to sterilize or abort a disabled person.

When you think about it, assuming she has a support network, an informed birthing team and the postnatal assistance she needs, the main issue for ANY mother-to-be is the ability to safely care for the baby once it is born.

The widespread unfamiliarity with how disabled adults live independently in the community usually makes it difficult for nondisabled people to envision and respect the fact that someone who is disabled can care for a dependent baby. Unfortunately, the average professional doesn't have the experience needed to

adequately evaluate a disabled person's capacity for physical care or to be aware of the availability of adaptive equipment and resources for assistance. And there are very few role models for all parties concerned.

How would you have felt if people had questioned your abilities, as a nondisabled parent, to care for a disabled child? The important issue here is that people didn't feel this made you a less valuable parent. Nor was your baby arbitrarily taken away from you by the state and placed in a foster home, as still happens to many disabled mothers.

Information and help for parents of disabled children abound. But there is an appalling scarcity of services all over the country for PARENTS who are disabled. Through the Looking Glass (TLG), 801 Peralta Ave., Berkeley, Calif. 94707, (415) 525-8138, is an organization that, since 1982, has realized it is crucial to end the isolation of disabled parents and their service providers.

TLG has collected valuable information in its research studies and documented through videotaping the accumulated knowledge of experienced disabled parents. The studies show not only the ingenuity of parents, but the adaptability of babies in the basic care of feeding, bathing, dressing/diapering, and lifting/carrying from birth through toddlerhood.

For instance, a 1-month-old baby curls up like a kitten and stays compact when his paraplegic mother signals him. The baby remains very still so she then can lift him by his clothes with one hand to a carrying device, using her other hand to balance herself in the wheelchair. Another active and mischievous toddler lies still during a long

diapering by her blind father but is resistant and struggles with her sighted mother.

TLG has trained more than 500 professionals regarding issues for disabled people during birthing and parenting. The hope is to provide a "window" to the potential that physically disabled adults have for both full and ordinary lives. Through the newsletter, TLG hopes to develop a dialogue and network of resources for disabled parents and service providers nationwide.

So, if your daughter wishes to pursue motherhood, she should contact TLG. In Los Angeles County, Life Steps Foundation, Inc., 80 Morningside Dr., Manhattan Beach, Calif. 90266, (213) 372-6245, also provides one-on-one in-home training and counseling to disabled parents.

Forget your biases about the "typical" family and let her show you how she believes she can parent in her own unique way.

Many prominent and notable disabled people have raised children. Literature indicates those children look upon their childhood as valuable, though they are just as successful and well-adjusted as anyone else and are often more accepting of others.

For blind parenting information and resources, contact Insight International, 316 North 42nd St., Phoenix, Ariz. 85018, (602) 956-1459.

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# Opportunity for disabled students

**Q:** After reading your column last June about Long Beach high school students who use wheelchairs but couldn't attend football games with their friends because the stadium is inaccessible, or be in class photos because they're taken in the stadium, I found myself wanting to know what support disabled students get beyond the classroom.

**A:** Recent interviews with Los Angeles County Office of Education and Long Beach Unified School District administrators indicated that the letter of the law is generally being followed. But sensitivity to addressing issues that recognize and treat disability as a cultural minority, for the most part, is missing in our education system.

This lack of awareness or commitment probably accounts for the fact that the disabled students and their teacher at Jordan High School in Long Beach were struggling on their own to raise funds for a ramp on school property.

When equal opportunity is not promoted by school officials and teachers at all levels, not being included may come to seem like the disabled students lot in life. It's not. To their credit, the students were trying to change that at the stadium. To the educational system's discredit, and perhaps society's discredit, it wasn't right that the students thought they had to bear the responsibility of that change alone. Though it took students' efforts — and



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resultant media attention — to get the district moving, I'm happy to report the school district is now remodeling the stadium to come into compliance with the laws that apply to all facilities open to the public.

Granted, providing equal rights often involves extra effort by our government, our schools and our people — but so what? Isn't equality what the American ideal is all about? And if the system prevents equal opportunity, who is at fault and responsible for making a change? Certainly, not solely the disenfranchised persons.

The right of disabled children in all parts of the U.S. to a "free and appropriate public education and related services designed to meet their unique needs" wasn't addressed until the passage of Section 504 of the Rehabilitation Act of 1973 and of Public Law 94-142, originally known as the Education of All Handicapped Children Act (EHA) in 1975. At the time EHA was enacted, more than a million of the 8 million disabled children in the country were excluded from public schools. Congress found that many of those in school received inadequate education due to a lack of supportive services or

untrained teachers.

Sadly, the federal government has fallen far short of its funding commitment to EHA. But, while funding affects certain services, it cannot be blamed for lack of teacher awareness, training and policies that ignore the need for disabled student participation by not actively pursuing their inclusion and acceptance.

The purpose of high school is to develop young men and women to cope better with adulthood. In the case of a disabled student, that adulthood will include a disability. Being exposed to role models, peer activities and the history of disabled people in our society, as well as all the possibilities for self-determination in today's world, are vital elements for that preparation.

Neither the County Office of Education nor the Long Beach Unified Schools District, the third largest district in California, have a required ongoing disability awareness program as part of their regular curriculum or in-service teacher training. Since other minority awareness units, such as black awareness week, are required at most schools, it seems insensitive not to treat disability in the same way.

Self-esteem and how disabled people fit into society are especially important to young members of this emerging minority. Providing disabled role models as teachers, counselors and classroom speakers should be an

important ingredient in their education.

As recently as the 1960s, disabled people weren't allowed to teach in most public schools. Even now, only three of the 3,380 teachers, facilitators and librarians in Long Beach have gone on record to identify themselves as disabled. The stigma and stereotyping continue if we assume some potential role models and leaders in the education system aren't even comfortable declaring they are disabled.

### Recommended reading for students, educators and parents

- "No Apologies," by Florence Weiner, \$13.95, available in most bookstores. (1986, St. Martin's Press, 175 Fifth Ave., New York, NY 10010, (212) 674-5151).

- "No More Stares," \$11.48 postpaid (Calif. residents), Disability Rights Education & Defense Fund, 2032 San Pablo Ave., Berkeley, Calif. 94702.

- "Parents, Schools & The Law," by David Schimmel and Louis Fischer, \$10.95 postpaid, (1987) National Committee for Citizens in Education, 10840 Little Patuxent Parkway, Suite 301, Columbia, Md. 21044, phone: (800) NET-WORK M-F 10:00 a.m. to 4:00 p.m. EST.

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# More accessible access

## New law gives new meaning to independence

**W**hen President Bush signs the Americans with Disabilities Act into law, the implementation clock will officially start ticking.

Hopefully, that will take place by July 4, giving new meaning to this country's Independence Day for 43 million disabled citizens.

It will mean disabled Americans are on a hard-won threshold of independence intended to provide them equal access to life: jobs, business services, recreation, transportation and telecommunications. But it *won't* mean all the hard work is over.

To make equal opportunities really happen, everyone the law will impact must become informed.

As soon as the bill is signed, get a copy of it from your U.S. Senator or local congressional representative's office. Though it will be a year or more before various provisions of the bill are enforced, start now to learn what it *can* do and what it *won't* do. Interpretation of many of the provisions were distorted by small business interests, especially in the areas of employment and public accommodations.

It's time for small business interests to stop saying the bill won't work and wringing their hands over misinformation. In all cases, employers and businesses will have plenty of time to learn about their obligations under the law.

**Employment:** The first requirement is that an employer may not refuse to hire or promote a person who is *qualified* to do a job simply because that person is disabled. Nothing more. Nothing less. It does NOT mean unqualified people must be hired.

The second basic provision is that an employer must make reasonable accommodations when these modifications would enable a disabled individual to do the job without imposing a lot of expense or difficulty. This standard has long been applied to employers receiving federal funds. A 1982 Department of Labor study found that 51 percent of the accommodations — such as raising a desk or altering a work schedule — cost nothing.



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Two years after the President signs the bill, all employers of 25 or more employees must comply. Two years later, it applies to employers of 15 or more.

Regulations are to be published one year from enactment by the Equal Employment Opportunity Commission. Enforcement will be the same provided other minorities under

Title VII: after going through the mandatory EEOC administrative process, a plaintiff has a right to sue in a federal district court for injunctive relief, which *only* includes such things as job reinstatement, back pay and attorney fees.

**Public accommodations:** Eighteen months after the bill is signed, no businesses, services, facilities or offices open to the public may refuse to serve a disabled person. They must also provide needed assistance when practical. This does not mean sign language interpreters must be hired! Written notes will be fine.

New buildings must be accessible, but existing facilities must only remove barriers that are easily achievable without much difficulty or expense. When buildings are remodeled, they must be made accessible. Nine months after enactment, the Architectural & Transportation Barriers Compliance Board is charged with publishing guidelines for the required minimum access standards.

Again, a plaintiff can only sue for injunctive relief, an order to stop the discriminatory practice. If there are cases of persistent violations, the attorney general may also seek civil penalties of as much as \$50,000 or \$100,000, depending on the number of violations.

Those are the actual provisions of the bill's employment and public accommodations sections. Now, here's what you can do.

**People with disabilities:** Get a copy of the bill. Learn *now* about your new rights.

- Write your elected representatives urging funding for training and technical assistance for people like you, as well as for businesses needing to comply with the new regulations.

- Contact your local independent living center — it can be an invaluable source of information and support. In Long Beach, call the Disabled Resources Center at (213) 427-1000, or TDD: 427-1366. In Lomita, to serve other south bay cities, call the Westside Center for Independent Living, (213) 539-1811.

**Businesses:** You, too, should lobby elected officials for funding to assist you with implementing the new law. To the extent that tax credits are enacted and money is allocated for training and technical assistance, lawsuits and other costs will be avoided.

- The Job Accommodation Network, (800) 526-7234, can field questions about the employment provisions and the most cost-effective way to accommodate disabled employees.

- Get the booklet, "Barrier Awareness," from the Independence Center of Northern Virginia, Inc., 2111 Wilson Blvd., Suite 400, Arlington, VA 22201 (\$4.95, postpaid). It won't tell you how to build ramps, but it **WILL** show you how the real barriers may not be the width of your doorways, but, instead, the depth of your understanding and breadth of your attitudes.

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Intergenerational Childcare and Visitation



DOROTHY LITTELL

Eva DaRosa and a young friend puzzle over a puzzle at the Intergenerational Day Care Center in Cambridge, Mass.

## A Natural Step

Stride Rite's pioneer day-care program brings kids and seniors together.

By ELIZABETH MEHREN  
TIMES STAFF WRITER

CAMBRIDGE, Mass.—Her children and grandchildren were grown, and her husband had died "quite a few" years ago. Like many people her age, Eva DaRosa, 79, used to spend a lot of lonely time window-shopping at the mall.

"Well," she said with a shrug, "it was better than staying at home."

But these days the retired school cafeteria worker has little time for such frivolity. She is far too busy reading story books, overseeing baking projects and teaching 4-year-olds to crochet. In between, she meets with new friends her own age and has been working on a project: tracking how inflation has raised prices in recent decades.

"It's very different from what I used to do," DaRosa said. "It's something that I think is very nice for older people."

With three other women close to her own age, DaRosa is part of a pioneer program to bridge the generations in a

corporate day-care setting.

The Intergenerational Day Care Center at the Stride Rite shoe corporation—which also was the setting for the nation's first on-site corporate child-care program in 1971—is believed to be the country's first, privately undertaken effort to provide a common care facility for young children and seniors.

"It just seemed so apparent," said Stride Rite Chief Executive Officer Arnold Hiatt, who initiated the center. "It just seemed to be a natural to bring together these two different groups, children and elders, who have a lot to offer each other."

The program, which has been in operation less than a month, will eventually accommodate 55 children and 24 seniors. The children range in age from 18 months to 5 years; seniors are defined as anyone older than 60.

There is no formal health requirement, but in what Karen Leibold, Stride Rite program development director, calls "a real loose" categorization, seniors must be able to



feed and dress themselves, and take care of their basic needs.

Airy and colorful, the 8,500-square-foot facility, which is in the midst of Stride Rite's corporate headquarters, was designed by Katherine McGuinness & Associates to be wheelchair accessible. One wing houses four classrooms for children of different ages, while the seniors' wing has three separate areas to accommodate quiet and noisy activities.

A central zone houses offices and a kitchen and dining facility shared by the generations.

There is enough privacy and separation that a senior can read a novel in peace at one end, while at the other six 4-year-olds engage in a vociferous game of tag or hide-and-seek.

"It was a challenge," McGuinness said, "because, on the one hand, you are creating a homey setting, but it is not a home. On the other, you are creating an institutional setting, but it is not an institution."

The challenge extended far beyond the time or the \$700,000 appropriated for developing the new center's physical surroundings.

Just about three years ago, Leibold remembered, she received a memo from Hiatt. Attached to Hiatt's note was a newspaper article about a family in New York City that had an elderly parent enrolled in day care in one part of the city and a child in day care in another part.

"It caught his imagination," Leibold said.

The note he sent her inquired: "Wouldn't it make sense to do this in one place?"

Leibold and her staff looked for models, but found none.

What they did learn was that, according to the National Council on Aging, about 40% of the American work force is involved in providing care for both children and seniors.

That figure is expected to jump dramatically in the next decade as the number of individuals older than 65 doubles.

In that same decade, Leibold learned, the percentage of women of childbearing age entering the work force is expected to top 80%. The crunch will come as women—society's traditional family caregivers—are responsible simultaneously for children and elderly relatives, and are working outside the home, too.

A survey of Stride Rite employees mirrored the trend.

Already, 25% of the shoe conglomerate's employees said they were providing some sort of elder care; 13% more expected to be providing it in the next five years.

"The whole issue of elder care is just beginning to bubble," Leibold said. "It's something that legislators and corporate America are going to have to address."

She predicted that elder care would become a major family-care topic for the '90s, and that unlike child care, legislators and corporate leaders would find it difficult to shunt elder care aside as some kind of nagging "women's issue."

"The decision-makers and the corporation-makers have elderly parents. They do not necessarily have young children," Leibold said.

"I think you will see that men are taking part more and more in this area," she continued. "At least they are becoming more cognizant. They are doing their wills, and they are looking around and realizing it is their parents who are requiring attention."

**'I love the kids, and I love being around them. I don't care what they do. I think it's good for the children to have us here, too. It shows them that they are wanted and loved.'**

EVA DaROSA

Still, after three years of careful planning, the new intergenerational center was received with some hesitancy by Stride Rite employees. Only one has actually enrolled an aging relative in the \$150-a-week program; the other seniors have come from the Cambridge community and its environs.

Leibold and her staff, however, remain undaunted.

"I keep telling people that we opened the child-care center with seven kids," she said. "Adult day care is so new in and of itself that people don't know what to make of it. We have a fair amount of educating to do with the children of the elders."

Besides, in her research, Leibold said she learned that "the other thing about elder care that is very different from child care in that what precipitates the need is often a crisis. Mom falls and breaks her hip and then she needs care. Mom dies, and Dad moves in for a month—and the month stretches into a year.

**'There is a fair amount of uncertainty about it. You don't know when or even whether you're going to need it. It's not the same as having a child, where you know you're going to need care for six years.'**

Seniors also get a vote in their activities, and may require some persuading, Leibold said. "You can't just tell your parents, 'This is where you're going to go.'"

Although the center also serves as a teacher-training site for students and as a research facility for faculty from nearby Wheelock College—as well as a local elder services program—the new Stride Rite program recognizes its role as a national model for companies.

But CEO Hiatt said he chafes slightly at that characterization: "On paper that may be true. In reality, I'm a little more cynical. I think businessmen have to broaden their perspectives as to what constitutes their responsibility. It's more than just dollars-earned-per-share."

The corporate machinations were of little concern to Eva DaRosa.

"I love the kids, and I love being around them. I don't care what they do," she said. "I think it's good for the children to have us here, too. It shows them that they are wanted and loved. It gives them a little bit of security, sort of."

In any case, DaRosa said, "Age doesn't count. It's how you feel in your heart."

Far from the kind of awkward first interactions that the planners of the program might have feared or envisioned in their nightmares, Leibold said the intergenerational effort took off without a hitch.

"We just dumped a bunch of Legos on the table, and the elders and the children were perfectly content with each other," she said.

DaRosa said she is so enthusiastic about the day-care program that every morning she is fully dressed by 7, a full hour before her daughter takes her to the center. On weekends, she said, she practically proselytizes to other people her age about the center.

"I tell my friends, 'Why don't you get up out of bed and get over there?'" DaRosa said.

Her eagerness is apparently shared by the day-care program's younger contingent.

"I like having Eva here because Eva reads books to us," Victor Siu, 5, said. "It's like having my grandma here."

Nicholas McCafferty, also 5, agreed about DaRosa: "I like her a lot. She's fun."

SUNDAY

JUNE 24, 1990

# A Second Motherhood

■ **Family:** As their own children fight addiction, grandmothers take a course on caring for babies prenatally exposed to drugs.

By BEVERLY BEYETTE  
TIMES STAFF WRITER

Robertean Young had brought five of her 25 grandchildren to her graduation. This wasn't simply an outing with grandma; she is the children's principal caretaker, having acquired them "one by one," she says, as both a daughter and a son battled drug addiction.

Nor was this a traditional graduation ceremony. Young, 55, had just completed a 10-week, 30-hour parenting course for black grandmothers caring for babies prenatally exposed to chemical abuse.

This being 1990, these grandmothers have more to deal with than childhood scrapes and scratches. They are coping with youngsters who may have been physically damaged by prenatal exposure to cocaine or other drugs and psychologically wounded from being shunted between foster care and relatives.

And, as caretakers, they are dealing with a staggeringly complex social-services

system. Ten of the 12 members of this first graduating class were on hand one recent afternoon at George Washington High School in South-Central Los Angeles as certificates were handed out during a ceremony punctuated by wails of babies in the audience.

The grandmothers were part of a pilot project under the auspices of the county Department of Health Services' child-abuse prevention program and the Inter-Agency Council on Child Abuse and Neglect (ICAN), a coalition of state, city, federal and county agencies.

ICAN director Deanne Tilton, who hopes the program will go statewide and, possibly, nationwide, explains its mission: "There's considerable evidence now that the responsibility to care for children profoundly affected by substance abuse falls on grandmothers, yet there has been very little support or preparation or training."

