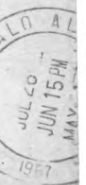




THE
PENINSULA

GAZETTE

EAST PALO ALTO, CALIFORNIA



VOLUME II, NUMBER 24

VOICE OF THE EAST BAYSHORE COMMUNITY

SATURDAY, JUNE 17, 1967

Mrs. Peggy Kinderman
1300 Cowper St.
Palo Alto, Calif. 94301

PURGE AT OICW

PURGE AT OICW

THE REASON FOR THE SUSPENSION OF CHESTER BAILEY

(Editor's note) This newspaper first took issue with OICW when Mr. Jesse Mitchell was about to be discharged. Not because we felt that Mr. Mitchell should be immune to termination, but because we objected to the way and reason that he was about to be terminated.

The dismissal of a person from his job is a serious thing, and could have an effect as long as that person remains on the job market.

The Mitchell OICW involvement created an interest in the OICW philosophy, programming, operation etc., and subsequently this newspaper has had serious clashes with that operation.

This newspaper has been accused of being a disruptive force in this community by those who find their traditional wheelings and dealings hampered by constant comment. Nothing is further from the truth. We believe that the time has come when communities like East Palo Alto must correctly assess their position relative to socio-economic growth and that the community must be the decision makers regarding their future, and the future children etc. We believe that this community ought to stop accepting outside decisions because outsiders don't know how to make the right decisions. Thus this newspaper feels that no choice has been given than to continue to comment on that which it and responsible community leaders feel are unjust acts to the community.

For we feel that our purpose is to build a better, stronger community on a foundation of decisive action and independence, not to perpetuate the role of Negro window dressing puppetry. (Editor)

A few weeks ago a Caucasian teaching aid named Mrs. Katherine Galli drafted a document in which she accused Mr. Chester Bailey of making advances toward her. The document was given to Mr. Charles Price, a Negro Board member to take to the Board.

In so doing, Mrs. Galli ignored Mr. George Phillips deputy director, and Mr. James Banks, executive director. It is their responsibility to handle personnel matters of this nature.

Mr. Price secured a hear-

ing for Mrs. Galli with the personnel board and Mrs. Galli appeared twice to state her case. The board has not yet called Mr. Bailey for his side of the story.

Continued to page 3

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THE SUSPENSION

continued from page 2

Under legal scrutiny, counsel advise that the document was of little meaning and in a fair hearing Mrs. Galli would have to produce further proof of her allegations.

That "fair hearing" however, never materialized. Instead, because of what he described as "buzzing" around the Center, Mr. Banks chose to suspend Mr. Bailey, thus presupposing his guilt.

Note) There are those at the Center who feel that the whole thing was contrived. There are also those at the Center who say that there is more to the story than has been brought out and that they are willing to relate this knowledge to a hearing committee.

This has to be the first time in all corporate history that an aide had the power to connive and manipulate a Board of Directors in this manner.

OICW'S PURGE



THE FIRING OF BAILEY AND PHILLIPS

Mr. George Phillips, deputy director of OICW, and Mr. Chester Bailey, Operations Manager of OIW were terminated last Thursday morning shortly after midnight standing outside of the Child Care Center, by Mr. James Banks, the executive director of OICW. After the Board voted almost unanimously to support the executive director in

any action that he chose to take.

The reasons for the dismissals were:

1) Mr. Phillips is alleged to have told Mr. Banks after Mr. Banks elected to suspend Mr. Bailey, "Jim, you'll be sorry. There are a lot of things that the community could use against you in this action." (this was interpreted as a

threat, and, according to Mr. Phillips, mis-stated in its presentation to the Board by Mr. Banks.)

2) That Mr. Phillips in his capacity as Deputy Director discharged a Caucasian employee without Mr. Banks knowledge or consent.

Because of past commitments that have not been kept, and because of the reasons given for

first, the suspension of Chester Bailey, then the surprising dismissal of both Phillips and Bailey, and because of conflicting stories, and because people's reputations are at stake, and for the sake of fairness and justice we feel the entire story should be publically presented.

continued on page 4

THE BANKS COMMITMENT

On Tuesday, June 6, Chester Bailey and George Phillips came to the Gazette offices and in conference with the publisher related that Bailey had been called into Mr. Banks office and told that he was to be suspended. Bailey said that he reminded

Banks that he was presupposing his guilt without a hearing or allowing him to present any kind of defence, and that he felt this was unfair.

