

SANDIA LAB NEWS



COMMUNITY SERVICE REPRINT 1968

SANDIA LABORATORIES

ALBUQUERQUE, NEW MEXICO
LIVERMORE, CALIFORNIA

OPERATED BY SANDIA CORPORATION FOR
THE U. S. ATOMIC ENERGY COMMISSION

Sandians on Poverty Board

Sandoval County has a new look these days. The town of Bernalillo has new sidewalks and a park. At Algodones, there's a stone archway and wall around the cemetery. At Peña Blanca, Placitas and other communities in the 3700-square-mile county, projects such as parks, water systems, road improvements, landscaping and other community improvements are underway.

These are Office of Economic Opportunity projects administered by the Sandoval County Economic Opportunity Corporation. Gordon Ross (3152) is president of the organization. Joe Lobato (2221) is vice president. Both Sandians were elected to the Board by residents of their communities and were named to their positions in July. R. G. Elliott (AEC/ALOO) is also a member of the Board.

In addition to the community improvements listed, the corporation is involved in youth and adult education programs, and a wide range of programs embracing services to pre-school children through senior citizens.

The Sandians share with the 19-member Board of Directors the corporation's responsibility for the operation and effectiveness of the programs. Both men devote from 30 to 40 hours a month to the work of the corporation.

"There is much criticism of war on poverty programs at the moment," Gordon says, "and it was my own skeptical attitude that got me involved in the beginning."

As a taxpayer, I wanted to see where my money was going, so I attended some meetings of the Algodones community association. One thing led to another and my enthusiasm for the programs finally pushed me into a position of responsibility. I'll tell you, we are getting our money's worth. The programs are answering human needs. Sandoval County is a better place to live."

Joe Lobato agrees. He became involved when a neighbor of his in north Bernalillo needed help and didn't know where to go. He was shuffled from one agency and office to another.

"Information and education are our prime purposes," Joe says. "In a county like Sandoval with a Spanish heritage of 400 years, we have proud people who do not accept handouts, who do not want to get involved in red-tape bureaucracy. Still, in a county with 2700 families, 58 percent have a total annual income of \$3000 or less.

These people need some help in finding opportunities and even taking advantage of such rights as social security. Our legal aid program with individual counseling services has provided tremendous help in this area.

"In addition to direct legal aid, the program provides individual counseling and a consumer education program. It channels people to the right agencies to solve their particular problems."

It's ACTION That Counts

Sandia Laboratories employees enthusiastically support management's position that actions speak louder than words in the many programs aimed at helping the underprivileged, the disadvantaged, the handicapped and the poor. In this special issue we reprint a selection of articles from the LAB NEWS in which some of these action programs are described. Some of these activities are part of Sandia's ongoing Affirmative Action Program as a Plans For Progress company, and others are the efforts of individual employees, functioning as concerned private citizens. The rewards for such dedicated community service workers are in the personal satisfaction they derive from helping others — not in the publicity. But we hope that these accounts of people at work in real service to humanity may inspire others and help to underscore the point that although none of us can do everything, each of us can do something.

Teenagers Learn Basic Algebra Through Patience of Sandia Volunteers

"They're very receptive. I'm amazed at how hard they are working this summer."

"Algebra is a subject which many fail. This training will ensure better success in understanding the subject."

These are typical statements from three Sandia mathematicians, Don R. Morrison (1713), Fred R. Norwood (1721) and Diane Holdridge (1711), who are unselfishly donating two evenings a week to tutor a group of teenagers in the Martineztown section of Albuquerque.

The assistance was requested by Sister Dominic of San Ignacio parochial school. The children and the three tutors were brought together by Armando Bernal of the Office of Economic Opportunity. This class might be considered a high school version of the popular Headstart program (originally set up to better prepare children from diverse cultures who are about to enter first grade).

Initially 10 children signed up for the algebra assistance. Dropouts haven't been a problem; instead one additional youngster has been added to the rolls. All will enter 10th grade this fall. Enrolling in the course was not a question of "flunking out;" rather it was a case of their trying to do better than average in the subject.