Please see **COURSE, E8**



LARRY BESSEL / Los Angeles Times

Course graduate Robertean Young cares for five of her 25 grandchildren, clockwise from top, Angola, 11, LaCresha, 11, Brittaney, 1, Kevin, 3, and Kimberly, 9.

# COURSE

Such children are increasing in number. At Charles Drew-Martin Luther King Jr. General Hospital in South-Central Los Angeles alone, almost 10,000 babies are born each year, and, according to hospital statistics, 40% of their mothers test positive for drug use. The county Department of Children's Services reports that between May, 1988, and April, 1989, the most recent period for which statistics are available, an average of 176 drug-exposed infants each month were referred to the agency.

Although the program graduates, together with their volunteer teachers, are members of the founding chapter of the Assn. of African-American Grandmothers, their class includes one grandfather and one biological father, Willie Smith, who attended classes with his own mother; together, he and his mother care for his daughter, whose mother is incarcerated.

Smith, who is disabled, may have summed up the feelings of all when he described the initial reaction of his mother, Icie, to the news that her granddaughter might be turned over to her: "I'm not taking care of no crying, howling baby."

Lois Walters, the county health services specialist who designed the program, says many grandmothers in the same situation at first feel "very angry and frustrated" as well as "humiliated" by a legal and financial-support system they do not know how to negotiate.

During the 10 weeks, this group learned about custody-release procedures, how juvenile court works, about getting food stamps and a Medi-Cal card, as well as about services available to developmentally disabled children.

They learned about the importance of prenatal care, about the nutrition needs of these babies and about safeguarding their own health.

et of the program; the grandparent caretakers learn their problems are not unusual.

Common threads run through their stories:

Lynda Brewer, 46, was jolted in the mid-'80s to learn that her two daughters were "users," on cocaine. She says the older daughter, now the mother of a 6-year-old and pregnant, is still using. The younger daughter, Dana, 21, says she has "been clean" for almost five months and is pulling her life together.

Meanwhile, Lynda has been caring for Dana's daughter, Rayna, a 4-year-old abandoned by her mother during a time when drug abuse led her to Skid Row and two months in jail for forging checks to support her habit—"That's what made me come back to my senses," she says.

Although both she and Rayna's father used cocaine, even during her pregnancy, Dana says, Rayna is among the lucky ones. She is bright and alert.

Now, Dana is again pregnant; when drugs become paramount, she says, nothing else matters—"You think about abortion, but you're just too lazy to go down there."

She acknowledges that she used drugs early in this pregnancy and expresses "some concern" about whether the fetus has been affected. She still wonders if drug use was linked to the death in 1988 of her son from Sudden Infant Death Syndrome (SIDS).

She says she is fighting her way back, trying to get into a program for women who are recovering drug users and pregnant, hoping to go back to school and train to be a drug counselor, hoping to "get my child back" and provide for her a stable environment.

Attractive, poised and well-groomed, she is a young woman who gives every appearance of being on her way.

Meanwhile, Lynda Brewer is, for all intents and purposes, Rayna's mother. She is also founder and executive director of a nonprofit South-Central Los Angeles program, "Mothers and Daughters Against Drug Abuse." She says she came into the grandmothers' program to learn everything she could about drug babies so as to "pass on that information."

Her older daughter, she says, walked out of a drug-rehabilitation program. A relative is the court-appointed caretaker of her 6-year-old. But with another child on the way, Lynda says, "Sooner or later they're going to call me about taking care of that new grandbaby."

Robertean Young's charges range in age from 13 months to 11 years. "This one I got from the hospital," she says, cuddling the youngest, Brittaney. A woman who looks comfortably grandmotherly—and, for graduation, festively costumed in a floral-print dress and a perky black hat—she does not seem rattled by the noise and confusion created by the five youngsters tailing her.

She is talking about baby Brittaney's mother, Sheila, who she says has now been drug-free for almost a year and has a steady job. Having her mother to take care of the baby and three older children allows Sheila to go to work.

"I just thank the Lord," Young says, that her daughter is now clean. Soon, she hopes, the two youngest grandchildren will be in their mother's custody. Young, whose own seven children are grown, says she will be legal guardian of the two older children.

Their father is not in the picture. "We don't know where he is," Young says. "We haven't heard from him in seven years."

The future of 11-year-old La-Cresha, daughter of Young's son, Mark, is uncertain. She says, "Right now he's in jail. La Cresha's mother gave her to me, and I took her in." That was in 1986.

"It's hard now, I'm telling you," Young says. "You've got to have plenty of patience. The children today are more hardheaded, and they're kind of lazy, too. One of the things is the time we're living in. If you don't keep up with them and train them, you're going to be in trouble."

Kathleen Williams, 43, another graduate, tells a similar story. Her son is in prison, on a drug-related robbery conviction; her daughter, the mother of Williams' only grandchild, Kathy, 4, is pregnant by the man with whom she lives. Williams hopes to get custody of Kathy, who is with her mother but spends weekends with her grandmother.

Williams believes that the child "is not in a good environment." She worries about drug use in the house where the child lives and about violence. It is in gang territory, she says—"In that house, when they say 'hit the floor,' they mean 'hit the floor.'"

Williams, a technician at the Veterans Administration Hospital in West Los Angeles, says she learned a great deal in the program about the behaviors of drug babies and, specifically, those of Kathy. A pretty, rather somber child, "she'll wake up in the middle of the night and just stand there and scream," Williams says.

Growing up in Los Angeles was different when Williams was Kathy's age. "My mother had us in church four or five days a week," she says. "And when you woke up in the morning, you had something to do." Although her mother had a job as a practical nurse, she adds, "She picked us up from school and then went back to work."

And, unlike in many black families today, there was a father in the picture to help rear Williams and five siblings. Williams herself has never been married; if she gets custody of Kathy, she will rely on help from her mother, Helena Wilkins, now 73.

138-331

# COURSE

The graduation ceremony for the grandmothers was a blend of nostalgia and reality. Speaker Ophelia Long, administrator of the Kaiser Permanente Hospital in West Los Angeles, was first to mention the grandparent tradition among blacks—"The strongest part of the black family was the grandmothers."

Actress Roxie Roker of "The Jeffersons," herself a grandmother, noted that when she was growing up in segregated Miami, "one of the most precious possessions" of black people was community unity, "the self-help we gave each other."

If a child were in trouble, perhaps because a parent was in trouble, Roker said, that child was taken in by another family. "We made room. . . . We'd add a little more water to that gravy."

Actress Marla Gibbs of "227," also a grandmother, said, "This is a crucial time in our society, when the grandmothers must step forward" to give love and support. She admonished those in the audience, "Dig for your heritage. . . . We'll find we're made of great stuff."

Graduate Frances Hinton told of being rattled when she and her husband, looking forward to a leisurely retirement, learned they were to take care of two grandchildren. "I just did not know what I was going to do," she said.

"They worked it out. Now it is she who is reminding others in the black community, "These are our children. The social programs are not working. We're going to have to go back to the drawing board," stick together. She spoke of the need to re-instill values such as home and church.

This program was an experiment, with basically no funding save for Lois Walters' time; indeed, she dug into her own purse to pay for refreshments and a newsletter. The instructors volunteered.

From here, Walters says, "I don't know where we're going to go, but it's far." Already, she is thinking about expanding the curriculum to include visits to court and to a corrections facility.

And she is aware of the need to resolve child-care and transportation problems so more caretaker grandmothers may attend sessions.

The need is apparent; Deanne Tilton points out that 90% of the dependency cases before juvenile court are related to substance abuse. Being a grandparent to a special-needs child coming out of a chaotic environment is not easy.

"These are kids who have two strikes, at least, against them," Tilton says. A grandparent promises more stability than a non-relative.

Some grandmothers in this group have children who were ordered by courts into their care; others just had the youngsters dropped there. However it happened, the caretakers need help. That help may be something as basic as knowing whom to call when the AFDC [Aid to Families With Dependent Children] check doesn't come.

Grandparent training for black women is an idea that came to Lois Walters when she was working for the Los Angeles schools, seeing grandmothers of junior high students "harried and distraught," burdened with the problems of families torn apart by drugs or violence.

A program like this one will give them self-confidence and self-esteem, she believes, and they in turn can pass those qualities on to their grandchildren.

Deanne Tilton sums up the importance of the program: "All the agencies and all the money in the world can never take the place of grandma and grandpa."



LARRY BESSEL / Los Angeles Times

ICAN director Deanne Tilton, left, with Lois Walters at graduation ceremonies. Walters, a county health specialist, designed the course.

72-332



Friday, May 4, 1990

# Grandparents' Visitation Rights Increased

By Lawrence I. Shulruff

*New York Times News Service*

CHICAGO — When parents divorce, laws in all 50 states allow the grandparents to petition the courts to keep seeing their grandchildren.

But Illinois has gone one step further: It allows that same right to grandparents when the child's parents are still married.

Legal experts say the Illinois law, enacted last September, spells out grandparent visitation rights more explicitly than any statute in the country.

And while some organizations representing older Americans say they are pleased, other lawyers in family practice say there are often good reasons why married couples might want to keep their parents away from their children.

Both sides agree that the Illinois law raises important issues, including how a family is defined and who should make decisions regarding a child's upbringing.

"It is an amazing bill," said James L. Rubens, a Chicago lawyer involved in one of the few cases that have arisen so far.

"It puts grandparents right in the middle of the lives of parents who are living happily together."

He added, "I do believe that grandparents have rights, but I have to ask if this statute goes too far."

Rubens was appointed by the court to represent 6-year-old Christopher Brooks, who lives with his parents in Milwaukee.

The child's grandmother, who lives outside Chicago, has gone to Circuit Court of Cook County to seek visitation rights.

The grandmother, Dorothy Dillon, said she took the action because her daughter, from whom she is estranged, allowed her to visit her grandson only three or four times a year and restricted telephone conversations.

The grandmother wants to visit the child once a month.

"This is no way to treat a mother, no way to treat a grandmother," said Dillon, a secretary. "All I want is to see my grandson."

She has already spent about \$5,750 on legal fees, she said.

Christopher's mother, Karyn Brooks, said she had never denied her mother a chance to visit the boy.

"But we want to make the decision when she will see our son," Brooks said. "The court doesn't belong here. This is a family matter."

Groups that represent the interests of grandparents disagree. Ruth Etheridge, who founded Grandchildren's Rights to Grandparents, an organization based in LaGrange, a Chicago suburb, argues that the new law does not restrict parents' rights.

While the law allows grandparents to petition a court for visitation rights, it does not guarantee such a right, she said.

After a petition is filed, the court determines if it is in the best interest of the child to allow the grandparents to visit.

Etheridge said the law helped grandparents detect and report child abuse.

"The only reason I can see why a grandparent should be refused visitation is that the grandparent is abusive," said Etheridge, whose own daughter has refused her visitation rights.

"That is very rare."

**Flexibility in Employee Benefits**

# Employers Waking Up to Child-Care Cries

Like sleepy parents who wishfully ignore an infant's first muffled cry in the night only to give in as the inevitable crescendo rises, California's major employers seem to have been forced awake by a child-care crisis.

In the past two years, dozens of companies have set up task forces to study the problems employees have in finding good, reasonable and dependable care for their children. Growing numbers have set up child-care centers at the workplace; more are beginning to subsidize the cost of private care or are hiring firms to help employees find good care facilities.

"A lot of California companies have not only finally taken a step (into child care), but a giant step," says Sandra Burud, a child-care benefits consultant in Pasadena.

Why the sudden burst of interest? After all, the problem is as old as working parents, and the issue has been carefully

studied for more than a decade, especially as more women have risen through the corporate ranks. And why, too, does it appear that California companies are finally getting on the bandwagon after lagging many other states, especially in the East?

In the past, many corporations deliberately avoided addressing the issue. They were afraid of the liability problems of providing child care directly, or they worried about the expense of subsidizing the cost.

But now, like an infant in the night, the cries are much more urgent and unavoidable. Some observers believe that, in California, the situation has come to a head because of the increasing stress on workers with children.

Virtually every employer is hearing horror stories. The long commute: an hour to the day-care center in the morning and half an hour from there to work—then the reverse in the evening. The fear: A baby sitter disappears or quits. The worry: A parent is caught in traffic and won't be able to pick up a child before the center closes. The panic: A child is ill but too far away for the parent to rush over from work. The frustration: knowing that the only real solution may be to quit work and cut back your standard of living.

"The stress on parents is higher in California because we drive so much, and the day-care centers aren't always close to home or work," says Ron Garner, a consultant who works with Child & Family Services in Los Angeles.

Interestingly, the push for child-care benefits in California has spread most rapidly among companies that do not have a predominantly female work force. In the past, child care has been considered a "women's benefit," and companies that

provided the best child-care benefits were those with the largest percentage of women employees—such as banks and hospitals.

That is changing dramatically. Take, for example, TRW Inc. and the Los Angeles Department of Water and Power.

TRW, a giant aerospace and defense contractor, has about 13,000 employees in Southern California, and about 65% are male. The company has just broken ground on a state-of-the-art child-care center at its complex in Redondo Beach that will eventually house more than 200 children of employees. TRW also offers a number of other child-care benefits, including after-school programs and referrals. "It's demographics: more working women, more joint custody, more men with working wives," says Betsy Bosak, TRW's program manager for child care.

DWP has 11,500 employees, about 78% of whom are male. It is constructing two child-care centers, one at its new complex in Van Nuys and another at its headquarters in downtown Los Angeles. Together, they will house about 150 children. The department also offers care at three other centers near DWP facilities, as well as referrals and parenting classes. About 2,000 DWP employees take advantage of the programs, according to Beverly King, human resources director.

Both TRW and DWP acknowledge that providing child-care benefits to employees isn't cheap, but they also acknowledge that the crying need for such care forced them to act.

"We found that it was costing us \$1 million a year due to employee absences and tardiness related to child-care problems," King says. "Our estimates suggest that we gain \$2.50 for every \$1 we invest in child-care solutions."

Another factor spurring the sudden employer interest in child-care benefits is a tax credit enacted by the state Legislature in 1988 that gives employers a direct credit equal to 30% of their costs for subsidizing employee child care. It's limited to \$50,000 a year. California is one of just a handful of states to have such a tax incentive for employers.

State Sen. Gary Hart (D-Santa

Barbara) pushed for the bill and finally saw it enacted after vetoes by Gov. George Deukmejian in 1986 and 1987.

In a way, that legislative history mirrors the course of child-care benefits in California. It's clear that employers in the state are finally realizing that such benefits reap them a reward in reduced absenteeism and increased employee loyalty. And political leaders are recognizing that encouragement of child-care solutions is popular with voters.

Business and government have been behind the times on this issue. They were late to recognize the stress that people with children are under, they were blind to the fact that men as well as women are having problems coping with child-care crises, they were ignorant of the changing family demographics in California.

Let's hope that, despite all the cries in the night, they won't go back to sleep.

# Survey Rates Apple No. 1 in Perks for Mothers

By NANCY RIVERA BROOKS,  
Times Staff Writer

IBM grants new mothers leaves of up to three years with benefits. Media giant Gannett offers \$2,500 in adoption aid. SAS Institute, a computer software developer in Cary, N.C., runs a free on-site child-care center, according to a survey of the best companies for working mothers released Tuesday.

But the clean diaper award—if there were such a thing—would go to Apple Computer, the Cupertino-based computer manufacturer. The fourth annual survey by Working Mother magazine put Apple Computer at the top of a list of 60 pace-setting companies based on pay, advancement opportunity, benefits and child-care support.

Although the roster includes some extraordinary policies, mommy-friendly companies are still unusual in the American workplace, the magazine's editor said.

"We see these 60 companies as role models," said Judsen Culbreth, editor of Working Mother, a New York-based publication with a circulation of 460,000. "They have caught on to the idea that to be good to working parents is to gain a competitive edge."

## \$500 at Birth

Less than 1% of U.S. corporations operate or support child-care centers, according to the article in the October issue written by Milton Moskowitz, co-author of the book "The 100 Best Companies to Work for in America." Some 65% of mothers already work outside the home, and by 2000 84% of U.S. women of child-bearing age will be working, the Labor Department estimates.

Apple Computer won the top slot because of its superior pay and benefits package, high percentage of female professionals among its nearly 8,000 employees and an on-site child-care center that has been "a smash hit with parents." Among other benefits, Apple gives \$500 every time a employee brings a future computer whiz home from the hospital.

"This has been a big year for this," Moskowitz said in a tele-

## Firm Cited for Superior Pay, Benefits Package and On-Site Child-Care Center

phone interview. "Every big company in America seems to be attuned to this issue because they're being pressured by their employees."

At AT&T, for example, contract negotiations this year focused on family-care benefits, and the recently signed contracts with two unions representing more than half of the company's workers included a \$5-million fund for child care and other family-related benefits, she said.

But Cindia Cameron, a national organizer for the group 9 to 5, the National Assn. of Working Women, said members often complain that policies that look good on paper are not applied uniformly across the work force.

"We find there is a lot of difference between what's offered to professional women—women who are harder to replace—than to clerical workers," she said.

California is home to eight of the companies on the magazine's list "because some of them tend to be very high tech," Culbreth said.

"I would say it's your forward-thinking companies," she said. "The same company that introduces new products and is in touch with the marketplace is more likely to be in touch with the labor force."

Culbreth admitted that Working Mother magazine probably would not make its own list partly because it is in "a period of corporate transition." Time Inc. is selling its 50% stake in the publication to partner Lang Communications.

"We might make it pretty soon," Culbreth said.

# MOMS: Survey Rates Firms

## THE BEST COMPANIES FOR WORKING MOTHERS

Company rankings are based on the following criteria: pay scales (compared to the competition), opportunities for advancement, support for child care (financial, referrals and/or actual care) and benefits (maternity leave, parental leave, adoption aid, flextime, part-time work, job sharing and support for care of the elderly).