The publisher called Banks to get his side of the story and to invite him to talk about the problem that evening. At 6:30pm Banks came to the newspaper office. When asked why he elected to suspend Bailey and not the young lady, he said that everybody in the Center knew about the incident and it was a topic of conversation, thus he felt that Bailey should be suspended.

The publisher questioned Banks about some occurrences at the Center that had been presented to him by reliable sources. (not Bailey or Phillips) Banks

confirmed all these occurrences without exception.

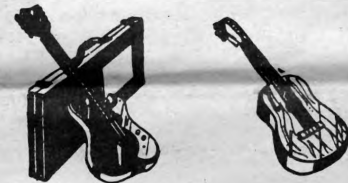


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COMMITMENT

continued from page 3

The publisher then told Banks that Bailey also knew about those things and that they could do nothing but harm to him (Banks) as director of the Center and OICW itself. The publisher also related that he felt that the suspension was unfair and that there ought to be further investigation before this kind of action was taken. It was also pointed out that the young lady in question had ignored his position, and violated the lines of authority, and that this alone was grounds for dismissal. Pointed out also was the necessity to preserve the marriage of management.

After almost two and one half hours of conversation the Director and the publisher began to talk about solutions.

It was agreed that Banks would tell Bailey that the suspension had been rescinded and that there would be further hearings on the matter and that Banks would present a proposal to the Board creating the office of associate director relieving him of some of the pressures and responsibilities.

The publisher and Mr. Banks then went to the home of Mr. Phillips. Attending this discussion were Ed Becks, director of EPA's INFO; Mr. Bailey; the publisher; and one other gentleman whose name is not remembered at this moment.

After a brief discussion Banks made the following commitments:

1) That Bailey was no longer threatened by suspension.

2) That the young lady was to be discharged the following morning.

3) That he would ask for the establishment of dual directorship responsibilities at the Center.

4) That Ken Copenhagen would no longer be retained by the Center as an \$18,000 per year consultant.

These then were the commitments made by James Banks to two of his colleagues in the presence of three other persons on the night of June 6.

OICW'S PURGE

THE QUESTION OF COMPETENT ADMINISTRATION

To relate the reasons for the request of a dual directorship of the center we feel that a discussion of the competency of the present mono-directorship is necessary.

The fact that Mr. Banks confirmed that some very questionable administrative practices are occurring at the center, and the fact that he admits that these are his decisions; these facts alone necessitate this discussion.

In every corporate structure there has to be a system of checks and balances. To administer a million dollar program, that program must have million dollar competency.

While it is necessary for management to have good relationships with its staff, one should not forget that the primary function of management is to see that the purposes of the program are met and that the product is as good as it can be.

More specifically as we address ourselves to the problems of the center:

1) According to reliable sources, Mr. Russ Terschery is on the OICW payroll at \$10,000 per year and hasn't worked since

February, 1967.

2) Mr. McDonald is allegedly on the OICW payroll at \$7,500 per year while having no function at the Center.

3) Mr. Ken Copenhagen resigned from his accounting responsibilities at the Center at a salary of \$9,000 per year on May 15. On May 31 he submitted a bill to the director for consulting services for 7 1/2 days at \$360.00 (or \$18,000 per year).

4) It was due to financial irresponsibility under Mr. Copenhagen that OICW's Jobs Skill Class was evicted from building Number 1.

5) It is believed that Mr. Copenhagen is an engineer, not an accountant, thus one wonders about the decision to saddle him with that kind of responsibility.

6) It is not quite ethical for the director of a program like OICW to get involved financially with people who work for the program. Yet the director made a \$2,500 loan to Clint McCullough Inc., the agency retained at \$700 per month to handle advertising and publicity. Although the director em-

phasizes that there is no financial interest in the McCullough business, one wonders about the relationship.

These then are but a few of the issues that

raise the question of competent administration and the thought that perhaps two heads may be better than one.