Fred offers a formal course in algebra, and Don and Diane help with a more individual approach. Fred's wife, Irene, also assists the youngsters when they encounter a problem.

"With teenagers, there's no language

problem to be overcome and they respond when they realize people are interested in helping them," Fred explains. "The idea is to challenge and inspire them to learn what's difficult."

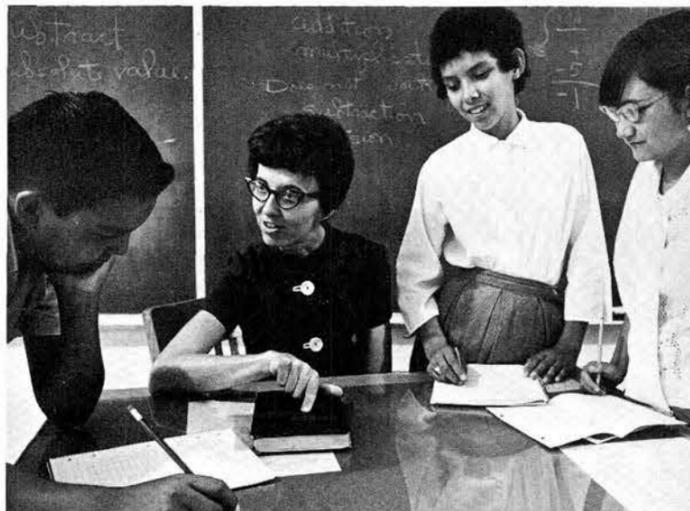
Fred has had experience in tutoring and teaching on all levels — from pre-schoolers

learning the alphabet to adults preparing for doctoral oral examinations. Don has taught in high school and at the university and has tutored non-English speaking adults. Diane has had teacher training at the junior high school level.

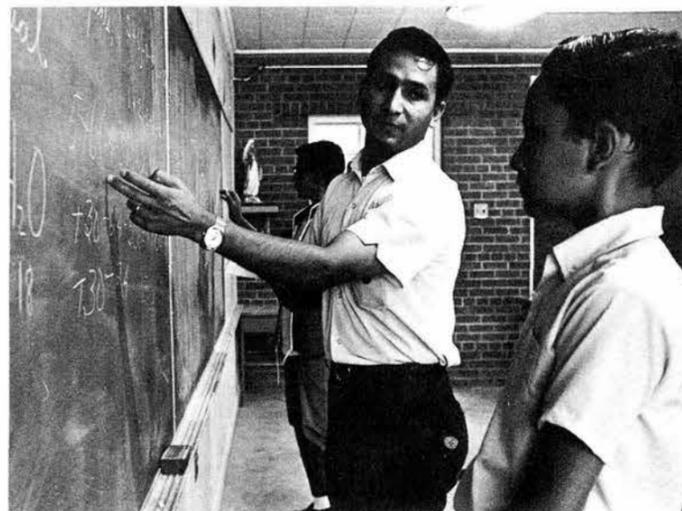
Since the informal program began in

early July, the teenagers have covered much of the theory presented in the first two or three months of high school algebra. Initially Don thought, "That's too much to expect. You can't use a 'sink or swim' approach. My inclination was to be in-

(Continued on Page Four)



"YOU UNDERSTAND, don't you?" Diane Holdridge (1711) asks Robert Olivas, whom she tutors in math. Looking on are Margaret Sandoval and Elizabeth Villescas (right).



ALGEBRA TUTORING during the summer months has been given by Fred Norwood (1721) to youngsters in the Martineztown section of Albuquerque. Here he explains a point to Steven Archibeque.



SANDIA MEMBERS of the Vice President's Task Force on Youth Motivation are, from left, Bill Ormond (3112), Harvey Brewster (3244), Art Hardeman (9426), Kathy Lawson (1121), and George Williams (9413). Members visit predominantly minority group colleges to discuss opportunities available in industry for those who train themselves to meet the qualifications.

Sandians Serving with Vice President's National Task Force on Youth Motivation

Five Sandians are participating in one of the most challenging and satisfying efforts of the Equal Employment Opportunity program. Designated the Vice President's Task Force on Youth Motivation, the program calls for representatives from industry to visit predominately minority-group high schools and colleges to counsel with students. Since these representatives are themselves members of minority groups, they serve as witnesses to the fact that opportunity is available to those who prepare for it.