### The National Top 10

Company	City	Business
Apple Computer	Cupertino	A leading maker of personal computers
Beth Israel Hospital	Boston	Teaching hospital of Harvard Medical School
Du Pont	Wilmington, Del.	Largest U.S. chemical company
Fel-Pro	Skokie, Ill.	Makes gaskets, sealing products and specialized lubricants
Hoffman-La Roche	Nutley, N.J.	Maker of prescription drugs, vitamins and diagnostic products
IBM	Armonk, N.Y.	World's largest computer manufacturer
Merck	Rahway, N.J.	Largest U.S. maker of prescription drugs
Morrison & Foerster	San Francisco	Nation's 12th-largest law firm
SAS Institute	Cary, N.C.	Produces computer software products
Syntex	Palo Alto	Makes prescription drugs, diagnostic systems and veterinary products

### California companies that made the list

Company	City	Business
Apple Computer	Cupertino	A leading maker of personal computers
Arco	Los Angeles	Oil company
Genentech	South San Francisco	Genetically engineered drugs
G. T. Water Products	Moorpark	Makes drain-cleaning devices for plumbing industry
Hewlett-Packard	Palo Alto	Makes computers and electronic devices
Lost Arrow	Ventura	Makes clothes, mountain-climbing and outdoor gear under Patagonia label
Morrison & Foerster	San Francisco	Nation's 12th-largest law firm
Syntex	Palo Alto	Makes prescription drugs, diagnostic systems and veterinary products

Source: Working Mother magazine

## REST OF THE BEST

Here are the rest of the 1989 roster of the 60 best companies for working mothers published in the October issue of Working Mother magazine. The companies are listed alphabetically.

Aetna Life & Casualty, Hartford, Conn.  
 America West Airlines, Phoenix  
 Amer. Bankers Ins. Grp., Miami  
 American Express, New York  
 AT&T, New York  
 Arthur Andersen, Chicago  
 Baptist Hospital, Miami  
 Barrios Technology, Houston  
 Campbell Soup, Camden, N.J.  
 Champion Intl., Stamford, Conn.  
 Corning, Corning, N.Y.  
 Digital Equipment, Maynard, Mass.  
 Dominion Bankshares, Roanoke, Va.  
 Dow Chemical, Midland, Mich.  
 Eastman Kodak, Rochester, N.Y.  
 First Atlanta, Atlanta  
 Gannett, Washington  
 General Mills, Minneapolis  
 Grieco Bros., Lawrence, Mass.  
 Group 243, Ann Arbor, Mich.  
 Hallmark Cards, Kansas City, Mo.  
 Hechinger, Landover, Md.  
 Herman Miller, Zeeland, Mich.  
 Hewitt Associates, Lincolnshire, Ill.  
 Hill, Holliday, Connors, Cosmopolis, Boston  
 Johnson & Johnson, New Brunswick, N.J.  
 S. C. Johnson & Sons, Racine, Wis.  
 Lancaster Laboratories, Lancaster, Pa.  
 Leo Burnett, Chicago  
 Lincoln National, Ft. Wayne, Ind.  
 3M, St. Paul, Minn.  
 NCNB, Charlotte, N.C.  
 Nordstrom, Seattle  
 Official Airline Guides, Oak Brook, Ill.  
 Pitney Bowes, Stamford, Conn.  
 Polaroid, Cambridge, Mass.  
 Procter & Gamble, Cincinnati  
 Steeicase, Grand Rapids, Mich.  
 Stride Rite, Cambridge, Mass.  
 Time-Warner, New York  
 Trammell Crow, Dallas  
 Unum Life Insurance, Portland, Me.  
 US West, Englewood, Colo.  
 Warner-Lambert, Morris Plains, N.J.  
 Xerox, Stamford, Conn.

Source: Working Mother magazine

# Managing Money

PERSONAL FINANCE / Bill Sing

## Flexible Spending Plans Offer Attractive Choices

Many workers don't take advantage of one of the best ways to save money on contact lenses, prescription drugs, child care, cosmetic surgery or other medical or dependent care expenses.

It's called a flexible spending account. Offered as an employee benefit by a growing number of larger companies—but used by only a small fraction of eligible workers—these accounts allow you to pay for medical or dependent care expenses using pretax income. That means you can save as much as 40% on those expenses because you can use money that otherwise would have gone to Uncle Sam in taxes.

And new Internal Revenue Service rules, due to take effect in January, could make these accounts more attractive to some workers by allowing full use of the plans immediately after opening them.

Flexible spending accounts are offered by between 50% and 60% of the nation's 1,000 largest industrial companies, estimates Mercer Meidinger Hansen, an employee benefits consulting firm. These plans allow you to place pretax earnings, taken from your salary each month through payroll deductions, into one or both of two types of accounts.

One type allows you to use the money, usually up to \$5,000, for dependent care expenses such as child or nursing home care. The other type allows you to use the funds, typically up to between \$2,000 and \$5,000, for health expenses not covered by your medical plan at work. Most plans allow health accounts to be used for almost any medical expense, including eyeglasses or contact lenses, dental work, hearing aids, cosmetic surgery, prescription drugs, psychiatric exams and wheelchairs. You even can use them to pay deductibles, premiums or co-payments on your company medical plan.

### One Big Catch

The benefit is clear: The money you put into these accounts escapes not just federal income tax but Social Security and state income taxes as well. So for people in the highest tax brackets that could mean big savings.

There's another big advantage: Faced with rapidly growing medical costs, many firms are cutting back their contributions to employees' medical insurance, forcing workers to pay more of those costs themselves through higher premiums, deductibles, co-payments or other costs. But money in your flexible spending account can be used to pay those costs.

"As companies cut back, these accounts will become more attractive," says Edward J. Susank, a principal in the Los Angeles office of Mercer Meidinger Hansen.

There is one big catch, however: You must forfeit any money left over in your accounts after each year. In other words, use it or lose it. Your employer most likely will use the leftover money to defray costs of administering the accounts.

But hold on. If you estimate your annual expenses well, leftover funds shouldn't be a problem. The average worker with a flexible spending account does just that, only forfeiting \$27 a year in health accounts and \$15 a year on dependent-care versions, according to a survey by Hewitt Associates, an employee benefits consultant.

Also, you can set your contributions on the low side to minimize the possibility of forfeiture, says Duane C. Bollert, manager of the Los Angeles office of Hewitt Associates. Most employers require only a small monthly minimum contribution—often as little as \$10, he says.

### Rules Change Jan. 1

And even if you don't use all the money, what you save in taxes can more than offset the amount you forfeit. For example, if you put \$1,000 into an account each year and you are in the top 33% federal tax bracket, you will save \$330 in U.S. taxes right way. So even if you must forfeit \$100, you'd still be better off by \$230 than if you had not opened an account and had paid those medical expenses using after-tax dollars. And that's not counting your additional savings in Social Security and state taxes.

Also, there are ways of getting out of the accounts. If your personal circumstances change—for example, you get divorced and no longer have dependents—you can cut or increase your contributions, or drop the account entirely (but you cannot withdraw money you have already contributed). And you can always drop the account at the end of the annual enrollment period.

Nonetheless, concerns about forfeiting money are a major reason why many eligible workers don't open up flexible spending accounts. Only 20% to 25% of eligible workers are using health accounts, and only 3% use dependent-care ones, according to surveys by Hewitt Associates.

One reason for the lower use of dependent-care accounts: Families with lower incomes, generally around \$20,000 or less, will save more money by paying for child care directly, Bollert says. That is because they can use the child-care tax credit, which allows you to take a portion (usually about 20%) of such expenses as a tax credit, he says.

Another reason for lower use: You generally must report those receiving the money. That is because undocumented workers or others who don't want to report income to the IRS are often used as child-care providers.

But new IRS rules, adopted in April and set to take effect Jan. 1, should make flexible spending accounts more attractive for most employees. The new rules require that employees contributing to a plan be allowed access immediately to the total amount of money that will build up in the account over the whole year.

Los Angeles Times

Saturday, September 9, 1989

72-206

In other words, if you elect to contribute \$100 a month, for a total of \$1,200 a year, and you incur a \$1,200 medical expense immediately after opening an account, you are entitled to get the full amount right away. Previously, you would have only been allowed access to money already in the account—in this case, \$100 a month.

There is a flip side, however. Such immediate access is likely to prompt some companies—particu-

larly smaller ones with high employee turnover—to reduce the maximum contributions they will allow or to require waiting periods before a worker is eligible, Mercer Meidinger's Susank predicts. Others may even drop the plans altogether. That is because of the risk to firms that some employees may file claims for the full annual amount and then leave those firms without having paid the full amount.

But the negative impact may be limited. That's because maximums are expected to be cut only on the

health versions of the accounts; expenses for dependent care don't pose the same risks because they are incurred gradually throughout the year.

Also, most employees contribute only an average of \$500 a year to health accounts. That is below the level where most companies are expected to lower their maximums.

Bill Sing welcomes readers' comments and suggestions for columns but regrets that he cannot respond individually to letters. Write to Bill Sing, Personal Finance, Los Angeles Times, Times Mirror Square, Los Angeles, Calif. 90053.

**Selected Information Specific to Long Beach**



LONG BEACH HUMAN RELATIONS COMMISSION

PUBLIC HEARING ON FAMILY DIVERSITY IN LONG BEACH - July 12, 1990

"SENIORS AND SERVICES IN LONG BEACH"

I. DEMOGRAPHICS

- A. ESTIMATED ETHNIC POPULATIONS - (ALL AGES) No data available on minority elderly.

<u>BLACK</u>	<u>WHITE</u>	<u>HISPANIC</u>	<u>ASIAN</u>
12	53	20	15

CALIFORNIA FRAIL ELDERLY POPULATION PROJECTION

65 and above: 10.8% Year 2000: 12.3% (3,878,000)

75 to 84: to grow 59%

85+: increase by 81% (259,000 to 468,000) Source: California Department of Finance.

II. SUMMARY OF PROBLEMS

- A. SOCIAL SERVICES TASK FORCE REPORT (Draft)
- B. UNITED WAY ETHNIC COMMUNITY NEEDS ASSESSMENT  
(Regional Admissions Committee Harbor Southeast Region  
October 1989)

The Committee identified the top five social needs of the various ethnic groups; for the elderly, the following were noted:

BLACK - Community Center and transportation, ranked #5.

HISPANIC & ASIAN - no specific needs identified for seniors (due to strong family/church support?)

AMERICAN INDIAN - Socialization and transportation needs (ranked #4).

III. PROFILE OF SERVICES AVAILABLE

- A. Long Beach Senior Center Programs and Satellite Programs
- B. Senior Services Network

IV. RECOMMENDATIONS FOR UNMET NEEDS

A five year Plan for the Decentralization of Senior Services has been drafted (with the input of the Senior Citizens Advisory Commission) and is under final review.

Agencies and Programs on Aging (APA) is a networking group that meets monthly at the Senior Center and attempts to fill gaps in the senior services.

The Senior Citizens Advisory Commission is an active advisory body to the Mayor and City Council on all matters relating to the elderly.

BY: Ralph Laudenslayer, Superintendent of Senior Services, City of Long Beach

# ETHNICITY

<u>ETHNIC GROUP</u>	<u>1980</u>	<u>1990*</u>
WHITE	68%	54%
BLACK	11%	11%
HISPANIC	14%	20%
ASIAN	7%	15%

\*Estimated

# **AIDS ANTIDISCRIMINATION ORDINANCE CITY OF LONG BEACH**

The Municipal Code of the City of Long Beach contains provisions which prohibit discrimination in:

1. Employment,
2. Housing,
3. The provision of goods and services,
4. The provision of City services,
5. With regard to labor unions, and
6. With regard to employment agencies;

## **AGAINST:**

1. Persons with AIDS,
2. Persons with AIDS Related Complex,
3. Persons who have tested positive for HIV (the AIDS virus), or
4. Anyone who is perceived to have any of these conditions.

Any complaints regarding such discrimination should be directed to:

**John R. Calhoun, City Attorney**  
*Attention: James N. McCabe*  
Deputy City Attorney  
925 Harbor Plaza  
Long Beach, CA 90802  
(213) 590-4119

- 8.94.070 Advertising.
- 8.94.080 Retaliation.
- 8.94.090 Liability.
- 8.94.100 Enforcement.
- 8.94.110 Limitation on action.
- 8.94.120 Preemption.
- 8.94.130 Exceptions.
- 8.94.140 Severability.

**8.94.010 Definitions.**

The following words and phrases, whenever used in this chapter, shall be construed as defined in this section:

A. "AIDS" shall mean the disease or syndrome known as Acquired Immune Deficiency Syndrome as defined by the United States Centers for Disease Control.

B. "AIDS related condition" means a clinical finding of AIDS Related Complex (ARC) or the testing of positive to the antibody to the virus believed to result in AIDS, sometimes known as HIV, HTLV-III, or LAV, regardless of whether any clinical manifestations of AIDS or ARC are present. A person with an AIDS related condition shall also include a person perceived to have AIDS, ARC or to have tested positive to the antibody to the virus that is believed to result in AIDS, regardless of the accuracy of this perception.

C. "Business establishment" means any entity, other than the state or local governmental entity, however organized, which furnishes goods or services to the general public. An otherwise qualifying establishment which has membership requirements is considered to furnish services to the general public if its membership requirements: (1) consist only of payment of fees; or (2) consist of requirements under which a substantial portion of residents of the city qualify.

D. "Person" means any natural person, firm, corporation, partnership, or other organization, association, or group of persons however organized, but shall not include the state or the county of Los Angeles.

**AIDS DISCRIMINATION**

**Sections:**

- 8.94.010 Definitions.
- 8.94.020 Employment practices.
- 8.94.030 Housing and other real estate transactions.
- 8.94.040 Business establishments.
- 8.94.050 City facilities and services.
- 8.94.060 Contracts to include nondiscrimination provisions.

E. "Individual" means any natural person. (Ord. C-6635 § 1 (part), 1989).

#### **8.94.020 Employment practices.**

A. It shall be unlawful for any employer to fail or refuse to hire, or to discharge any individual, or otherwise to discriminate against any individual with respect to compensation, terms, conditions, or privileges of employment because, in whole or in part, the individual has AIDS or an AIDS related condition.

B. It shall be unlawful for an employer to limit, segregate, or classify employees or applicants for employment in any manner which would deprive or tend to deprive any individual of employment opportunities, or adversely affect his or her employment status because, in whole or in part, the individual has AIDS or an AIDS related condition.

C. It shall be unlawful for an employment agency to fail or refuse to refer for employment any individual or to otherwise discriminate against any individual because, in whole or in part, the individual has AIDS or an AIDS related condition.

D. It shall be unlawful for a labor organization to fail or refuse to include in its membership or to otherwise discriminate against any individual, to limit, segregate, or classify its membership, or to classify or fail or refuse to refer for employment, any individual in any way which would deprive or tend to deprive such individual of employment opportunities, or to otherwise adversely affect an individual's status as an employee or as an applicant for employment because, in whole or in part, the individual has AIDS or an AIDS related condition.

E. It shall be unlawful for an employer, an employment agency or labor organization to discriminate against any individual in admission to, or employment in, any program established to provide apprenticeship, or other training or retraining, including any on-the-job training program, because, in whole or in part, the individual has AIDS or an AIDS related condition.

F. Nothing contained in this section shall be deemed to prohibit selection, rejection, or termination based upon a bona fide occupational qualification. In any action brought under this chapter, if a party asserts that any otherwise unlawful practice is justified as a bona fide occupational qualification, that party shall have the burden of proving: (1) that the discrimination is in fact a necessary result of a bona fide occupational qualification; and (2) that there exists no less discriminatory means of satisfying the occupational qualifications.

G. Nothing contained in this chapter shall make it unlawful for an employer to observe the conditions of a bona fide employee benefit system, provided such system or plan is not a subterfuge to evade the purposes of this chapter. No such system shall provide an excuse for failure to hire any individual.

H. No part of this section shall apply to the employment of individuals to perform services in the place of residence of the employer. (Ord. C-6635 § 1 (part), 1989).

#### **8.94.030 Housing and other real estate transactions.**

A. It shall be unlawful for any person to interrupt, terminate, or fail or refuse to initiate or conduct any transaction in real property, including but not limited to the rental thereof, to require different terms for such transaction, to include in the terms or conditions of a transaction in real property any clause, condition or restriction, or to falsely represent that an interest in real property is not available for transaction because, in whole or in part, the individual has AIDS or an AIDS related condition.

B. Nothing in this chapter shall be construed to apply to the rental or leasing of any housing unit in which the owner or lessor or any member of his or her family occupies all or a portion of the same living unit in common with the prospective tenant. (Ord. C-6635 § 1 (part), 1989).

**8.94.040 Business establishments.**

It shall be unlawful for any person to deny any individual the full and equal enjoyment of the goods, services, facilities, privileges, advantages, and accommodations of any business establishment because, in whole or in part, the individual has AIDS or an AIDS related condition. (Ord. C-6635 § 1 (part), 1989).

**8.94.050 City facilities and services.**

Notwithstanding any other provision of this chapter, it shall be an unlawful practice for any person to deny any person the full and equal enjoyment of, or to impose different terms and conditions on the availability of (1) use of any city facility or city service because, in whole or in part, the individual has AIDS or an AIDS related condition or (2) any service, program or facility wholly or partially funded or otherwise supported by the city because, in whole or in part, the individual has AIDS or an AIDS related condition. This section shall not apply to any facility, service or program which does not receive any assistance from the city which is not provided to the public generally. (Ord. C-6635 § 1 (part), 1989).

**8.94.060 Contracts to include nondiscrimination provisions.**

Notwithstanding any other provision of this chapter, all contracting agencies of the city, or any department thereof, acting for or on the behalf of the city, shall include in all contracts, franchises, leases, concessions or other agreements involving real or personal property, hereafter negotiated, let, awarded, granted, renegotiated, extended or renewed, in any manner or as to any portion thereof, a provision obligating the contractor, franchisee, lessee, concessionaire, or other party of said agreement not to discriminate against persons having AIDS or an AIDS related condition. (Ord. C-6635 § 1 (part), 1989).

**8.94.070 Advertising.**

It shall be unlawful for any person to make, print, publish, advertise, or disseminate in any way any notice, statement or advertisement with respect to any of the acts mentioned in this chapter, which indicates an intent to engage in any unlawful practice as set forth in this chapter. (Ord. C-6635 § 1 (part), 1989).

**8.94.080 Retaliation.**

It shall be unlawful for any person to do any of the acts prohibited in this chapter or to retaliate against a person because a person (1) has opposed any act or practice made unlawful by this chapter or (2) has supported this chapter and its enforcement or (3) has testified, assisted or participated in any way in any investigation, proceeding, or litigation under this chapter. (Ord. C-6635 § 1 (part), 1989).