THE PENINSULA GAZETTE

JOHN LAURENCE RAYON
Publisher

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THE OIC CONCEPT

by Rev. John J. Sweeny

The date was April 27, 1965; the place, the Executive Dining Room of Philco Corporation, Palo Alto. A tall, handsome Negro Baptist minister was about to address a luncheon gathering. "I told my people, 'We have to stop being a leaning people. We need to learn to stand up straight' ". The man speaking was Dr. Leon Sullivan, the founder of OIC. He was standing in front of me, straight and tall, a living example of his words. Dr. Sullivan continued, "We need help to stand up straight, but when we have learned, let those who help us pull away and we shall stand on our own. Then we shall help others in turn to stand up straight". With those words, Dr. Sullivan won not only my admiration

but also my belief in him as a leader of men, and I became a follower of the OIC program and philosophy from that day forward. There were over thirty people there from the community and Industry. He won them too, and so OICW was born. We began immediately to search for people, buildings, and money to get the program under way. We searched for people first, because Dr. Sullivan named it "a people's program" - a program for all people who were in economic need, for all people who wanted to help those in economic need - a program for people who wanted to help themselves by giving or receiving. Dr. Sullivan pointed out how OIC was based on faith in God and faith in man, how the idea of OIC came to him not out of any book but when he was on his

knees in prayer. Therefore we tried to build a program based on faith that God would take care of it as long as the men involved kept that faith and worked with love in their hearts for their fellow men. OIC is a program with a heart and its heart is shown by its care for all who come to it. But Dr. Sullivan did not mean that OIC could run on feelings alone. He stated clearly that success depended upon work when he said, "Occupation without preparation is frustration." OICW was planned not to fail a person who is willing to work, and faithful to the preparation it recommends - the training of the whole person: his head and his heart as well as his hands. Dr. Sullivan explained this

further when he said, "It's not the color of the balloon that makes it rise, but what it has inside" - a skill, self-knowledge, a confident heart. Thus equipped, a graduate of OICW can go to Industry or Business not with 'hat in hand' but with a diploma that says, "I have something to sell". Much more could be said of the ideals and goals of OICW training, but one last point must be made: The success of OICW depends upon the dedicated efforts and wholehearted support of all who learn from it, work for it, or believe in it. It is incumbent upon all of us who live in this community to recognize OICW as our own, and to make it even more effective. When Dr.

Sullivan said, "I told my people to stand up straight", I am sure he was thinking first of his own Negro race, but the message he had was not only for the Negro people but all of his people - the Human Race.

MEETINGS THIS WEEK

- Hearig on Menlo Park Zoning Ordinance forbidding 2plus foster homes Tuesday, 8pm MP Civic Center
- Sequoia District Board Wednesday, 8pm 480 James, Redwood City
- Welfare Rights Group Thursday, 7:30pm INFO Center, 1749 Bay Rd.

OICW corner

Subject: A MISSION WELL-ACCOMPLISHED

Mr. Jesse Mitchell, our enterprising Administrative Assistant, was asked by Mrs. Wilks to get someone from the community to participate in a fund raising program at First Methodist Church of Burlingame. The endeavor was to raise funds for the Equal Education Day School. Mr. Mitchell chose the Campbell Singers: Joshua and Pauline Campbell and our own counselor, Mrs. Jonnie J. Holsome's daughters, Debra Walton and Beverly Holsome.

Before Mr. Mitchell could get out of his car, he was handed a check from the Burlingame "Progressors" for OICW. The writer asked Debra what her feelings were about the whole affair. "Happy that I could participate in any fund-raising function for my community, and to make my mother proud of me, as I am of her."

"The most exciting thing, after hearing the 100-voice choir of First Methodist Church of Burlingame and the Campbell Singers was that most of the people went home and returned for autographs of the Campbell Singers. Any of our young people in this day and age who are willing to participate in any worth-while function, whether for Equal Education, OICW or any other organization would be supported by the community and all those concerned," stated Mr. Mitchell.

The moral of this mission is that when we work together for the good of others, we all shall receive in abundance for our endeavors.

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THE BECK'S REPORT

TOM THUMB WEDDING AT CALVARY

The hot summer is pretty much advanced. There are a thousand or more demonstrators in the streets of Tampa, Florida. According to all reports things were just not that bad in Florida. No matter how you figure it, the lid is off and summer is not here yet.