They inform the students about opportunities in industry and how best to prepare for and seek these opportunities.

George Williams, a programmer in Data Center Division 9413, recently visited Grambling College in Louisiana. Art Hardeman, a programmer in Administrative Systems Division II 9426, last week visited Morris College in South Carolina. Last year, Kathy Lawson, a physical chemist in Electro-Optical Analysis Division 1122, visited Tuskegee Institute in Alabama.

Harvey Brewster, an administrative staff member in Security Information and Education Division 3244, and Bill Ormond, an administrative staff member in Position Evaluation and Classification Division 3112, are both waiting for their assignments

from the Task Force Headquarters in Washington, D.C.

When visiting the campuses, the Sandians are members of a team from various participating industries. More than 370 firms are cooperating in the program, serving more than 50 academic institutions.

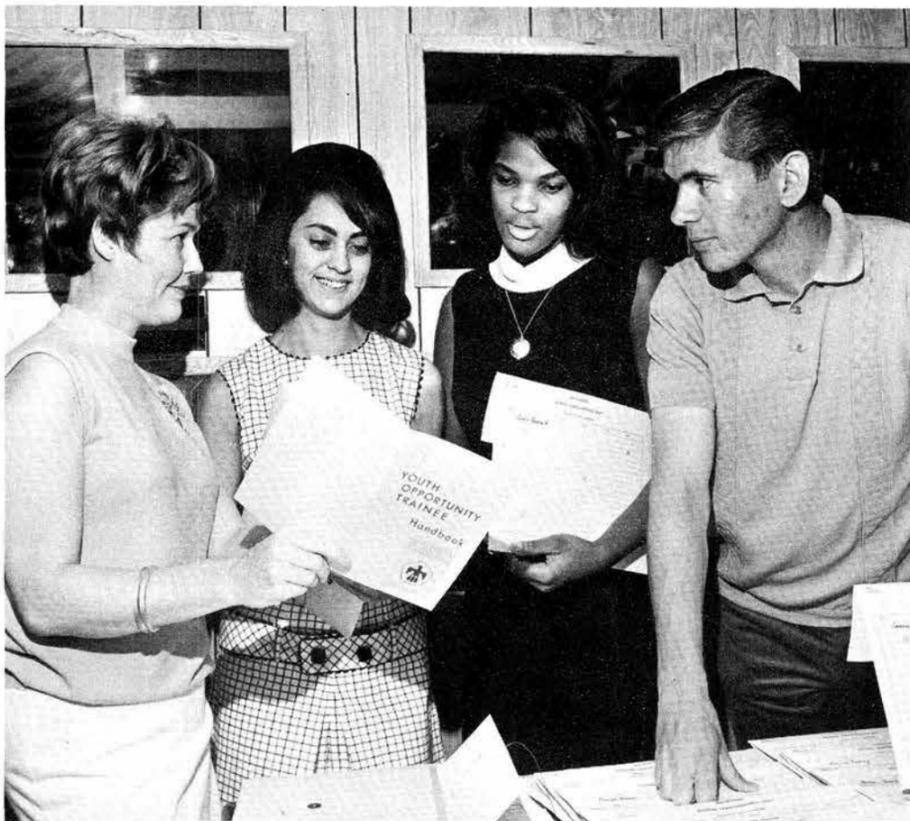
After meeting in Washington to unify their presentations, the team members then visit the assigned campus as a group. The program varies, but usually includes a formal presentation by each team member to an assembly of all the students. Later, meetings are held with smaller groups and individuals.

According to George Williams and Art Hardeman, the individual sessions are most satisfying.

"We can answer specific questions and provide individual counseling," Art says. "We can also tell when we have provided information of some benefit to a student. This makes the effort worthwhile."

George finds that most of the questions pertain to his own educational achievements and how he became a programmer at Sandia.

"I tell them that there is no shortcut to a position in industry," George says. "You have to work to earn the qualifications. With the proper qualifications, there are ample opportunities."