**8.94.090 Liability.**

Any person who violates any of the provisions of this chapter or who aids in the violation of any provisions of this chapter, shall be liable for, and the court shall award to any individual whose rights are violated, actual damages, attorney's fees and costs. In addition, the court may award punitive damages in the sum of five hundred dollars or such greater sum as may be provided. (Ord. C-6635 § 1 (part), 1989).

**8.94.100 Enforcement.**

A. Civil Action. Any aggrieved person may enforce the provisions of this chapter by means of a civil action.

B. Injunction. Any person who commits, or proposes to commit, an act in violation of this chapter may be enjoined therefrom by any court of competent jurisdiction. An action for injunction under this subsection may be brought by any aggrieved person, by the city attorney, or by any person or entity which will fairly and adequately represent the interests of the protected class.

C. Survival of Cause of Action. Any cause of action authorized hereunder shall survive the



death of the person alleging discrimination and may be pursued in the name of the estate of the deceased person. (Ord. C-6635 § 1 (part), 1989).

#### **8.94.110 Limitation on action.**

Actions under this chapter must be filed within one year of the alleged discriminatory acts. (Ord. C-6635 § 1 (part), 1989).

#### **8.94.120 Preemption.**

This chapter shall not apply to any act of discrimination to the extent that regulation of such act is preempted by state or federal law. (Ord. C-6635 § 1 (part), 1989).

#### **8.94.030 Exceptions.**

A. No part of this chapter shall apply to any bona fide religious organization.

B. No part of this chapter shall apply where a course of conduct is pursued which is necessary to protect the health or safety of the general public.

1. Burden of Proof. In any action brought under this chapter, if a party asserts that an otherwise unlawful discriminatory practice is justified as necessary to protect the health or safety of the general public, that party shall have the burden of proving: (a) that the discrimination is in fact a necessary result of a necessary course of conduct pursued to protect the health or safety of the general public; and (b) that there exists no less discriminatory means of satisfying the necessary protection of the health or safety of the general public.

2. Compliance with Department of Health and Human Services Guidelines. Within the meaning of this section a practice is deemed necessary to protect the health or safety of the general public if that practice is consistent with the United States Department of Health and Human Services Guidelines entitled "Recommendations for Preventing Transmission of Infection with Human T-Lymphotropic Virus Type III, Lymphadenopathy — Associated Virus in the Workplace," published in

November, 1985, and any supplemental guidelines as they may be issued. (Ord. C-6635 § 1 (part), 1989).

#### **8.94.140 Severability.**

If any part or provision of this chapter or the application thereof to any person or circumstance is held invalid, the remainder of the chapter, including the application of such part or provision to other persons or circumstances, shall not be effected thereby and shall continue in full force and effect. To this end, the provisions of this chapter are severable. (Ord. C-6635 § 1 (part), 1989).

### **TITLE 8 FOOTNOTES**

1. For statutory provisions on communicable disease prevention and control, see Health and Saf. Code § 3000 et seq.

2. For statutory provisions on the regulation of drugs, see Health and Saf. Code § 11000 et seq.

3. For statutory provisions on meat inspection and sanitation, see Health and Saf. Code § 18561 et seq.

4. For statutory provisions on mobile food units, see Health and Saf. Code § 28616.1; for provisions on licensing, see Chapter 8.44 of this code.

5. For statutory provisions on the sanitation of restaurants, see Health and Saf. Code § 28520 et seq.; for provisions on mobile food vending vehicles, see Chapter 8.40 of this code.

6. For statutory provisions on milk and milk products, see Food and Agric. Code § 32501 et seq.; for provisions on sanitation and regulation of milk and milk product sales, see Chapter 8.36 of this code.

## TITLE 8 FOOTNOTES

7. For statutory provisions authorizing cities to contract for garbage and rubbish disposal and to prescribe terms for such services, see Health and Saf. Code § 4250.

Prior ordinance history: Ordinances C-5320, C-5401, C-5444 and C-5533.

8. For statutory provisions on the role of local authorities in the control of air pollution, see Health and Saf. Code § 40000.

9. For statutory provisions on public nuisances, see Penal Code §§ 370—372; for provisions on the abatement of nuisances, see the city charter.

10. Prior history: Prior code §§ 5230 — 5230.21, 5568.

with any provisions of this Title 5, or who violates any such provision, or who causes such failure, disobedience or violation, shall be deemed guilty of a misdemeanor and shall be subject to the penalties as set forth in Section 1.32.010.

B. The owner, manager, or operator of any business, occupation, institution or act enumerated in subsection A above is responsible for any violation by an employee of any provisions of this section. A facility for any business, occupation, institution or act enumerated in subsection A, of this section, conducted in violation of this section and held in common or shared by more than one such business, occupation, institution or act shall be deemed a violation for which the owner, manager or operator of each such business, occupation, institution or act is responsible. (Ord. C-6260 § 1 (part), 1986).

**5.08.040 Criminal procedure not to satisfy civil claim.**

Neither the arrest, prosecution, conviction, imprisonment, or payment of any fine for the violation of this Title 5 shall satisfy or diminish the authority of the city to institute civil action seeking enforcement of any or all of the provisions of this Title 5. (Ord. C-6260 § 1 (part), 1986).

**5.08.050 Civil actions.**

Any person required to comply with any or all of the provisions of this Title 5 shall be liable in an action in the name of the city in any court of competent jurisdiction to enforce such provision and to pay such reasonable costs of the suit as the court may deem appropriate. (Ord. C-6260 § 1 (part), 1986).

**III. Particular Business Regulations**

**Chapter 5.09**

**EMPLOYMENT DISCRIMINATION**

**Sections:**

<b>5.09.010</b>	<b>Definitions.</b>
<b>5.09.020</b>	<b>Discrimination prohibited.</b>
<b>5.09.030</b>	<b>Bona fide business requirements.</b>
<b>5.09.040</b>	<b>Enforcement.</b>
<b>5.09.050</b>	<b>Severability.</b>

**5.09.010 Definitions.**

A. "Business establishment" means any person that offers goods or services to the general public. An otherwise qualifying organization which has membership requirements shall be considered to be a "business establishment" if the following criteria are met:

1. Its membership requirements consist only of the payment of fees; or
2. Its membership standards are standards under which a substantial portion of the residents of the city of Long Beach could qualify; or
3. Its membership standards constitute an effort to avoid compliance with the requirements of the ordinance codified in this chapter through subterfuge by creating membership standards with no bona fide relationship to the purpose or nature of the organization.

The term "business establishment" shall not include the following: (a) Any religious association or corporation not organized for private profit; (b) The federal government or any agency thereof or the state government or any agency or local subdivision thereof, including but not limited to, counties, cities, districts, authorities and agencies.

B. "Employee" does not include any individual employed by his or her parents, spouse, or child, or any individual employed under a special license in a nonprofit sheltered workshop or rehabilitation facility.

C. "Person" means any natural person, and any firm, corporation, partnership or other organization, association or group of persons, however organized.

D. "Sexual orientation" means heterosexuality, homosexuality or bisexuality. (Ord. C-6408 § 1 (part), 1987).

**5.09.020 Discrimination prohibited.**

A. No business establishment within the city of Long Beach or operating within the city of Long Beach which employs a minimum of five employees shall discriminate against any person by failing or refusing to hire or by disciplining or discharging any person or in any manner discriminating against any person with respect to compensation, terms, conditions or privileges of employment, because of the sexual orientation of any person.

B. No provision of this chapter shall be construed to make legal any act or omission by any person which is otherwise illegal under any provision of law.

C. It shall not be an unlawful discriminatory practice for a business establishment to observe the terms of a bona fide employment benefit system. (Ord. C-6408 § 1 (part), 1987).

**5.09.030 Bona fide business requirements.**

A. No provision of this chapter shall be construed to prohibit any act or omission by any business establishment based on bona fide business requirements of that business establishment.

B. No provision of this chapter shall be construed to prohibit any act or omission by any business establishment permitted by state or federal law with respect to disability, handicap or medical condition, or to permit any act or omission by any business establishment prohibited by state or federal law with respect to disability, handicap or medical condition. (Ord. C-6408 § 1 (part), 1987).

**5.09.040 Enforcement.**

A. Any person aggrieved by violation of any provision of this chapter, may enforce said provision or provisions by a civil action; provided that such action shall be brought in the person's individual capacity.

B. Any person who violates any provision of this chapter or who knowingly aids another in the violation of a provision of this chapter, shall be liable to the person aggrieved for the following:

1. The actual damages suffered and incurred by the person aggrieved;

2. A civil penalty payable to the person aggrieved in the sum of two hundred dollars in addition to the actual damages of the person aggrieved; provided that the civil penalty shall be imposed regardless of whether the person aggrieved proves actual damages;

3. The costs of the person aggrieved in connection with the civil action;

4. The attorney's fees of the person aggrieved in connection with the civil action.

C. Any person who commits or proposes to commit an act in violation of this chapter may be enjoined therefrom by a court of competent

jurisdiction. Action for an injunction under the ordinance codified in this chapter may be brought by any aggrieved person.

D. No criminal penalties shall attach for any violation of the provisions of this chapter.

E. Any civil action pursuant to the provisions of this chapter shall be filed within one year of the accrual of the cause of action.

F. Any person who files or maintains a frivolous action under this chapter shall be liable to the business establishment for expenses, including attorney fees, incurred in defense of the action. "Frivolous" as used herein means totally and completely without merit or for the sole purpose of harassing an opposing party. The liability imposed by this subsection is in addition to any other liability imposed by law. (Ord. C-6408 § 1 (part), 1987).

**5.09.050 Severability.**

All provisions of this chapter are severable. If any part or provision of this chapter is held invalid for any reason by the final order of a court of competent jurisdiction, the remainder of the chapter shall not be affected and shall remain in full force and effect. (Ord. C-6408 § 1 (part), 1987).

Chapter 2.72

**EQUAL OPPORTUNITY CONTRACT  
COMPLIANCE PROGRAM**

**Sections:**

- 2.72.010 Purpose.**
- 2.72.020 Applicability.**
- 2.72.030 Definitions.**
- 2.72.040 Nondiscrimination clause required.**
- 2.72.050 Construction contracts for ten thousand dollars or more.**
- 2.72.060 Nonconstruction contracts for twenty thousand dollars or more.**
- 2.72.070 Contractor records.**
- 2.72.080 Compliance and enforcement.**
- 2.72.090 Noncompliance sanctions.**
- 2.72.100 Appeals.**
- 2.72.110 Implementing rules and regulations.**
- 2.72.120 Notice to contractors of requirements.**
- 2.72.130 Exemptions.**

**2.72.010 Purpose.**

The purpose of this chapter is to obligate those contractors who contract with the city to comply with nondiscrimination and equal



opportunity provisions of laws rules and regulations of the United States, the state and the city, except as provided in this chapter. It shall obligate contractors to take affirmative action to insure the provision of equal opportunity in certain contracts. Appropriate provisions shall be incorporated into all contracts to accomplish this purpose. (Ord. C-5315 § 1, 1977: prior code § 2800).

#### 2.72.020 Applicability.

Unless exempted, excepted or otherwise excused by law, no person, firm or corporation that contracts with the city to provide services or supplies shall be paid any public funds or other consideration, whether such service or supplies are delivered or not, unless such person, firm or corporation complies with the equal opportunity provisions of federal, state and city laws, rules and regulations and has filed such plan with the equal opportunity compliance officer of this city, an affirmative action plan, an employment action plan or equal service certification (standard or devised according to stated standards) as may be applicable and such plan has been approved by the equal opportunity compliance officer. An affirmative action plan previously accepted by a federal compliance agency will be considered acceptable for the requirements under Section 2.72.060. (Ord. C-5315 § 1 (part), 1977: prior code § 2801).

#### 2.72.030 Definitions.

The following words and phrases shall be construed as defined in this section unless from the context a different meaning is indicated and more particularly directed to use of such words and phrases:

A. "Affirmative action" means the taking of positive steps by the contractor or subcontractor to insure that its practices and procedures promote and effectuate employment retention and advancement of a particular class or category of persons generally described by race, color, religion, sex, ancestry, national origin, age and

handicap. The action may involve the concept when applicable of remedying the continuing effects of past discrimination.

B. "Affirmative action plan" means a written statement executed by the contractor which declares the contractor's policy for equal opportunity and affirmative action practices and is signed by an authorized managing official of the contractor. The plan declares the means and method of policy implementation and identifies the management level person responsible for the implementation of the plan. It contains a work force analysis of the race, ethnic, and sex grouping of persons within the contractor's work force by Equal Employment Opportunity - 1 (EEO-1) job categories as designated by the Equal Employment Opportunity Commission and the Office of Federal Contract Compliance Programs. Minorities are defined for this purpose as persons of the following racial and ethnic groups: Black (negroes), Hispanic (including persons of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish origin or culture regardless of race), Asians (including Pacific Islanders), American Indians (including Alaskan natives). It contains a utilization analysis as a comparison between the contractor's work force and the labor market availability (see definition under subsection I of this section).

It declares the contractor's goals and timetables for eliminating deficiencies as indicated by the utilization analysis. It further declares the corrective action measures as affirmative steps the contractor will take to meet established goals.

C. "Contract" means any agreement, franchise or lease, including agreements for any occasional professional or technical personal services for the performance of any work or service, the provision of any material or supplies or the rendition of any service to or for the city, which is let, awarded or entered into with or on behalf of the city.

D. "Contractor" means any person, firm, corporation, or any combination thereof, which

submits a bid or enters into any contract with the city.

E. "Employment practices" means any practice involving the recruitment of applicants, the selection of employees, the training of employees, ~~the compensation of employees directly or indirectly~~, the promotion, demotion, layoff, suspension, termination of employees, or any other practice relating to employees in their work-related activities.

F. "Employment action plan" is a written statement executed by the contractor which declares the contractor's policy and the assignment of responsibility to a top management person to implement the plan to hire unemployed residents of Long Beach in the performance of the contract. It further declares a numerical goal of employed residents by job classification which the contractor will employ and the steps the contractor will take to achieve the goal.

G. "Equal opportunity" means that opportunity which must be extended to all persons to participate in all activities, employment, programs or services in like proportions to their representation in the labor market or service area, as applicable.

H. "~~Equal service certification~~" means a written statement executed by the contractor in which the contractor certifies and agrees that he will not discriminate against any person in the ~~provision of any service activity or in any program funded in whole or in part by the city~~ because of race, color, religion, national origin, ancestry, sex, age or handicap, except where such exclusion is a bona fide service activity or programmatic necessity.

I. "Labor market availability" means the total recorded number of persons who are employed or unemployed and seeking work within the Standard Metropolitan Statistical Area (S.M.S.A.) as defined in the Department of Commerce, Bureau of Budget Publication, "Standard Metropolitan Statistical Areas," 1967, U.S. Government Printing Office, Washington, D.C. 20402, and which is appli-

cable to the contractor's work force.

J. "Service activity" means any program or activity which promotes the city as a creative, active and socially responsive community.

K. "Subcontractor" means any person, firm, corporation or any combination thereof, which enters into a contract with a contractor to perform or provide a portion or part of any contract with the city. (Ord. C-5315 § 1 (part), 1977: prior code § 2802).

#### 2.72.040 Nondiscrimination clause required.

Every contract awarded by the city and every subcontract let by the contractor of the city shall contain the following clause:

"The contractor and subcontractor agree that they will not discriminate against any person in the performance of the contract and will comply with applicable Federal, State and City of Long Beach, Equal Opportunity Laws, Rules and Regulations." (Ord. C-5315 § 1 (part), 1977: prior code § 2803).

#### 2.72.050 Construction contracts for ten thousand dollars or more.

Every construction contract awarded by the city for the total amount of ten thousand dollars or more, and every subcontract let by the contractor of the city in those cases, shall require the contractor and any subcontractor to submit to the equal opportunity compliance officer of the city for approval prior to award of the contract an acceptable affirmative action plan. The contract shall further require the contractor to comply with the plan. (Ord. C-5315 § 1 (part), 1977: prior code § 2804).

#### 2.72.060 Nonconstruction contracts for twenty thousand dollars or more.

Every nonconstruction contract awarded by the city for the total amount of twenty thousand dollars or more, and every subcontract let by the contractor of the city in those cases, shall require the contractor and any subcontractor to submit to the equal opportunity compliance officer of the city for approval

prior to award of the contract an acceptable affirmative action plan or employment action plan or equal service certification, whichever is applicable to the contract, in accordance with the following provisions:

A. Contractors or subcontractors having a business location within the city and fifteen or more employees shall submit an acceptable affirmative action plan which utilizes the combined Los Angeles and Orange Counties S.M.S.A.s to determine its labor market availability;

B. Contractors or subcontractors having a business location within Los Angeles or Orange County, except within Long Beach, and having fifty or more employees shall submit an acceptable affirmative action plan or an acceptable employment action plan;

C. Contractors or subcontractors having a business location outside Los Angeles or Orange County and having fifty or more employees shall submit an acceptable affirmative action plan;

D. Contractors or subcontractors who perform a personal service and who employ five or more persons shall submit an acceptable affirmative action plan; and

E. Contractors or subcontractors who perform the requirements of a contract by members and directors of an organization and not with employees shall submit an acceptable equal service certification.

The contract shall further require that all contractors comply with their approved plans. (Ord. C-5315 § 1 (part), 1977: prior code § 2805).

#### **2.72.070 Contractor records.**

Contractors and subcontractors shall maintain such records and shall make such records available in such form and at such times as the equal opportunity compliance officer of the city shall reasonably require to determine compliance with the equal opportunity obligations of the contract. Contractors and subcontractors shall further provide reasonable access to job sites or business locations upon request of the

equal opportunity compliance officer. (Ord. C-5315 § 1 (part), 1977: prior code § 2806).