War on Poverty funds in community action programs have all been dried up except for canned programs. Communities all over the country were told that there are no funds for creative summer programs. Such programs were considered to be low priority.....When the Tampas and the Houstons the Sacramentos, the Newarks and the Detroitis begin to break forth.....the Congress was able to find funds for community action programs. The Chairman of the Human Resources Commission refers to these funds as riot funds.

The Juneteenth festival is about to come off in East Palo Alto-East Menlo Park. This is a far, far cry from Tampa. We hope that Chuck doesn't misread what's happening and chop off programs. If you think that the taking away of human rights has made the ghettos explosive---let Chuck try and take away our fun... Man, talk about hell! See you at the festival.

Back to hot summers. There has been a hot summer at Texas Southern since winter. The Houston police made a wanton attack on the students at TSU. They fired thousands of rounds of shells into the dormitories. Police fire might have killed the patrolman that has been credited to the students.

Police crept past the women's dormitory firing their weapons. Black students were lined up in pajamas, underwear, and just about au naturel. On entering the dorm, the police made the house mother lie down. Several of the officers walked over her in pursuit of duty.

All over the nation poverty is winning the war. There is more and more

discontent. The long hot summer is a year-round happening of the average ghettoite.

President Johnson has nominated Thurgood Marshall to the Supreme Court of the United States. Maybe this is progress--it certainly would have been progress ten years ago, for ten years ago Marshall would have had two years to serve. Maybe this is part of a sinister plot by Chuck. Maybe he plans to turn everything over to us after he tears it up. Get ready to receive

for the world is in pretty rotten shape. See you at the Juneteenth!

Gregory Stitt and Renetha Mills, above, were joined in holy wedlock at the Calvary Baptist Church last Sunday in a Tom Thumb marriage.

Proud mother and father of the Bride are Pamela Timmons and Arnez Carr, who claim no relation.

Officiating at the double padlock wedding was the very right Rodney Mills,

The maid of honor was lovely Bobby Carr and Renetha's maids were An-



nete Waley, Anita Stamper and lovely Regina.

Betty Jean Ware and Joyce Carter were the flower girls and James Carr carried the pad-

lock...
Tonnie Alexander, and Don and Dean Holsome served as the ushers. No-one was over ten years old.

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THE WELFARE RIGHTS ELECTION

The Welfare Rights Organization held an election last Thursday night for members of the Health Clinic Board of Directors. They elected five of the fifteen Board members. Those elected were WRO President Doris Dees; Mrs. McNack; Mrs. Audrey Johnson; Mrs. Burnie and Mrs. Nettie Robinson.

The WRO is really on the move for what its name implies: rights for those on welfare. Founded just this year, they have begun to educate the people about the rights welfare people do have and to push for greater direction by the poor of the programs always planned for them.

ELEMENTARY TEACHERS QUESTION HOOVER

Harry Bremond, member of the Board of Education, endorsed all-black conferences to some three hundred school staff at a meeting with Board members and member-elect Bob Hoover at Garden Oaks School, June 7. Bremond, responding to a question as to why the EPA meeting with Stokely Carmichael was closed to whites, noted that all-black conferences are a national thing, that black student unions are springing up on campuses across the country, and felt that everyone should realize that this is a trend which will continue. Bremond stated that black people must get together for survival purposes. Bob Hoover, Board member elect, endorsed Mr. Bremond's statement and invited the Negro teachers to attend some of these meetings.

The audience of teachers endorsed with loud applause Bob Hoover's comment that retention should be practiced throughout the district. Hoover said

"I've heard that retention is psychologically damaging, but nothing is more psychologically damaging than being unable to read and write and fill out an application blank when you graduate from high school."

The Mothers for Equal Education "Sneak-out" program caused a great deal of discussion. Dr. White received much support for his statement that he would not take the sneak-out of 500 students "lying down." Hoover stated that he supported MEE programs "across the board" and defended the poor in the community by stating that "No one attacks those who can afford to send their kids to private schools--why attack the poor, who may want their children in a different environment, for sending their kids to other district?" Hoover further stated that the students would probably not total more than 50 rather than the 500 mentioned.