SIGNING IN—Alice Miner (3232), left, assists the first of 165 Youth Opportunity Campaign participants who joined the company for the summer. The national program provides meaningful work and training opportunities for the students. The trainees are, from left, Eva Lopez, Faye Aiken and John Hedquist.

165 Join Sandia for Summer

Trainees Signing In for Start Of 4th Youth Opportunity Program

For the fourth summer, Sandia will be participating in President Johnson's Youth Opportunity Campaign to provide temporary summer work and training experiences for students returning to school in the fall. Some 165 students have joined the company to participate in the program. Selection is based on their academic qualifications and degree of economic need.

At Sandia Laboratory, 150 students have signed in. At Livermore, 14 have joined the company. Tonopah Test Range has one trainee.

Of the group, 59 are rehires from last year. In 1965, Sandia hired 80 students. In 1966, 81 were hired; and last year, 110 joined the company.

In recruiting the students, Sandia had the cooperation of schools and state employment offices. An effort was made to solicit the interest of last year's trainees to realize as much savings as possible on the cost of required security clearances and training.

Trainees will work primarily on assignments in clerical, manual and laboratory areas. The summer at Sandia will provide valuable experience for the trainees and, in so far as possible, assignments are consistent with their educational goals.

In the past, trainees have commented on the benefits of this exposure to the industrial environment. In addition to developing new skills, the employment at Sandia will help make it possible for the students to continue their education.

A number of them have already signed up for Sandia's out-of-hours courses this summer. This opportunity was made possible because students of previous years stated that they wished they could have participated in Sandia's job-related education programs.

Early in May, the Training organization mailed a list of available courses to the selected students. The response was grati-

fying, according to Division 3132. Some 89 students are enrolled in 21 courses ranging from a special Student Problems Seminar to Basic Computer Principles.

Fifty-nine of the trainees have at least one year of college. Fourteen were recruited from state technical institutes. Seventy have completed high school and 22 will be returning to high school.

In past years, the students came primarily from local communities. A special effort was made this year to recruit students from the economically deprived areas of New Mexico. Twenty-three responded from these areas.

The Youth Opportunity Program at Sandia is administered by Dick Chapman, Alice Miner and Helen Kluver of Personnel Division II 3232 under W. L. Martin. Employment interviews were conducted by Eleanor Kelly and Frieda Salazar of Employment Division 3251.

New Post for J. R. Garcia

On May 1, J. Robert Garcia, manager of Personnel Department 3230, was transferred to newly created Department 3260, Equal Employment Opportunity Special Assignment Department, to work on Sandia's role in the Plans for Progress Program. Bob expects to spend about one year on this assignment.

In accordance with the Plans for Progress agreement signed between Sandia and President Johnson three years ago, Bob's appointment will strengthen Sandia's pledge for affirmative action to ensure equality in opportunity for all job applicants and those already employed.

In his new assignment, Bob will be working closely with other executives of the Bell system throughout the country to support this vital national effort.

Bob's first major task will be to help set up a Conference of Southwestern Region Employers to be held in Albuquerque June 26-28. The conference will be sponsored by the Community Relations Services of the Department of Justice, the Inter-Agency Committee for Mexican-American Affairs and the Plans for Progress organization. Representatives from the Bureau of Indian Affairs and various organizations interested in minority group problems will be invited to take part in this meeting.

The purpose of the conference is to give the representatives from the various industries an opportunity to outline the actions they are taking to ensure equal employment opportunity for all citizens. Representatives from minority groups will be able to relate what they themselves are doing to prepare their people to qualify for employment.

Although Bob's efforts will be concentrated in the Southwestern region of the U.S., primarily in New Mexico, he will be working directly with representatives of federal agencies and private industry.

Sandia Participates in Plans For Progress Vocational Institute

Frieda Salazar, employment representative in Employment Division 3251, recently attended a three-week Vocational Guidance Institute at the University of New Mexico. The Institute was sponsored by the Plans for Progress organization and participating local firms, including Sandia Laboratories, which are members of the Albuquerque Human Resources Council.