#### **2.72.080 Compliance and enforcement.**

A. Contractors and subcontractors who achieve the goals of their respective affirmative action plans or employment action plans may be presumed to be in compliance with the equal opportunity affirmative action provisions of the contract. Contractors and subcontractors who fail to achieve their goals shall be evaluated for the corrective action measures taken to achieve such goals. Such corrective action measures shall include, but not be limited to:

1. Notifying community organizations, news media and schools which are likely to yield applicants from groups who are underrepresented (i.e., minorities and females) in the contractor's work force of all available employment opportunities;

2. Maintaining a file of names and addresses of each employment application from any underrepresented group for continued placement followup;

3. Encouraging present employees to recruit applicants from underrepresented groups;

4. Providing where feasible after school, summer and vacation employment for persons of underrepresented groups;

5. Assuring that all personnel recruitment, selection and evaluation devices or procedures do not adversely affect or illegally discriminate against underrepresented groups;

6. Developing or participating in training programs designed to increase the employability of underrepresented groups;

7. Assuring that all activities, practices, and programs of the contracting entity do not illegally discriminate against or adversely affect underrepresented groups;

8. Monitoring and evaluating affirmative action plan activities to assure compliance with the equal opportunity policy;

9. Soliciting bids for subcontracting from minority and female subcontractors.

B. Contractors who do not achieve their

goals, who fail to take at least the corrective actions indicated above, and who fail to submit timely documentation and reports are not in compliance with the equal opportunity provisions of the contract. Such failure shall be deemed to be a material breach of the contract. The equal opportunity compliance officer shall make such determinations of compliance and shall notify the awarding authority of such noncompliance and recommend appropriate sanctions. (Ord. C-5315 § 1 (part), 1977: prior code § 2807).

#### **2.72.090 Noncompliance sanctions.**

Contractors and subcontractors who fail to comply shall be given an opportunity to be heard by the awarding authority or their designates. The equal opportunity compliance officer shall be notified by the awarding authority and may attend and be heard at any hearing for this purpose before the imposition of any penalties or sanctions. However, if after such hearing the contractor or subcontractor remains in a status of noncompliance, the awarding authority may seek sanctions according to law including but not limited to: (A) the withholding of payment, (B) suspension of the contract, (C) termination of the contract in whole or in part, (D) declaring the contractor a nonresponsive bidder or other appropriate sanctions. The city may in addition retain all moneys due or to become due on the contract. Contractors and subcontractors found to be nonresponsive shall be disqualified from being awarded a city contract for a period of five years or until the contractor can demonstrate to the equal opportunity compliance officer that he is complying with the equal opportunity provisions of this chapter. (Ord. C-5315 § 1 (part), 1977: prior code § 2808).

#### **2.72.100 Appeals.**

Contractors may appeal the imposition of sanctions under this chapter to the city council. Any such appeal shall be filed with the city clerk no later than ten days following the deci-

sion of the awarding authority. (Ord. C-5315 § 1 (part), 1977: prior code § 2809).

#### **2.72.110 Implementing rules and regulations.**

The affirmative action office of the city shall promulgate the rules, regulations and forms for implementing the nondiscrimination, equal opportunity and affirmative action provisions of this chapter. So far as practicable such rules and regulations shall be similar to those adopted under applicable federal executive orders. (Ord. C-5315 § 1 (part), 1977: prior code § 2810).

#### **2.72.120 Notice to contractors of requirements.**

A. Contractual proceedings where such notice inviting bids is being published pursuant to the city charter shall specify that the provisions of Sections 2.72.010 through 2.72.130 are applicable to any contract awarded.

B. When a notice inviting bids is not published, the contractor shall be advised at the outset of negotiations that the provisions of Sections 2.72.010 through 2.72.130 will be a part of any contract entered into by the city as a result of such negotiations. (Ord. C-5315 § 1 (part), 1977: prior code § 2811).

#### **2.72.130 Exemptions.**

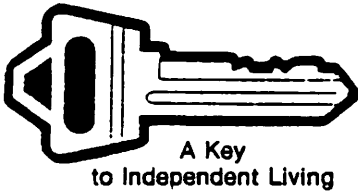
Exempt from the provisions of this chapter are:

A. Contracts with other governmental jurisdictions;

B. Contracts with manufacturers located outside the continental United States;

C. Contracts with sole source suppliers of goods and services; and

D. Contracts resultant from emergencies where the general welfare is at stake. (Ord. C-5315 § 1 (part), 1980: prior code § 2812).



# DISABLED RESOURCES CENTER, INC.

2750 EAST SPRING STREET, SUITE 100 • LONG BEACH, CALIFORNIA 90806

Tel. (213) 427-1000 • (213) 427-2027

TDD (213) 427-1366

## MISSION STATEMENT

The purpose of Disabled Resources Center is to assist all persons with disabilities in the greater Long Beach area, to live independent, productive lives and to overcome all social barriers. This may be accomplished by providing these individuals with ongoing information and referrals, direct supportive services and/or specialized training in order that they may realize their full potential.

Member Agency



United Way

Serving the cities of Artesia, Hawaiian Gardens, Lakewood, Long Beach, Signal Hill and Catalina Island.

# Community Showcase Disabled Resources Center

by Frances Bond



The Picnic-in-the-Park is an annual jointly-sponsored DRC/Department of Recreation event that draws more than 500 disabled Long Beach Residents for the fun and games provided.

Independent living is a way of life that most people take for granted. Not so for disabled persons, whatever their handicaps. In heroic efforts to retain control of their own lives, hundreds of them in recent years have turned to the Disabled Resources Center (DRC) in downtown Long Beach for help, sometimes as a last resort.

The problems of the disabled are numerous, including a need for such basic services as housing with special facilities, attendant employees, workshops in independent living skills, legal advice, peer counseling, blind and deaf services, and advocacy. Many of these needs are met by DRC with direct services or through information and referral to other appropriate programs and agencies.

The Disabled Resources Center was founded in Long Beach in November, 1976, as an independent non-profit organization. Located for the past five years at 1045 Pine Avenue (across from the First Baptist Church), the

DRC is open five days a week, Monday through Friday, from 8 a.m. to 5 p.m. Although the Center is closed weekends and holidays, any disabled person who needs assistance and cannot come in during regular hours, may call when the Center is open and arrange for another time to meet with a counselor.

Helene Pizzini is the executive director of the DRC. The purpose of the program is to try to prevent institutionalism. Newly disabled clients wishing to remain in their own homes and maintain an independent life style and those released from institutions who are seeking accommodations and services are aided by the DRC. Affordable and accessible housing is always a top priority, since so many disabled, although mobile, rely on wheelchairs to get around. The DRC is not a live-in center. Karen Johnson, housing counselor, keeps a list (a very short list) of apartments and homes that fit the criteria.

The disabilities of the Center clients range

from sensory, which includes the blind and the deaf, to physical and motor mobility impairments. The Center also helps people with mental problems. The one requirement is that the client *wants* to be independent.

When new clients come in to DRC they meet emergency services counselor Roger Hayes. He conducts a thorough interview, determining immediate needs and assessing the overall situation. He then becomes the case manager trying to obtain temporary placement in an emergency shelter while arranging hook ups to other services providing more permanent accommodations.

What sets this program apart is the fact that it uses peer role models who focus on the person rather than the disability, which is secondary. Clients are helped to develop the abilities they *do* have. Support groups provide both individual and group counseling.

There are sixteen members of the DRC board of directors with Victoria Coneley serving as the current chairman. Miss Conley is a social worker at Harbor Regional Center for the Developmentally Disabled and is, herself, disabled. The DRC bylaws require that a majority of the board of directors be disabled so the board is very grass roots. Some board members have been DRC clients themselves—success stories who have returned to help others.

An important service offered by DRC is the attendant registry which is maintained by coordinator Karen Sleeth. This is a list of people who are available to work in the clients' home. When a person looking for work wants to be on that registry, Karen checks their references, interviews them, then gives the client some names of those who have been approved. The client conducts interviews and decides who to hire.

The Center has a client advocate, another of the direct services that are provided. His name is Fred Vescial. He advises clients of benefits to which they may be entitled, and assists in making applications to the appropriate agencies. He can also represent clients who have been denied benefits.

Transportation is a problem for most disabled persons. To help solve this, DRC provides mobility workshops at the Center to train their clients on how to use the bus system. This is done in close cooperation with Long Beach Transit.

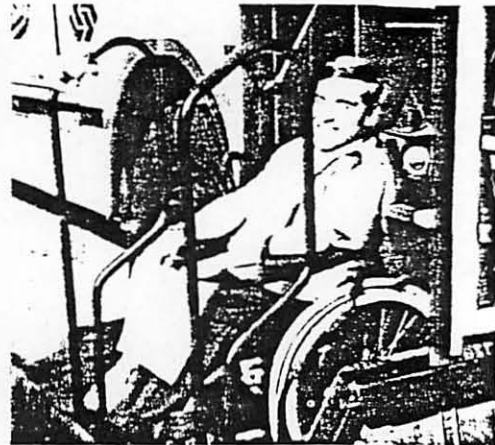
The Center hopes to work with the Long



Joan Filbey at left, secretary of the DRC board of directors, and Karen Sleeth, the Attendant Registry coordinator, participate in the community's Human Race, using their wheelchairs. They both have multiple sclerosis.

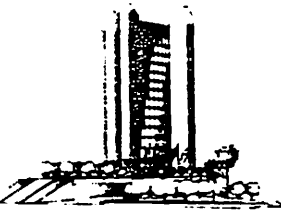


Robert Langslet and Mr. and Mrs. Harley Rubenstein admire the art work of disabled artists. The first-ever exhibition sponsored by the DRC was displayed at the 1988 membership dinner.



Fred Vescial, client advocate, demonstrated the use of the automatic lift on a new bus during one of DRC's frequent mobility workshops.





# CITY OF LONG BEACH

DEPARTMENT OF HEALTH AND HUMAN SERVICES

2655 PINE AVENUE • P.O. BOX 6157 • LONG BEACH, CALIFORNIA 90806 • (213) 427-7421

The City of Long Beach recognized the changes occurring in families and set policy to address some of these changes with the adoption of the Child Care Policy by City Council December 1987. Child Care issues and the impact on the community and its resources are outlined in this policy. A Task Force was appointed by the Mayor to collect information on the issues of; quality, affordability and how issues relating to children impact society in general.

The Mayor's Task Force on Child Care met for many months and with much hard work by dedicated volunteers submitted the Child Care Task Force Report in June 1987.

A copy of that report has been submitted to the Commission as well as the summary report on child care supply and demand that was commissioned to assist the Task Force. Several of the Task Force recommendations were adopted. The brochure - 1st Steps - Child Care Planning and Building Guide was developed to assist persons wishing to open child care centers. It outlines essential information necessary to open and operate family day care and center based child care businesses.

The City contracted with the Alliance of Businesses for Childcare Development (ABCD), a Los Angeles non-profit. ABCD assisted with the forming of the Coalition for a Childcare Partnership and its Sponsoring Committee. The work of the Coalition and Sponsoring Committee resulted in the formation of the Bottom Line - Child Care Solutions, Inc.. The Bottom Line addresses the issues of availability. The successful partnership of corporations, community based non-profits and the Long Beach Unified School District represented in the Bottom Line is unique and will ultimately be a model for other communities.

Other resources also exist in the community. Children's Home Society (CHS) operates a state funded Resource and Referral agency. CHS offers technical assistance to child care providers as well as parents looking licensed childcare.

The affordability factor for low and middle income families remains as a major issue. Extensive waiting lists exist for low cost preschool as well as before and after school programs funded through the Long Beach Unified School District. Other non-profit community based child care operations include Comprehensive Child Development, Community Improvement League and the Long Beach Day Nursery.

Infant and care for children under three years of age runs about \$6,000 a year and School Age Child Care averages at \$2.00 an hour. Families generally need to budget at least 10% of their income to pay for childcare.

The City of Long Beach has expressed its commitment to work to expand child care services throughout the City by assuming a leadership role in promoting a coordinated effort among parents, employers, childcare providers, employee organizations, schools, private sector developers, business and community laborers and community officials.

Some of the areas of concern that require continued energy or additional services are:

- Alternative payment options for low and moderate income families. Alternative payment supports parental choice and use of existing child care opportunities.
- Encourage developers within the City to include child care facilities in future projects. This is an excellent way to encourage consortium models.
- Continue to coordinate the efforts of non-profits and the school district in expansion and new projects especially important is the transfer of Head Start to the School District.
- Encourage diverse sectors of the community in supporting family day care providers with an emphasis in stabilizing currently existing providers. Excellent models currently exist in the Long Beach community.
- There continues to be a need for a National Childcare policy as well as continued legislation at the State level.

a:policy.doc



# "Together We Can" - A Single Parent Project

125 E. 8th Street, Suite 200, Long Beach, CA 90813 • (213) 436-6111

## PUBLIC HEARING ON FAMILY DIVERSITY IN LONG BEACH WITNESS BRIEFING

Remarks concerning the needs of single parents in Long Beach.

### I. Population of Single Parents in Long Beach:

Ages 16-50, with the largest proportion between ages 19-35.

During the year ending June 1989 the ethnic groupings were:

Black	50%
Hispanic	20%
White	22%
Other	8%

*SEVERED BY  
PROGRAM  
NOT CITY DEMOGRAPHICS.*

II. Together We Can program description is attached.

### III. Program Needs:

- A. Increased funding to provide:
  - 1. Child Care while:
    - a. Completion of High School Diploma or GED
    - b. Job training
    - c. Transitioning to stable employment
  - 2. Transportation to and from:
    - a. Educational programs from general to vocation.
    - b. Job interviews
    - c. Childcare providers
    - d. Work through probationary period.
- B. Quality job training (Original GAIN model)
  - 1. Apprenticeships
  - 2. Jobs supporting self-sufficiency (\$8.50 hour)
- C. Affordable housing.
- D. Homeless women and children not addressed.
  - 1. Project Self-Sufficiency

IV. Recommendations:

1. Childcare provisions must be expanded, particularly for infants.
2. Affordable housing must be made available.
3. Job training opportunities must be expanded to include careers for the job market in the year 2000.
4. All assistance must be focused on participants needs not a particular programs bench mark measuring success.



Instruction Department

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## "Together We Can" - A Single Parent Project

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125 E. 8th Street, Suite 200, Long Beach, CA 90813 • (213) 436-6111

"Together We Can" is a single parent project sponsored by the Long Beach Unified School District. This project works in partnership with five community organizations: National Council of Negro Women, United Cambodian Community, League of United Latin American Citizens, the Westside Neighborhood Clinic and the American Association of University Women.

### **OUR CONCERN...**

is that without a good education and job skills, single parents have limited prospects for earning enough money to support themselves and their families. Current studies on poverty indicate that 75% of that population are women and children; the majority of those households are headed by women.

### **OUR GOAL...**

is to help single parents - including pregnant and parenting teens - and displaced homemakers toward self-sufficiency.

### **TOGETHER WE CAN...**

provides comprehensive support services including Assessment, Career Planning, Job Training, Life Skills Workshops, Weekly Support Groups, Mentoring, Child Care referrals and Transportation Costs.

We recognize that education and job training alone may not keep our participants out of the poverty trap. Low self-esteem and repeated patterns of failure need to be combated by individual support on a long-term basis.

### **THE JOB FAIR...**

is an annual event, featuring local employers, with several role models speaking about their own non-traditional careers. The purpose of this event is to provide information and motivation equipping our participants to move into careers that pay \$8.50 per hour or more - enabling them to successfully leave the "Welfare" rolls or the minimum-wage job.

### **FOR MORE INFORMATION...**

If you are a single parent, teen mom or homemaker in transition, or if you know of someone in need of our services, please call: Zdena McMullen (Single Parent Project Coordinator) at (213) 436-6111 or (213) 436-9931 ext. 1550.

Funds for this program are provided by the Carl D. Perkins Vocational Education Act (PL98-524) through the State Department of Education, Career-Vocational Preparation Division.

Tuesday, September 5, 1989

# Worried Sick Over Ill Kids

*Special Day-Care Centers Give  
Parents an Underused Option*

By LINDA ROACH MONROE,  
Times Staff Writer

With schools opening in Los Angeles and throughout California next week, it's time for the fall migration—the migration of the common cold from home to classroom and back.

It's also the time when working parents begin worrying about finding care for their kids who are too sick to go to school.

This dilemma of the virus season results in employee absenteeism and turmoil in the family, yet the idea of day-care centers for children who have minor childhood illnesses is moving slowly

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'People can't miss any more days of work. And we're seeing children enter group care at a younger age.'

—Sheri Senter  
National Pediatric Support Services

in the United States.

Even where sick-child centers do exist, they aren't always successful. Two in downtown Los Angeles closed last year for lack of usage, apparently because parents preferred to stay home with their sick children, the operators say.

Only about 70 centers have emerged nationwide over the last eight years, with about 700 slots to fill a need that is estimated at 350,000 children daily, according to the National Assn. for Sick Child Day Care.

## Families Coping

There are at least 19 million children in the United States younger than 14 whose parents work full time outside the home and who have no one at home during the day, according to a 1986 report by the U.S. Bureau of Labor Statistics.

"Right now, most families are coping by having the parent stay at home with the sick child," said Carla Rayacich, president of a company that is opening a new center for sick children in the Silicon Valley community of Sunnyvale this week.

Rayacich said research by the sick child day-care association estimates the annual cost to U.S. business of these absences at \$7 billion to \$10 billion, even larger than the cost to employers of

illnesses of the workers themselves.

Parents who have to be at work may take their sick children to school or regular day care anyway.

"People load the kid up with Tylenol and drop them off, and then they know they'll get at least three hours at work before the day-care center calls," Rayacich said.

Jamar Schoessow, a school nurse at John Muir and Will Rogers elementary schools in Santa Monica, said she sends home about six children a day during the peak of the viral season.

Because a child with a common cold is most contagious just before getting symptoms, there is no requirement to keep him home if he doesn't have a fever, according to California health guidelines for schools. But the misery index often brings these children to the nurse's office to lie down and get a little TLC, Schoessow said.

The problem has increased particularly in the last two years, she said, since her district began accepting students who live outside its boundaries but whose parents work in Santa Monica.

"They bring their kids sick because the parents work in Santa Monica and come from so far, and have no one close by," Schoessow said. "I sometimes keep these kids in school the whole day sick—really sick. Then they come back [to school] too soon because the parents have to go to work.

"I understand that, because these people who have these jobs are people who have worked hard to get where they are. And they need to have a steady job."

This juggling of work and child-rearing places enormous strain on parents and children, Rayacich

# KIDS: Sick-Care Centers

said, using the poignant story of a 5-year-old to illustrate.

While visiting a center for sick children, Rayacich said, she asked the boy how he liked the center and how it compared to having his mother take time off work to care for him at home.