The lowering of class size was another loaded issue. Bremond stated the Board's desire to lower class size within the limits of the budget. Hoover, accompanied by boos, stated that class size should not be used as an excuse for not teaching. He further explained later that the district could be creative in eliciting the help of volunteer people as did the Day School to come in and help with disruptive children and children with learning problems.

Mr. Hoover was asked,

"What are your plans for white teachers?" He answered, "Some of my best friends are white," which brought a round of laughter from the audience of teachers, administrators and custodians. He continued that the Day School had a majority of white teachers and had no problems.

The superintendent, the Board seemed to agree should be chosen on an unbiased basis. Regalado felt that experience as a superintendent should be one of the qualifications, with which Bremond disagreed. Bremond also felt that ability to work "in this world" rather than the "other world" of the Phd would be most important. The Superintendent, all agreed, must have experience with minority groups and a philosophy based on some such experience.

All members of the Board agreed on the need for more parental involvement. Bremond stated, however, that until we do have more involvement, we should not use it as an excuse for not teaching. Hoover suggested the use of coffee and teacher - parent workshops to involve parents.

HISTORY SHORT

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- 17 Saturday -- Noon Parade
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- 18 Sunday pm. Sports Contests start at 3pm
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- 18 Sunday pm. Bar B Que Courtyard Ravenswood High School
 Family picnic and social. Pink soda water on
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 Dinners on sale for \$1.00 each.
- 19 Monday after dark FIREWORKS from Kelly Park
- 20 Tuesday 8-11pm. Indoor happening with Chuck Stevens.
 Music fun Laughter
- 21 Wednesday Film Festival 8-11pm Ravenswood High School
 Host George Lampkins A montage of Adult film clips,
 light, takes, music
- 22 Thursday Teenage Talent Night 8-11pm J Building RHS
 Hostess Delores Jackson and the stars of 'Entertainers
 Unlimited.'
- 23 Friday 8-11pm. J Building RHS
 Fashion Show -- with models from the Jayce-ettes.
 Directed by the Dumas Wig and Beauty Salon.
 Intermission entertainment -- African Dancers.
- 24 Saturday noon until -- Outdoor Happening - on the
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- 24 Saturday late afternoon Sports awards presentation.
- 25 Sunday Fun is over. Close up till next year.

EVERY DAY

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 Rev.A.L.Gault will conduct a revival to inspire the soul. Preaching
 and beautiful music each evening from 8-10pm. at the Brentwood
 School. Local ministers will participate. All Christians are invited
 to attend.

THE TATTER

The TATTER was asleep last week so missed Belle Haven's own DORIS DEES and the INFO Center's SHELBY GIVENS on Television. They discussed the Puritan Ethic and Welfare Rights on channel 14, the College of San Mateo statin. Mrs. Dees helped form the Welfare Rights group East of Bayshore and was recently elected to the proposed EPA Health Clinic Board of Directors.

The Day School's Summer Teen Project was funded last week by the Human Resources Commission. Anti-riot money; but this project spearheaded by Syrtiller Kabat and Bob Hoover, will do much more.

The exciting East Bayshore Queen Contest will climax this Friday night at RHS. Girls, deadline for signing up is 8pm Thursday, June 15 if you are 18 and still not married.

Congratulations to Elbert and Dorothy Mitchell. She gave birth early last Friday morning to a 7lb. boy, their first son. They have two daughters. His name is Gorro.

And congratulations to LOWELL NORLING who became a journeyman sheet metal man this month. He'll have to take that "Hire Apprentices" sticker off his truck, or maybe he still has a soft spot in his heart for them.

Interracial marriage is no longer a crime in 15 states with laws banning it thanks to a Supreme Court decision. Couples will no longer have to claim, "We're just friends," when checking into a motel in those states.

For county law enforcement officers including EPA community-relations specialist Lt. William Moran, Wesley Pomeroy, Sheriff Whitmore and San Carlos Chief, Joe Kimble are going to Memphis to attend a Justice Department conference designed to help head off the "long hot summer." Tampa, Fla., Pratlville, Ala., Cincinnati, Ohio are starting to show, however, that the summer has already begun.