The Institute was concerned with the problems of poverty, of economically and socially disadvantaged youth, of school dropouts, and with ways in which to channel the youngsters into positive participation in society and into productive employment in industry.

Attending the Institute were junior-high

Jobs and Education Discussed By Sandians at NAACP Meet

Employment opportunities and the values of education were among the topics discussed by W. L. Dodd (3252), Plans for Progress coordinator for Sandia, and George O. Lawrence (4151) during the 16th annual convention of the New Mexico State Conference of Branches of the National Association for the Advancement of Colored People.

Featured speaker at the opening session, Oct. 13 in Roswell, was Samuel C. Jackson, U. S. Equal Employment Opportunity commissioner, Washington, D. C.

On Saturday, Mr. Dodd was a panel member at three workshops. The subjects of these sessions were "How to Apply for a Job," "Job Opportunities," and "EEO and the Job."

Mr. Lawrence counseled youths on the benefits derived from staying in school.

J. A. Chacon to Washington On Mexican-American Staff



For the next three months, J. Andy Chacon, programmer in Administrative Systems Division II 9426, will be on temporary assignment in Washington, D.C., with the Inter-Agency Committee on Mexican-American Affairs.

Andy participated in discussions on bilingual education and bi-cultural values when the Committee held hearings in El Paso last October. President Johnson established the Committee "to assure that Federal programs are reaching the Mexican Americans and providing the assistance they need, and to seek out new programs that may be necessary to handle problems that are unique to the Mexican-American community."

While he is on leave of absence from Sandia, Andy will serve as a consultant to the Committee and will be particularly concerned with program development.

"This appointment is a direct result of my participation in the El Paso meeting," he says, "and is indirectly the result of a paper I wrote while in Peru on the effect of cultural shock on volunteer effectiveness. (In 1965, Andy spent nearly a year as associate director of the Peace Corps in Peru.)"

and high-school counselors from local schools and surrounding communities.

The Institute was unique in approaching the problem of understanding the disadvantaged environment—participants stayed in homes of welfare recipients during one session of the Institute or, in the case of several of the men, were assigned to "scrounge" for a living for two days with only 20 cents in their pocket.

Other Institute sessions included tours by participants of local industry. Frieda arranged a tour of Sandia Laboratories which included visiting the Sphere of Science, Development Shops, computer facilities, keypunch operations and the Personnel organization. During the tour, she discussed Sandia requirements for entry-level positions, particularly the qualifications needed by applicants for apprenticeship programs and for graded positions.

William G. Funk, manager of Employment Department 3250, opened the third session which outlined industry participation in youth motivation activities. Bill was chairman of the steering committee of the Institute and serves as chairman of the Albuquerque Human Resources Council, an organization of Plans for Progress firms.

Bill pointed out that the Institute was initiated three years ago by Sandia Laboratories and Mountain States Telephone as one of the affirmative action programs that were pledged under the Plans for Progress effort. The Institute has been conducted annually since that time.

Ultimate purpose of the national Plans for Progress organization is to provide more jobs for members of minority groups and to raise economic and cultural standards of minority groups and the underprivileged in this country.

"We consider the youth motivation program one of the most important activities for a Plans for Progress company," Bill said. "This is affirmative action with long-range benefits to individuals, to industry and to society. Somehow we have to break the pattern of poverty that has been continued from generation to generation."

The Institute generated deep awareness of the complexities of the problems, according to Frieda. "It was gratifying to see the eagerness shown by the counselors in learning industry's needs and the ways in which they could help place students in jobs," she said.

"One requirement placed on the participants," Frieda said, "was to write a paper recommending ways in which the problems of disadvantaged youth might be solved. Many of the suggestions were considered good enough to be put into effect by school officials almost immediately."

"The important achievement of the Institute seems to me to be that Plans for Progress firms demonstrated their full commitment to help solve the problems. This is a new force against poverty, and a powerful one. It is no longer solely the government's problem or society's problem or a welfare agency's problem but to a large extent it has become industry's problem. And it seems to me that the full support of American industry can do more to solve the problem of poverty than perhaps any other effort."