"I like it [the center] fine," the boy told her. "It's more fun. I'm not as lonely and Mommy doesn't cry."

Sheri Senter, president of National Pediatric Support Services, an Irvine company that operates Rainbow Retreat sick-child units in Pasadena, Huntington Beach and Newport Beach, said she believes parents are just beginning to consider such facilities as an option.

"It's a learning curve," Senter said. "In every needs assessment that we do for corporations, sick-child care is coming back number one. People can't miss any more days of work. And we're seeing children enter group care at a younger age, so they're getting sick more frequently."

Still, the 15-bed center sponsored by Transamerica Life Cos. at the California Medical Center in downtown Los Angeles closed in June, 1988, after two years because it was never more than one-third occupied, said Sandy Comrie, vice president for human resources for the company.

A two-bed unit at the California Pediatric and Family Medical Center, a downtown clinic, saw almost no usage so it closed in April, 1988, after eight months of operation.

Such problems generally result from not getting the word out to parents, from not answering their questions about the concept and from setting up barriers to usage, Senter and Rayacich said.

The most common parental questions, according to Rayacich:

□ How do the centers prevent

the spread of disease from child to child? (Toys are kept separate, and each child has his own bed with clean linens. Children with diseases such as chicken pox are isolated, though some centers won't take chicken pox cases.)

□ What are the procedures for bringing the child in? (Usually, a phone call at least an hour ahead of time to reserve space is required.)

□ Should registration forms be filled out ahead of time? (It saves time to do this, and also gives a chance for parent and child to tour the center.)

□ Does the child need to go to the doctor first? (Some hospital-based centers have pediatricians who examine all the children, either for the same fee as an office visit or sometimes free. They also will do throat cultures or other routine tests. Requiring parents to take the child to the doctor first takes so much time that parents tend not to use the sick-child center, Rayacich said.)

□ How much does it cost? (Senter's facilities charge \$5 an hour to the public, \$3.50 an hour for corporate-sponsored clients or regular day-care students. Torrance Memorial Hospital and Northridge Hospital Medical Center charge \$3 and \$3.25 an hour, respectively. Rayacich's new center in Sunnyvale, called Feeling Better Health Day Care, will charge \$39 a day.)

Most of the centers are attached to hospital pediatric units and help the hospitals build good will as well as fill space. Senter said she believes hospitals aren't the best environment for children who are only moderately ill, but hospitals can keep down the cost of care by piggybacking the sick-child units on existing facilities. Day-care centers can't do that, so they find sick-child units too costly, she said.

Rayacich's Feeling Better center is expanding the sick-child center concept outside of hospital and

day-care center, into a free-standing facility just for ill children. With 42 beds, it is four times the size of the average unit elsewhere.

Funded by a group of socially conscious investors, she said, Feeling Better is intended as a model for establishment of similar centers around the country.

Given the right promotion, a hospital's sick-child unit becomes an essential part of the community, said Betty Nosbisch, director of pediatrics at Covenant Medical Center in Waterloo, Iowa.

The five-bed Sick Bay child center at Covenant will be five years old this fall, Nosbisch said, and "a lot of families have come to depend on us."

One of these parents is Susie Schwiager, assistant director of placement at the University of Northern Iowa. Her daughter Anne, 6, and son Matthew, 4, have been going to Sick Bay for two years.

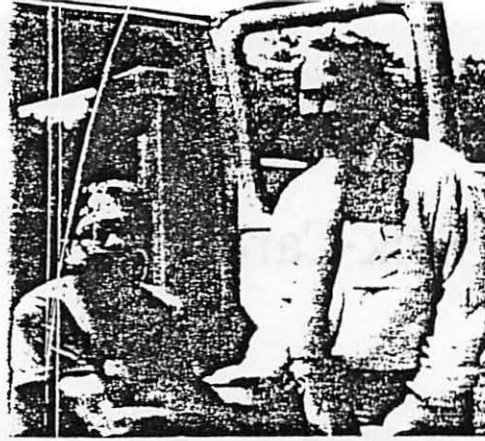
Her own traditional upbringing made taking the children there for the first time difficult, Schwiager said. "I asked myself, 'Am I abandoning my children when they're ill?'" she said. "I grew up in a really traditional home where my mom didn't work outside the home. So when we were sick she was there constantly at our bedside."

But when the children obviously enjoyed the experience, Schwiager's fears—and guilt—vanished.





Marilyn Williams, a former DRC client, received the coveted Key to Independent Living Award from George McKeehan, a former board member, in 1987. Marilyn is a teacher at Hill Junior High School.



Councilman Evan Anderson Braude greets John Eivers, a DRC board member. Councilman Braude and other members of the Long Beach city council have been very supportive of the Disabled Resources Center.



Don Westerland, executive director of Family Service of Long Beach, exchanges greetings with DRC executive director Helen Pizzini at the Picnic-in-the-Park, and expresses his approval of the Center's outreach to disabled residents of the community.

Beach Unified School District in order to catch up with the disabled when they are younger. Mrs. Pizzini emphasized, "We hope to work with the schoolchildren, especially the teenagers. We gave one class at the Crippled Children's Society and we're going to try to do more of that."

Money for all of these services is always needed. United Way provides a good portion of Center's funding. Other aid comes from the Department of Rehabilitation, a state agency, and from the city of Long Beach. Mrs. Pizzini points out that the Center also depends on private funding from individuals and corporations in the community.

The DRC has 700 clients a year who come into the agency and use their direct services. In addition, they serve an additional 3,000 with information and referral services. A library is maintained of information on disability-related issues, problems and activities. People come in or call with questions about transportation, recreation, housing, employment and many other problems.

Volunteers are always welcome. Last year there were 115 volunteers and this year they hope to double that figure. Tremendous numbers of volunteers are used at the program's annual Picnic-in-the-Park, when more than 500 disabled persons in the community come together for the always looked-forward-to event. DRC used the Volunteer Center plus word of mouth to solicit volunteers. Also, many of the disabled clients pitch in to provide services.

Awards are presented each year at the membership dinner both to achieving clients and to outstanding volunteers for community service. The 1989 Key to Independent Living, DRC's major award, was presented to Walter Edgmon, the owner of Lewis Wheelchair Repair. Mr. Edgmon has been a quadriplegic since a diving accident in 1954.

Travelers Aid was given special recognition for the help it has provided to DRC over the years in crisis intervention for the Center's clients. Also honored were longtime volunteers Mary Christian, past president of the Auxiliary for the Association for Retarded Citizens, and Dick Mooers, a McDonnell Douglas employee who has spent 16 years with the McDonnell Douglas WE CAN group, 13 years with the Special Olympics, and four years with the Long Beach Special Charities.

The community award was presented to

Councilman Evan Anderson Braude who has assisted DRC to find solutions to many problems, including providing interpreters for the deaf at city council meetings, and setting up handicapped parking at the downtown post office.

The dinner also featured, for the first time, an interesting exhibition of art works by disabled artists. A few of the artists who displayed their work have mobility limitations and use art wands to enable them to paint with an attached wand or pen. The exhibition featured oils, water colors, acrylics, pen and ink and pastels.

Mrs. Pizzini and members of her board of directors are presently searching for accommodations which would provide adequate space for offices and counseling rooms plus a sufficient parking area. She emphasizes that they cannot depend on on-street parking in the congested downtown area. They need approximately 3,500 square feet of space. Helping to fill this need would be a golden opportunity for one of the large corporations who are moving in to make Long Beach their new base of operations, and who need and want to become part of positive community involvement in this city. Is anyone out there listening?

# DISABLED RESOURCES CENTER

## FACT SHEET

### What is DRC?

Established in 1976, the Disabled Resources Center, Inc. (DRC) is a private, non-profit corporation; one of a chain of Independent Living Centers in California. The Center helps people with disabilities to maintain more self-sufficient, satisfying and productive lives. At DRC, people with disabilities are provided with agency services and training programs to live independently.

### DRC is Unique

Most staff members are disabled, as is the Board of Directors, who provide positive role models for disabled persons. DRC provides guidance and support to help consumers live independent lives. The guiding principle of the agency is that consumers make their own decision about how they want to live, and that social barriers to independence be eliminated as much as possible.

## SERVICES

### Attendant Registry

Screens and refers personal care attendants to give disabled persons assistance with their personal and other needs. A training program is provided for the attendants. Consumers are also trained to supervise their attendants most effectively. Without this service, many disabled persons would be at risk of institutional living.

### Benefits Counseling & Advocacy

DRC provides assistance to clients seeking benefits to which they are entitled and information about Social Security Administration, Department of Rehabilitation and other benefit providers. Formal training is provided to develop self-advocacy skills that eliminate practices and barriers encountered by disabled persons.

### Housing

The housing assistance program uses a variety of means to secure satisfactory, affordable housing for clients. They are counseled on housing benefits available to them, are provided information on rental practices, and are given references to appropriate rentals and property management companies.

### Peer Counseling

Paraprofessional counseling for an individual or group to help disabled persons live independently within the community. A socialization group provides activities for enjoyment and to enhance social skills. Peer counseling helps disabled persons solve problems so they can enjoy the highest possible quality of life.

### Independent Living Skills

In a sense all DRC services provide independent living skills, because consumers are encouraged to do as much for themselves as they can. In addition, DRC presents workshops on various topics, helping clients with consumer rights, landlord-tenant relations, transportation, etc.

### Information & Referral

Answers requests for information about services, products and community resources of interest to people with disabilities, their families, professionals and others.

### Volunteer Services

Opportunities for community involvement in program services, fund raising, special projects, development of new skills and work experience.

### Service Areas

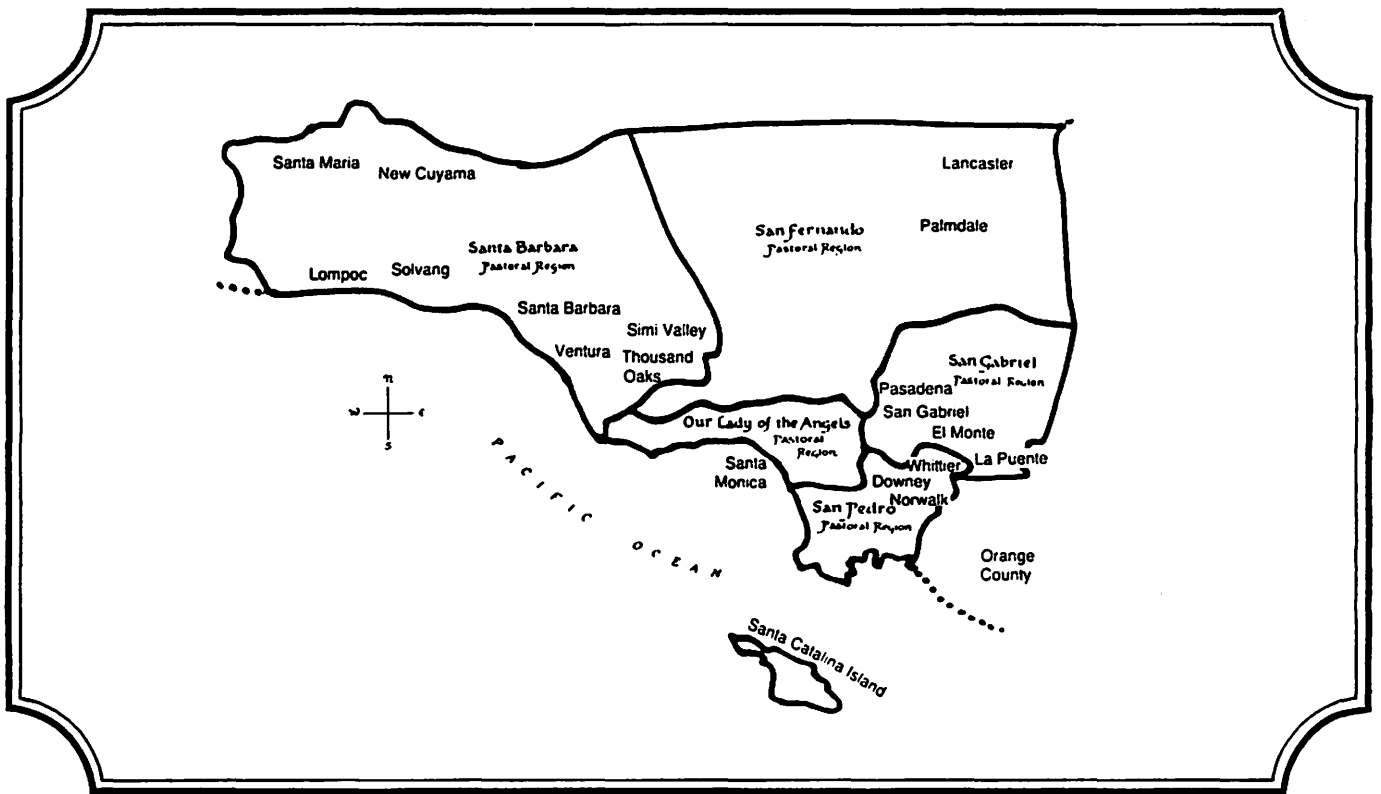
DRC serves the cities of Artesia, Hawaiian Gardens, Lakewood, Long Beach, Signal Hill and Catalina Island.

TEL 213/427-1000  
213/427-2027

2750 E. Spring St., #100  
LONG BEACH, CA 90806

TDD 213/427-1366





**SAN PEDRO REGION**  
**OF**  
**CATHOLIC CHARITIES**





## SAN PEDRO REGION

Dear Friends,

1989 was a landmark year in Catholic Charities San Pedro Pastoral Region. Significant changes were made that will affect the role of the region in the community. We will be working more closely with the offices of the Regional Bishop, Most Rev. Carl A. Fisher, and the pastors and communities at large. In addition, we will be actively seeking to develop partnerships with other community agencies, foundations, the federal and local governments.

Our goal is to provide services through our programs and centers that respond both geographically and comprehensively to those in greatest need. Our dedicated staff work diligently to respond to the needs of immigrants and refugees, families in crisis, the homeless, frail elderly, seafarers and lonely, disenfranchised people.

It is with sincere gratitude and admiration that I take this opportunity to thank the staff of the San Pedro Region for their support and dedication, and to the volunteers and their families who graciously dedicate their time and talents to help Catholic Charities make a difference.

Sincerely,  
*Lupe Macker*  
Associate Director  
San Pedro Region



The San Pedro Pastoral Region includes Long Beach, San Pedro, Wilmington, Montebello, El Segundo, Lynwood, South Bay, Vernon and Pico Rivera.

### *FAMILY AND COMMUNITY SERVICES DIVISION*

#### Wilmington Community Center

The Wilmington Community Center is sponsored by the Catholic Youth and Community Services (CYCS). It is a community-based program that provides assistance to low-income families and individuals. Bilingual staff provide a variety of social services including: information and referrals, interpretation and translation, citizenship information and food distribution.

#### Mahar House

Mahar House is also a CYCS center offering the community a variety of educational and recreational activities. Programs this past year included over 6,000 hot meals for seniors, 3,595 students helped with after school tutoring, 1,706 participants in the Senior Citizen's Club, 1,363 persons enrolled in English as a Second Language classes and 5,213 applying for Amnesty. Other services included day camp, summer youth employment, arts and crafts, and CYO sports. Job referrals and translations and interpretation are also available. A total of over 26,000 community residents utilized the services of Mahar House this past year.

#### St. Joseph's Table

At St. Joseph's Table, a needy person can come for a hot meal and a bag of groceries. The hot meal kitchen serves the hungry and poor of Wilmington daily. Service to families is on-going with food pantry distribution on Wednesday mornings. This past year 44,814 meals were served and the food pantry provided groceries to 5,934 persons.

#### Poverty Program

This program provides direct financial aid to clients who, following professional assessment, are identified as having a legitimate need for emergency help. Food,



Top: Lupe Macker, San Pedro Associate Director; Middle: Children enjoy summer playground fun at Mahar House; Bottom: Clients seek help at St. Joseph's Center in Wilmington.



transportation, clothing and medical prescriptions are available to needy individuals and families free of charge. The number of families helped was 6,674, which included 11,875 children. The Long Beach and Pico Rivera offices helped 7,862 persons through the food pantry alone this past year.

Single homeless persons receive special services on Mondays. W.A.G.E.S. - Working at Goals, Employment Success program - assists all non-working clients with a job search. W.A.G.E.S. had 438 clients this past year.

#### OASIS

OASIS, the Older Adult Services and Intervention System helps keep senior citizens independent at home by providing needed services. Volunteers visit and run errands while case workers provide referrals and assessment. This year, OASIS had 500 clients. Thirty-seven volunteers provided 2,578 hours of service.

#### ADESTE

ADESTE (Archdiocesan Elementary School Time Enrichment) is an afterschool child care program for children of working parents who might otherwise become "latchkey" kids. Safe and professional supervision is provided before and after school for elementary school children. Homework assistance is given and recreational and cultural activities planned. Service is provided at low cost.

#### Y.O.P./B.I.C.S.

The Youth Outreach Project (Y.O.P.) and the Building Intergenerational Community Service (B.I.C.S.) program are offered to youth in the Pico Rivera area.

Y.O.P. helps youth gain skills in problem solving and decision making about life issues. Y.O.P. handled 97 cases representing 388 persons this past year, and involved 6,894 persons in community service groups. Over 190 persons received information and referrals.

B.I.C.S. links youth and elderly by promoting relationships which benefit both. Services include counseling, outreach, information and referrals and case management. Youth do yard work, light housekeeping and shopping for the elderly. B.I.C.S. helped 41 seniors through 68 volunteers devoting 2,438 hours of service.

#### Maritime Ministry

Catholic Charities Maritime Ministry is a unique outreach to sailors round the globe who are docked in San Pedro for short intervals. In conjunction with the Episcopal Seamen's Institute, Maritime offers sailors counseling, transportation, telephone access, help with laundry service, shopping needs and good old fashioned R and R. Program director and volunteers visit ships to make contact with sailors and invite them to the Seafarer's Communication Center where services are available. Referrals for medical treatment are also available.

In the past year over 28,000 sailors were helped. Ship and hospital visitations numbered 10,037.

#### RESIDENTIAL AND REHABILITATIVE DIVISION

##### Long Beach Family Shelter for the Homeless

The Long Beach Family Shelter provides services to assist homeless families and individuals return to independent living. In addition, seniors and handicapped persons are provided with emergency housing.

Clients receive three meals a day, clothing, toiletries, and child care. Also provided are self-help support groups,



Top: San Pedro Region helps seniors through OASIS and B.I.C.S.; Middle: Maritime Ministry is an outreach to sailors docked at San Pedro Harbor; Bottom: Child care is part of the services offered at the Family Shelter for the Homeless.

arenting and budgeting classes, job preparedness and housing search.

This past year 186 families were helped. Out of those families 399 were children, 18 were disabled and 10 were senior citizens.

#### **Emergency Cold Weather Program**

The Emergency Cold Weather Program is a special project operated by the County of Los Angeles and implemented by communities and agencies. The purpose of the program is to provide emergency shelter for homeless persons when the temperature drops to 40 degrees or lower or 50 degrees with a 50 percent chance of rain.

Catholic Charities staff coordinated the program in the greater Long Beach area with the cooperation of the city, Christian Outreach Appeal and volunteers. The program was activated for 38 days in Long Beach.

This past year, the ECWP helped 6,458 persons. Families made up 621, of whom 413 were children. Single persons accounted for 5,545. Included were 122 mentally ill persons, 40 senior citizens and 130 disabled persons.

#### **IMMIGRATION AND CITIZENSHIP DIVISION**

The Central Intake Unit provides services to refugees receiving public assistance. Total number of people served was 656.

Immigration provides counseling, processing for alien identification cards, popularly known as "green cards," and citizenship applications. Immigration and Citizenship helped 829 persons.

Refugee Resettlement helped 641 persons assimilate to life in the United States. Persons enrolled in ESL classes numbered 736.

#### **CLINICAL SERVICES DIVISION**

Clinical services provides professional, licensed counselors to offer individual and family counseling in English and Spanish on a sliding pay scale based on income.

Appointments are available for marital problems, budget management, single motherhood problems, separation and divorce, substance abuse, bereavement and parent/child communication.

The number of counseling cases handled by the clinical offices was 2,249 active cases of which 441 were duplicated. Monthly average of cases numbered 187.

Quo Vadis Family Center (Latin for "Where are you going?"), is located in Torrance and is the educational and research center for Catholic Charities Clinical Services Division. Psycho-social therapy, marriage and family counseling, school counseling and natural family planning are available through Quo Vadis. This past year Quo Vadis handled 987 active cases.

## **SAN PEDRO REGIONAL DIRECTORY**

### **FAMILY & COMMUNITY SERVICES DIVISION**

WILMINGTON COMMUNITY CENTER  
308 W. Pacific Coast Hwy., Wilmington, CA 90744  
(213) 549-2340

MAHAR HOUSE  
1115 Mahar Ave., Wilmington, CA 90744  
(213) 834-7265

ST. JOSEPH'S TABLE  
400 N. Avalon Blvd., Wilmington, CA 90744  
(213) 834-4841

POVERTY/FOOD PANTRY  
123 E. 14th St., Long Beach, CA 90813, (213) 591-1351  
9115 Balfour St., Pico Rivera, CA 90660, (213) 949-2496

W.A.G.E.S.  
123 East 14th Street, Long Beach, CA 90813  
(213) 591-1351

OASIS  
1150 E. 4th St., Long Beach, CA 90802  
(213) 435-7511, ext. 291

ADESTE  
1400 W. Ninth St., Los Angeles, CA 90015  
(213) 251-3500

YOUTH OUTREACH PROJECT/B.I.C.S.  
6505 Rosemead Blvd., Suite 309, Pico Rivera, CA 90660  
(213) 949-2496

CATHOLIC MARITIME MINISTRY  
570 W. Sepulveda, San Pedro, CA 90731  
(213) 832-7817

Seafarer's Communication Center  
World Cruise Passenger Ship Terminal  
San Pedro, CA 90733-0390, (213) 832-7237

### **RESIDENTIAL & REHABILITATIVE DIVISION**

LONG BEACH FAMILY SHELTER  
123 East 14th St., Long Beach, CA 90813  
(213) 591-1351

EMERGENCY COLD WEATHER PROGRAM  
123 East 14th St., Long Beach, CA 90813  
(213) 591-1351

### **IMMIGRATION & CITIZENSHIP DIVISION**

REFUGEE DIVISION  
125 East 14th St., Long Beach, CA 90813  
(213) 599-7490

CENTRAL INTAKE UNIT  
944 Pacific Ave., #3, Long Beach, CA 90813  
(213) 437-1399, (213) 437-5489

### **CLINICAL SERVICES DIVISION**

LONG BEACH  
123 East 14th St., Long Beach, CA 90813  
(213) 591-1351

PICO RIVERA  
6505 Rosemead Blvd., Suite 309, Pico Rivera, CA 90660  
(213) 949-2496

SAN PEDRO  
570 W. Sepulveda St., San Pedro, CA 90731  
(213) 832-6818

QUO VADIS FAMILY CENTER  
3715 W. Lomita Blvd., Suite 129, Torrance, CA 90505  
(213) 373-0636

Letters from 1990 Democratic and Republican  
Gubernatorial Candidates responding to  
inquiries from the California Joint Select  
Task Force on the Changing Family



★DIANNE FEINSTEIN FOR GOVERNOR

OCT - 3 1990

September 28, 1990

The Honorable Tom Bates  
State Capitol  
P.O. Box 942849  
Sacramento, California  
94249-0001

Dear Assemblyman Bates:

Thank you so much for letting me know of the recommendations of your Joint Select Task Force on the Changing Family.

I am strongly supportive of your efforts, which I consider to be a crucial venture for the future of California.

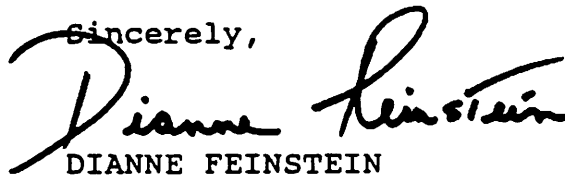
As you may know, if I am elected Governor, I intend to establish an Office of Family and Children to help me address many of the issues you raise. I share your feeling that government must protect the family unit by seeing to it that it is as supportive as possible. There can be no better priority than protecting families and promoting family values.

I know you are aware that I have been addressing many of these issues in my campaign for Governor. I strongly support parental leave policies; I have offered a detailed proposal to expand the provision of child care in the state; I have called for early childhood education for every four year old who needs it; I have outlined an affordable housing agenda that includes support for your proposal to help low-income families hold on to their homes; and I have stated that it will be my intention to sign into law within my first 100 days as Governor a modified version of AB 1521, to provide health insurance for every working Californian.

I have recently issued a policy paper addressing the concerns of California's families, which I have enclosed for your review. I hope this is of interest to you.

I appreciate your tireless work on this subject, and I would be very happy to cooperate with you on specific wording and funding mechanisms for your many proposals.

Sincerely,

  
DIANNE FEINSTEIN

FEINSTEIN FOR GOVERNOR COMMITTEE

9.16.90

DIANNE FEINSTEIN AND THE CALIFORNIA FAMILY

The Changing Face of the Family

There can be no better priority for government than to protect the quality of family life in California, and to promote family values. With so many stresses on today's families, it is more important than ever that government plays a strong role in strengthening the ability of our families to survive.

The concept of the family unit has changed dramatically in the past twenty years, and that it will continue to evolve. The days of two parent families, with a working father and a stay-at-home mother are a thing of the past. The fastest growing family form is the single-parent household. More than 25% of California's children live in single parent households, and as a result of a consistently high divorce rate and an increasing number of births to unmarried mothers, almost half of all children born today will live in a single-parent household at some time in their lives. If you are a child living in a household headed by a woman, you have a one in two chance of living below the poverty level, and among families that do have both parents present, most find both parents in the workforce out of economic necessity.

Economic pressures demand that parents spend more hours at work and fewer hours at home. Consequently, families are not spending meaningful time together, and a family's activities at home have been shown to be twice as important as a child's socioeconomic status as a predictor of economic achievement.

Nearly every daily action or problem has an effect on our family lives. There are 5 million Californians without health insurance, and that is a family issue. Only one in five families can afford a median priced home in this state, and that is a family issue. Maternal leave, the availability of quality, affordable childcare, an increasing drop-out rate in our schools and filthy air are all family issues. Even the extra time we spend commuting due to traffic congestion is a family issue. Californians are faced with threats to the vitality of the family from all sides.

Unfortunately, it has become increasingly difficult to maintain a cohesive family in the 1990's. The world around us is changing quickly, and families often find it difficult to adjust. We must therefore recognize these changes and adjust our policies to ensure the strength of the family in our state.

**FEINSTEIN FOR GOVERNOR COMMITTEE**

Hispanic, Asian, and Black families will soon comprise most of the state's population. Minority families are rapidly becoming the majority, but their needs are still largely overlooked by policy makers. Minority and low-income children are the most likely to attend over-crowded inner city schools that leave them unprepared to successfully participate in our workforce.

Non-traditional families are also growing in California, with specific needs that must be addressed. These families need legal mechanisms to allow them basic family rights such as hospital visitation rights, bereavement leave and other essential benefits.

California's families are confronted with changing social and economic dynamics while being undermined by stagnant, unresponsive governmental policies. When our families are unable to keep pace with the strains the outside world puts upon them, individuals suffer and society is forced to bear the costs. The health of our families is mirrored in the health and productivity of the state.

This does not mean that all is lost for the California family. What it means is that the leadership of California must help its families adapt to the changing nature of society. This is by no means a simple task. But the health of family life in our state can be improved with the help of some common sense leadership.

There is much the next governor of California can do to address the changing needs of today's families. The effectiveness of our response to these needs today will in a large way determine our state's future, not just tomorrow, but, through our children, for decades to come.

### Childcare

As families change, and more mothers go to work, California is experiencing an unprecedented demand for quality child care services and early childhood programs. But only 20 to 25% of parents who need child care receive it. To attack this shortage at its roots, I will work to see that the federal government approves a generous and well structured, fully funded child care bill. And I'll make sure that California gets its fair share of those federal funds.

However, we cannot rely on the federal government to pick up the entire tab for childcare. Major developers should be encouraged to build on-site child care facilities or contribute to a community child care fund. As mayor of San Francisco, I signed the nation's first law to require such a commitment from large commercial office builders, and I propose that the San Francisco program be a model for all of California.

Along the same lines, the state of California should use its procurement power to encourage employer sponsored child care. Current state procurement procedures award "bonus points" for businesses meeting certain criteria. All other qualifications being equal, child care could act as a deciding factor when state bids are awarded.

As governor, I would sign a bill that Governor Deukmejian vetoed, requiring every city and county to consider the need for child care facilities when preparing its general plan.

Finally, child care workers must be offered a liveable salary, minimum benefits and a respected status in our community. As Governor, I will work with leaders in higher education to improve child care training programs at the community college level and attract students to the child care profession.

### Education

Every parent in California strives for the best education opportunities for his or her children. Education is the keystone to making the children of today the leaders of tomorrow. The next Governor of California must also be a leader -- a leader in our battle to improve our schools. We must concentrate on reorganizing them to compete, on toughening their standards, and on developing programs for at-risk youngsters.

It is simply unacceptable that California has one of the highest drop-out rates in the nation. One-third of all students will not complete high school, and for blacks and hispanics, the number is even higher, exceeding 50%. I want to see this trend reversed and that is why I have proposed the establishment of the "California Jump Start" program to provide early childhood education to four year olds throughout the state. Studies show that students who participate in similar programs are 50% less likely to drop out of school as teenagers.

My other plans to turn around our troubled education system include:

- o Implementing school based management to give principals, teachers, and parents the authority and flexibility they need. Our schools must compete within educational standards of excellence, not mediocrity.

- o Developing comprehensive programs for at-risk youth. I've been involved in a program for children in San Francisco that encourages community leaders to become involved on a one-to-one basis with students who need special help and I've seen what a little individual attention can accomplish.

o Creating a "Teacher Corps", to enlist the best and brightest young people, as well as active retirees, in the battle for better education.

o Reducing overcrowding in our schools by changing the percentage of voters state law requires to approve local education bonds from 66% to 50%, so that we can build the new classrooms we need.

### Prenatal Care

Every family should experience the joy of the birth of a healthy, well-nurtured child. Prenatal care is an area where it makes sense, both fiscally and ethically, to invest in the future. Though it costs only \$1200 to provide a pregnant woman with adequate prenatal care, treating a sick newborn costs \$20,000 on average. As governor, I will work toward providing such care for the tens of thousands of expectant mothers who currently go without it each year.

### Healthcare

I am committed to a very simple vision -- a vision of every member of every family in California being able to receive prompt, competent, up-to-date medical treatment in his or her community, at a price that will not bankrupt the family. Many parents don't know how they will pay if their child wakes up sick in the middle of the night. In the last decade, the number of Californians without any health insurance has increased 50%, and working men and women and their children make up more than 75% of our uninsured.

Within my first 100 days as Governor, I expect to sign a modified version of AB 1521, which will provide health insurance for all working Californians.

Then, we will convene a Blue Ribbon Task Force of providers, consumers, labor, employers, and insurers to re-examine the entire health care delivery system. The Task Force will examine issues of cost containment, Medi-Cal and Medically Indigent Adult Care reform, the proper accessing of the system by patients, further extension of health care insurance, and long term care.

## Seniors

The over-sixty age group is both the fastest growing and the most overlooked sector of society. Just as our parents cared for us when we needed it most as infants, we in turn must care for our parents when they need it most as senior citizens. As governor I will take action now to provide the care and services that our seniors need to live out their lives with a sense of pride and comfort. Our ultimate goal will be to provide long-term health insurance to all Californians.

I will study the possibility of a reverse mortgage loan fund, whereby money is made available to a homeowner for his or her care or that of a loved one to be repaid from the equity when the borrower dies and the home is sold. I'll also support the establishment of more day care centers, where persons can gather and enjoy one another's company and have needed services at hand.

## Crack Babies

A child born addicted to crack cocaine is a family crisis. We must move decisively to stem the growing tragedy of addicted babies born to addicted mothers. Right now, Medi-Cal will not cover drug treatment costs for expectant mothers. I am determined to change that fact. My administration will also work to see that same-day drug treatment spots are available for all pregnant addicts who need them. In addition, we will build more effective drug enforcement, treatment and education programs to keep potential mothers off drugs in the first place.

## Family Time

With the growing number of single-parent families and households with both parents in the workforce, the need for parental leave grows as well. Parents must be able to take time off to care for family members, including newborns without fear of losing their jobs.

I will sign legislation opposed by the current Governor, which would permit four months unpaid leave to care for seriously ill members of one's immediate family. I also support legislation requiring employers who provide sick leave to allow employees to use it to attend to the illnesses of their children.

Employers should be encouraged to offer flextime to employees so that they can design schedules that will allow them the most time possible with their families. Flextime will also help relieve traffic and get parents off the freeways and home with their families.

## Economic Security

In our rapidly changing society it can be difficult to provide for a family. A parent getting laid off, an illness in the family or an accident can stretch a family's financial resources to the breaking point. As the economy turns toward a recession, it is especially important that we provide leadership in preparing families for the changing economic landscape.

As Governor, I want to provide job training and technical assistance to help workers and managers to keep pace with a changing economy.

With more families than ever before relying on a single mother for financial support, pay equity takes on new importance. I believe in comparable worth. Jobs should pay according to the services they provide, not on the basis that a job is male or female dominated. As Governor, I will sign legislation, vetoed by the current governor, to authorize a pay equity study of job classification systems in state government.

Impending cuts in the defense budget could mean the loss of jobs in California, and hardship for many families. We must prepare for this possibility by planning now for defense conversion so as to disrupt families as little as possible. To that end, I will establish a "California in the 21st Century" Committee (California 21) to vigorously represent all major sectors of California's economy and technology, bringing together government, academia, high tech and business on an ongoing basis. "Cal 21" can provide the ongoing "linkage" necessary to develop the positive partnerships between the private and public sectors of the economy that will make the transition away from defense jobs go smoothly for California's families.

Flexibility in choosing employee benefits will also help families enjoy a secure financial situation. I support the concept of "cafeteria-style benefits" where employees can choose the options that best suit their family needs such as opting for a child care allowance over a retirement plan contribution.

## Housing

There is nothing more fundamental to the American dream than the promise of owning a home. Adequate, affordable housing was once something that most families in California could take for granted. Unfortunately, times have changed and today 80% of families in the state cannot afford the median priced home, nearly a third of renters are forced to spend more than half of their income on rent, and the fastest growing segment of the homeless population is families with children. It's time for a Governor who will get this state moving again with a housing policy that works.



As governor, the first step will be to expedite the expenditure of housing funds that have been approved by the voters but have not been spent. There are state pension funds that can be put to work for their members' housing needs. I would like to see a doubling in state pension funds available for low down payment loans for working families.

We should also encourage private employer-assisted housing programs. This assistance can take many forms, including down payment loans, closing cost assistance, interest rate buydowns and the like. Under my Administration, the state will actively encourage businesses to participate in such programs, and will offer them the technical assistance to start such programs.

In a Feinstein administration we will work to preserve existing low income housing. We must not forget the ticking time bomb of 117,000 federally assisted low-income, privately owned rental housing units with expiring subsidies. Unless those in leadership intervene, these rental units will soon revert to market rate rental or condominiums for sale.

Homeless families make up about one-third of the state's homeless population. For many of the homeless, the toughest hurdle to overcome is the money needed to pay for a first month's rent and a security deposit. So, I will support a measure to expand programs that will help families out of shelters, off the streets and into low cost apartments by offering landlords guarantees for security deposits.

But the most important thing we can do about homelessness is to prevent it in the first place. Today, thousands of families are living just one missed paycheck, one mishap away from homelessness. We need to keep those families in their homes, and that is why I am supporting legislation to provide a modest amount of assistance to families who are on the verge of homelessness because of a temporary economic emergency.

### Child Support

The rising number of single-parent families has made it imperative to enforce the obligation of both parents to support their children. Estimates show that only half the families eligible to receive child support from an absent parent receive the full amount due. In California, delinquent child support payments in 1987, totaled \$1.6 billion. We must work to improve our enforcement of child support payments, and implement automatic wage withholding for child support payments at the time a court order is issued.