NAVAJO CHILDREN from the Aneth (Utah) Boarding School recently visited Sandia as part of a program designed to motivate the children for career opportunities. During their visit to the Sphere of Science, Mrs. Dorothy A. Cowboy (3126), left, described her job responsibilities in the Navajo language as many of the children did not understand English.

SANDIA LAB NEWS



SANDIA LABORATORIES
ALBUQUERQUE, NEW MEXICO
LIVERMORE, CALIFORNIA

Operated for the United States Atomic Energy Commission by Sandia Corporation

Editorial Offices, Albuquerque, New Mexico
Employee Publications, Rm. 112, Bldg. 800,
Tel: 264-1053

Editor: John Shunny
Staff: Cherry Lou Burns, Don Wolfe,
Donald E. Graham, Bill Laskar,
Norma Taylor

Public Information, Livermore, California
Rm. 138, Bldg. 912, Tel: 447-2387

William A. Jamieson, supervisor
Staff: Matthew J. Connors, Lorena Schneider

Permission to reprint material herein for other than governmental use may be obtained from the Editor, Sandia Lab News.

Mexican American, Indian Work Problems Discussed by Industry

The Southwest Employer Conference on Mexican American and Indian Employment Problems, underway in Albuquerque this week, is an example of affirmative action being taken by Sandia Laboratories and other companies to meet the challenge of providing jobs for those in minority groups.

Helping to organize the meeting, July 10-12, was J. Robert Garcia, who is on special assignment at Sandia to aid in the Equal Employment Opportunity (EEO) program. The conference was co-sponsored by Plans for Progress, the Inter-Agency Committee on Mexican American Affairs, and the National Citizens Committee for Community Relations (under the U.S. Department of Justice). Chairman of the conference was W. Paul Thayer, president, Ling-Temco-Vought Aerospace Corporation.

General session began Thursday with talks by Vicente T. Ximenes, EEO commissioner and chairman of the Inter-Agency Committee on Mexican American Affairs; the Rev. Henry J. Casso, Episcopal Vicar for Urban Affairs for San Antonio; and Wendell Chino, president, National Congress of American Indians.

Four panel discussions were held concurrently later in the morning on the subject, "Communicating with the Barrio and the Reservation: The Myth and Reality." Ray B. Powell, vice president 3000, was the industry representative on one of the panels. Each panel also included persons from the barrio and reservation to express their viewpoints. Other members on Mr. Powell's panel were Joseph Herrera, On-the-Job-Training director, SER-Jobs for Progress, Inc.; John Huerta, tri-regional EEO coordinator, Post Office Dept.; and Joe Fernandez, president, Armijo Community Assn., Albuquerque.

In reference to the discussion, Mr. Powell said:

"If we are going to help the economically and socially disadvantaged in our society, we must first explode the myths that have been created about these people. There is, for example, the myth that 'these people' are satisfied with their existence and



R. B. POWELL (3000)

"We must explode the myths that create a barrier between people."

wouldn't leave their barrios (Spanish-speaking neighborhoods in a city, especially the Southwest) and reservations if given the opportunity for well-paying work elsewhere.

"This leads to the biggest myth of all that we entertain about other people—that somehow they are unchangeable. And yet, the most obvious reality around us is that they, and we, are constantly changing—some of us feel even too fast. As the children of the barrio and reservation watch the world changing around them, it will be impossible for anyone to prevent their acquiring new desires and new needs.

"Once we have exploded myths like these and really get to communicating with one another, we must be sure that our communications are not limited to just words.



D. S. TARBOX (3200)

"New goals will require cooperation between labor and industry."

We communicate a great deal more effectively with actions than we do with words.

"The lot of the less fortunate in our society must be improved, and it is to the best interest of all citizens that this change be brought about as quickly as possible."

Later in the afternoon, during a general session, J. E. Twomey, manager, corporate EEO administrator, Western Electric Company, discussed WE's efforts to aid the hard-core unemployables.