### Crime/Drugs

Our children must no longer be forced to play indoors because their mothers fear drive-by shooters. California's criminal justice system simply doesn't offer the protection that its citizens expect and deserve. We need more police, more prisons, and a streamlined criminal justice system which protects the innocent families of California.

I support the death penalty. It is time we raised the risk for those who commit heinous murders. We need to return California to a sentencing system that allows us to keep violent criminal offenders behind bars so long as they still pose a threat to the safety of our families.

We cannot allow drugs to destroy our families, and as California becomes the drug capital of the nation, this threat is growing. That is why I support Proposition 133 on the November ballot, the Safe Streets Act of 1990. The initiative will provide us with \$7.4 billion over four years for increased law enforcement, anti-drug education and drug treatment. It is the first serious effort at major drug education programs in our schools; it establishes essential after school programs that will keep our kids off the streets and away from drugs and gangs.

### Freedom of Choice

Women must have the right to choose when they will raise a family. Today, a woman's right to reproductive choice is threatened from the highest court in the land to state legislatures across the country.

I am firmly and unequivocally pro-choice. I support Medi-Cal funding for poor women. As Governor, I would veto any measure designed to infringe upon a woman's right to choose. Abortion is an intensely personal decision that every woman must be allowed to make with respect to her own personal and moral beliefs. Government must not interfere.

### Environment

Our families cannot prosper when we are afraid to let our children drink tap water, when the air they breathe is unhealthy and when the food they eat may contain harmful pesticides. The time has come for California's governor to tackle the state's diverse environmental concerns, to offer new solutions and new energy that will offset the neglect of the past eight years.

The first step toward reclaiming our air, our land, and our water is to pass Proposition 128, the Environmental Initiative of 1990, on the November ballot. I am proud to support the most significant environmental measure ever placed before the voters. Big Green would phase out the use of cancer causing pesticides on our food, reduce the use of ozone-depleting chemicals, and strictly regulate dumping to prevent the toxic pollution of our drinking water, as well as our ocean and bays.

I will also submit legislation to establish a State Growth Management Commission that will implement comprehensive regional growth management policies based on the ability of communities to provide clean water and air, housing, mass transit, roads, schools, and other vital services. We must plan our communities so that they offer open space for our children and provide a jobs and housing balance so that we don't spend our days commuting instead of being with our families.

#### Office of Families and Children

As governor I will create an Office of Families and Children. Its mission will be to harness the resources of government at all levels to end domestic violence, improve and extend quality child care, provide training for welfare mothers, reduce infant mortality and addiction, develop early childhood education for every youngster, and address the continuing problem of spousal support for families who are separated or divorced.

This November we have a choice. We can continue to drift along as though we still lived in a world where Dad worked at the same job for forty years; where Mom stayed home and made dinner; and where the kids didn't have to worry about drug dealers in school.

Or we can take control of our future. We can face the new realities of the 1990s, and build an innovative government and a competitive economy that will carry us into the 21st century.

OCT 23 1990

**Pete WILSON**  
**GOVERNOR**

October 15, 1990

Honorable Tom Bates  
California Assembly, State Capitol  
Sacramento, CA 95814

Dear Assemblyman Bates:

Thank you for your letter requesting Senator Wilson's positions on issues of vital importance to California families. Due to his very busy schedule with both the campaign and his senatorial duties, he has asked me to relay his thoughts to you regarding your letter.

The Senator would like to commend you and the other members of the Joint Select Task Force on the Changing Family for your work in studying these issues and making some key recommendations to assure that public policy in our state has a positive effect on families.

Pete Wilson can assure you that preservation and strengthening of family life in California will be at the top of his agenda as governor. Senator Wilson firmly believes that when we invest in our children, we invest in our future -- we invest in ourselves. By investing in California's human capital through child development and education, we will more than any other way shape California's future.

Instrumental in the happy and healthy development of children is both a strong family unit and a fostering education. The current state of California's education system reflects a need for not simply improvement, but substantial reform. For too many of our kids, education today falls far short of offering that bright promise -- or even the hope that they will be adequately prepared to compete and win in the global marketplace of the 21st century.

Early in his candidacy, Pete Wilson announced a plan for this needed change. His proposal, which focuses on early investment and preventive care, is comprehensive in measure, covering such areas as: mental health, nutrition, and guidance counseling. It would integrate social service programs currently provided by a myriad of state agencies into the school system. Pete Wilson wants California's children to be the best nourished in body and spirit, the best cared for, the best educated, and the best prepared to give America the confident leadership she will require in the new century.

*Pete Wilson for Governor • 1990*

2251 San Diego Avenue, Suite B-200, San Diego, CA 92110 (619) 260-1990

1900 "K" Street, Suite 110, Sacramento, CA 95814 (916) 446-5140

Post Office Box 91097, Los Angeles, CA 90009

The Senator believes that the first place to start with preventive care in child development is with a healthy environment even before birth. Therefore Pete Wilson has proposed providing universal prenatal care available to all pregnant Californian women to ensure that every baby delivered in this state will be born with a healthy start to life. We should fund this wise and very cost-effective expenditure by making it the highest priority claim upon the tobacco tax passed by the voters in 1988. This is a vital investment in California's future. The money spent up front will be more than recouped by avoiding the tremendous tax and even more important human costs of premature or developmentally impaired children.

Part of the needed reform in California's public education system includes increased safety and substance abuse prevention in our schools. In an effort to keep our children free from drugs, Pete Wilson has proposed strengthening penalties for selling drugs to a minor on or near school grounds or recreation area. State laws are inadequate to protect minors from drug dealers on school yards and parks, and should be enhanced by as much as 15 years.

His plan also includes measures to improve the quality of our children's education. He is proposing, for example, alternative credentialing to attract specialists in other fields into the classroom; volunteer mentor programs to provide adult role models for children who may come from a disadvantaged background; greater use of volunteer aides for teachers; and greater parental choice through open enrollment, going beyond the magnet school concept. Senator Wilson favors expanded use of volunteers and high technology to enhance the effectiveness and reduce the burdens of the teacher.

Senator Wilson is proposing to appoint a Cabinet-level Department of Child Development and Services to supervise the local integration of social and educational services. He believes that California must make a greater investment in prevention of birth defects through anti-drug and alcohol programs, early detection of mental and emotional difficulties and establishing a "health watch" in each school.

He would also give every encouragement to the family to provide the best quality child care. Mothers who choose to forego a second income for their families and stay home to care for their children during those critical early years should be given the equal protection of an earned income tax credit. In the Senate, Pete Wilson authored the Kids in Day Care Services (KIDS) legislation to give states the flexibility to set their own child care standards and provide federal tax credits and incentives to private business for child care. KIDS would expand access to affordable, quality child care for all American families by establishing refundable tax credits worth up to \$1500 per year for low income families.

Pete Wilson's plan to assure that the California child is in a safe school, healthy in mind and body, motivated, stimulated, and rewarded for learning, he believes, will cost us comparatively little in dollars but a lot in terms of the time and effort required for the individual attention to children that is the key to success. He is more concerned with what it will cost us not to try. It will cost us a fortune in tax dollars. Worse, it will cost a fortune in human suffering and the loss to society of needed talent and creative energy.

Senator Wilson also believes that we must do more to expand access to affordable health care and housing for California families. He supports innovative, affordable approaches to providing quality health care. Pete Wilson is encouraged that the debate on the problem of the uninsured has been elevated and broadened in recent months at both the federal and state level. He would support responsible proposals that combine such elements as employer incentives, greater emphasis on prevention, malpractice and other reforms to make our health care system more efficient and affordable. Through this kind of a comprehensive approach, we can help ensure that health care coverage is made available to more Californians.

An adequate supply of affordable housing is vital to the social and economic health of our state. In his years in the California Legislature, Pete Wilson was actively involved in housing issues and chaired the Assembly Housing and Urban Affairs Committee. He also played a major part in planning the first comprehensive housing bill to be passed by Congress in several years, which authorized many Department of Housing and Urban Development programs, including low-income public housing, programs for housing the elderly and the physically disabled and other important housing programs.

In recent years, California has increased its involvement largely through bond measures passed by the voters for more housing development for lower income households. It is time to reexamine the state's role in providing affordable housing to ensure that the various state agencies participating in the housing delivery process are fully coordinating their efforts and that the limited funds available are reaching those for whom the voters intended to provide assistance.

Lastly, and critically, we desperately need budget reform in California in order to assure that we can meet the most pressing needs of our people. If we do not achieve reform, then we are guaranteed to have continued shortchanging of mental health, public safety and other vital state activities whose shrinking share of the budget is not keeping pace with their rising costs.

Twenty years ago, there were no automatic inflation adjustments for state benefit programs. Today, there are dozens of annual formula increases, totalling more than \$1.6 billion annually.

Twenty years ago, nobody had thought to use the ballot initiative as a tool for allocating the state budget for special purposes. But in just the last two years, there have been five initiatives to spend state funds, and there are another eight initiatives on the November ballot that affect the state budget.

Twenty years ago, state and federal courts did not order hundreds of millions of dollars in spending by creating entitlements for certain benefits, outside the control of the Governor and Legislature.

These piecemeal court decisions, statutory entitlements, and manipulations of the initiative process have earmarked tax money in one year for one special interest and in the next year for another. The result has been to create a "preferred claimant status" for some state functions while starving other critically-needed services.

High on Pete Wilson's agenda will be a thorough reform of the budget process based on the principles of flexibility for the Governor and the Legislature; equity so that no state program is automatically given an advantage or disadvantage when it comes to budget allocations; and fairness to local government so that we do not mandate programs which are not funded.

The Senator believes that you and he share a desire to address the many challenges our state faces in assuring that the critical needs of families are addressed. Pete Wilson is convinced that we can achieve our goals, but before any meaningful progress can be made, we must put the state's fiscal house in order, and he will work diligently with the Legislature to achieve this goal.

Thank you again for writing.

Most cordially,

A handwritten signature in black ink, appearing to read "Loren Kaye", written in a cursive style.

Loren Kaye  
Research Director



**D**

■ In Basket/ D2  
■ Shipping/ D3  
■ Agenda/ D4

# Business

PRESS-TELEGRAM

6/4/90

## Ideas fire Leadership Long Beach

Future shakers tackle  
city problems in class

By **Bob Houser**

Staff writer

Busloads of shoppers buying top-quality bargains from warehouses in the Port of Long Beach?

That's one of the brainstormers from the first class of Leadership Long Beach, an eight-month course — ending June 11 — for entrepreneurs who have expressed a commitment to leadership roles in the city's future.

The 29-member class, begun by the Long Beach Area Chamber of Commerce as a way to annually build civic talent, has used the city's 1986 strategic plan, "Long Beach 2000," as its project guide.

Leadership class members were divided into sub-groups, each of which took up one of the plan's categories as an area of study.

A sub-group studying "Quality of Life," for example, came up with the port warehouse idea as a way to improve the city's quality of life by increasing its retail sales tax revenue.

Class member Louis Skelton, an architect, says the plan would establish an area in the Long Beach port at which other Pacific Rim nations — Japan, Korea, Australia, Malaysia, Singapore and Hong Kong, for example — could unload containerized shipments for retail sale directly out of warehouses — merchandise that could be attractively discounted, since no extensive distribution system would be required.

Freeport, Maine, has that sort of operation, Skelton says. Bus loads of people come there from Boston every day, "and couples make a day of shopping there for first-quality merchandise directly from such manufacturers as Calvin Klein, Black & Decker, Gloria Vanderbilt and L.L. Bean."

The international marketplace should be located on port redevelopment areas north of Ocean Boulevard, with access to the Long Beach (710), Terminal Island (47) and Harbor (110) freeways, Skelton says.

"An ideal spot would be the northwest corner of the intersection of Ocean and Pico Avenue," he says, although the site would have to be cleared of storage tanks belonging to Atlantic Richfield Co.

The marketplace, which the class has dubbed "Destination Retail," would be linked by monorail with hotels, an expanded convention center, a soon-to-open light rail line to Los Angeles, and a theme park proposed by The Walt Disney Co. on the site of the Queen Mary.

Skelton says the chamber and the

# Long Beach chamber leadership class fired with ideas

FROM/D1

business community wholeheartedly support the concept, but some city and port officials have cited real problems to be overcome.

Zoning would have to be changed to permit retail sales, and "I don't think the port would be too excited about doing that," he says. "I think the real conflict with the port is the fact that it is so land-poor that every ounce of land is very dear to them."

Sub-group member Rich Kerlin, public relations manager for the Queen Mary and Spruce Goose, says, "If the Disney project is a 'go,' we won't need to worry too much about retail sales tax revenue. If it's not a 'go,' this is another avenue we can follow."

Jay Winter, executive secretary of the Foreign Trade Association, says a more formidable snag may be the fact that Southern California "is as competitive a retail market as anywhere in the world. The big retailers can, in some cases, actually tell a manufacturer how much they'll pay for his merchandise because of their terrific volume. You can't buy in Hong Kong any cheaper."

"Another thing is that the port is very congested, and I don't think they'd want the public wandering around there."

Another class sub-group, on infrastructure, also narrowed its focus to a single project — disaster recovery planning for businesses. Its final report June 11 will offer a list or pamphlet of suggestions for businesses to mitigate the effects of earthquakes, fires and floods.

John Barrett, manager of the Long Beach pipeline district for Atlantic Richfield Co.'s Four Corners Pipe Line Co., says his sub-group's research shows that big companies usually have recovery plans. But smaller businesses, often inadequately prepared, could be put out of business "if, for example, their computer data were not stored off site."

The list will include such suggestions as protecting computers so they won't slide off a table in a quake. There should be a plan also, Barrett says, of steps to take to reopen a business, for communication between company business sites, and for a designated meeting place for



John Barrett



John Hyland



Rich Kerlin



Michael Jhin



Judith Ross



Louis Skelton

employees if a business isn't habitable.

"It (the list) may be only an 8 x 10½ sheet of paper that the chamber could give to new businesses," he says. "We're trying to raise awareness, not to tell business how to solve its problems. If the list serves as a reminder to large businesses to go back and review their plans, that won't hurt either."

A sub-group on human services for a changing population stressed strengthening family stability in Long Beach, says Judith Ross, an administrative consultant for the Long Beach Health Department.

"We were thrilled," she says, "to find out that the city's Human Relations Commission had come, independently, to the

same conclusions we had. We were thrilled to know that something was already going on."

Easier access to child care is a major recommendation, Ross says, "and to make employers aware that it's costing them a lot in the workforce when parents are absent with sick kids."

"If the workplace is more in partnership with (family) issues and support programs, everybody would be a winner."

Ross says the sub-group also recommended having schools interpret all written materials sent home with students to non-English-speaking families, "to help strengthen family relationships."

Another sub-group set out to produce a sort of report card rating the city's performance under

leadership set results-oriented targets. We added 'financial performance' as the underpinning which makes all the others work. We interviewed city financial officer James Algie and auditor Robert Fronke, and it became clear that we need a lot more work to be able to navigate through all the political issues."

Jhin did give a report card on the value of the first Leadership Long Beach class, a verdict that was unanimous with Leadership Long Beach members contacted.

"I'm absolutely in favor of an alumni association of these

classes," he says. "It's a great experience. If these (class members) are not already leaders, they are certainly future leaders. I think this first-year group would like to 'give back' by serving as alumni and assisting the project, as mentors, to grow."

John Hyland, an attorney and member of the Report Card group, agrees with Jhin that grades may not be given this year, but adds, "I'd like to see next year's sub-group pick up where we left off. I'd be willing to continue working on the project even after we graduate."

its "Long Beach 2000" plan. The sub-group added "financial performance" as a measurement that should be made.

"I think we bit off much more than we could chew (in the 60 hour course)," says that sub-group's chairman, Michael Jhin executive vice president and chief operating officer of Long Beach Memorial Medical Center.

"I don't think we'll be able to give grades this year. We have not pursued (these subjects) to a level that we're comfortable with. We want to be constructive and supportive of city leadership, and it's my opinion that it makes no sense to sit as judge and jury, not even to set criteria at this point.

"We want this to be a constructive mechanism...to help

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# Local News

PRESS-TELEGRAM/SATURDAY, JUNE 9, 1990

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## Panel seeks way to help homeless, ill

### Council will consider outcome of 3 hearings

**By Robin Hinch**

Staff writer

LONG BEACH — Family life isn't always easy, members of the Human Relations Commission learned again Friday.

There's housing discrimination against single parents because they have no spouses, against married parents because they have too many children, against disabled people because they can't climb stairs.

There are too few resources for homeless families, too few low-cost homes for low-income families.

Much of the city is inaccessible to people with disabilities, and there aren't nearly enough support services for families in which one member has AIDS.

In the first of three public hearings as part of its Family Diversity Project, the commission listened to four hours of testimony on the ways in which the city does, or doesn't meet families' needs.

The project, which will culminate with recommendations to the City Council, is designed to identify the various kinds of families and find out how the city can help them.

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CONTINUED/C2, Col.

# Human relations panel hopes to help the homeless

## FROM/C1

"It's clear there is no majority family formation in the United States today," said Christopher McCauley, head of the non-profit Spectrum Institute, which is in charge of the project. "There are stepfamilies, foster families, gay and lesbian couples, single parents, nuclear families, extended families."

Long Beach attorney Jack Newby said that "a heterosexual couple married for one minute has more socially recognized rights than a gay or lesbian couple that's been together 25 years. Creating a family and putting into effect the things a married

couple takes for granted, such as buying a house or getting insurance, is very difficult."

Sue Caves, founder of Families Who Care, a support group for families of people with AIDS, called for the formation of an AIDS commission to educate the public about the virus and to help fund attendant care for AIDS patients at home.

"We've already failed to provide adequate support to thousands of families and caregivers," she said "and the number of families in trouble increases proportionately."

Dianne Piastro, who writes a syndicated column on disability

issues, called for a commission on disability and for a disability services department.

"We do not," she emphasized, "need a task force to study us. We've been studied to death. We do need a watchdog."

"To the extent that disabled family members are kept from equal participation in the community, the family is impacted psychologically, economically and socially," she said.

"We are an equal opportunity minority," she reminded the commission. "Anyone can join us at any time."

The next two hearings will be June 21, 3 to 7:30 p.m., at the

Long Beach Senior Center, 1150 E. Fourth St., and on July 12, 3 to 7 p.m., at the California Community Center, 1550 Marthin Luther King Jr. Ave.