This morning, concurrent panel dis-



M. A. McCUTCHAN (3112)

"It's time to design a training program around 'people needs.'"

ussions were held again. D. S. Tarbox, director of Security and Industrial Relations 3200, was moderator of a panel discussion on "Developing Union-Industry Cooperation on Minority Problems." Mr. Tarbox has participated in the management/union contract negotiations that have taken place at Sandia during the past nine years. He believes that the solution to the minority unemployment problem calls for cooperation between labor and industry, in addition to the ability and desire of industry to create meaningful work. (Continued on Page Four)

Bob Esterly, Bill Chandler Serve On Local 'War on Poverty' Board

Bob Esterly (9614) and Bill Chandler (3112) are members of the Albuquerque-Bernalillo County Economic Opportunity Board, the local non-profit corporation which plans and coordinates most of the "war on poverty" efforts in the county.

Bob is an elected "member-at-large" on the Board, while Bill is a representative to the Board from the United Community Fund. The Board is composed of 31 members, 14 representing organized neighborhood associations where most of the projects are conducted.

"Although it is difficult to summarize the work of the Board," Bill says, "we can say it is responsible for a number of long-range programs aimed at breaking the pattern of poverty and providing new dignity in the lives of the poor. It deals with difficult and complex problems of social change."

Board members make basic policy decisions about local operations of such programs as Headstart, which prepares youngsters for first grade, and Upward Bound, which is aimed at motivating continued education and developing the existing potential of high school juniors. Both programs embrace economically and culturally deprived children.

The Board is involved in many programs of the neighborhood centers, all designed to provide new opportunities for development of human resources. These neighborhood centers, such as the one at Barelles, are provided with a professional staff. The staff arranges services such as medical, mental health, family counseling, general referral and consultation on various community resources such as legal aid, adult education classes and vocational training.

"The neighborhood centers are tremendously involved in a great number of projects," Bob says. "The important thing is that the people receiving the services from the centers are also active in the initiation of the programs, the operation of the programs and the benefits of the programs. It is a new social concept. The welfare dole is not the answer to poverty. Maybe this new approach isn't either—it is too early for judgments—but the results are encouraging so far."

Bob has served on the Board since last October. It has been an educational ex-

perience.

Bill, who has been a member of the Board for three months, agrees.

"Poverty is a deep rip in the fabric of our society," he says. "The statistics tell the story—65,000 people in Bernalillo County exist at the poverty level or below. These people and their children are the ones involved in the programs. Board members can only offer judgments on proposed programs and administrative advice on current programs. To be successful, the programs must create initiative in the people who participate. The programs are aimed at providing these people with direction into the full participation of American life."

Many programs and institutions are involved in the neighborhood centers. The UNM Medical School is responsible for conducting pre-natal examinations and referring patients to community medical services. Classes are provided in consumer education, sewing, vocational skills, basic language and math, and mechanics. Day care is provided for children so that their mothers may work or take training leading to jobs. Staff people survey needs of the neighborhoods, help people organize credit unions, help organize cooperative purchasing and community improvement projects.

"Here is where the war on poverty is being won," Bob says. "Federal officials have evaluated Albuquerque's program and rank it among the most successful in the nation."

Projects of the Board are financed through Federal grants and matching local contributions. Under the program, local facilities and volunteer labor help meet the matching funds requirement of the Federal programs.

"There is a great need," Bob says, "for volunteers to perform a number of tasks at the neighborhood centers and at the administrative headquarters at 222 Third St. NW, tel. 242-2796. The staff could use general office workers, typists, teachers, nurses, doctors, counselors, social activity and recreation workers. Anyone who could volunteer as little as two hours per week on a regular schedule would be welcomed. There is much work to do and great satisfaction in doing it."



"THE PROBLEMS and the important role of the Spanish-speaking minority in this country" were among the topics discussed by Lorella M. Salazar (3111) during a recent visit in Washington with Vice President Hubert H. Humphrey. In line with the subject of the meeting was the arrival this week of representatives of the Department of Health, Education and Welfare to discuss with Mrs. Salazar and other community leaders opportunities and fair consideration of Mexican-Americans for employment in the Federal Government.

(Continued From Page Three)

Mexican American, Indian Work Problems

"Industry will have to set new goals," he says. "We must know where we're going and how we are going to get there. I feel keenly that meaningless work with pay, but without dignity, is not much better—if any better—than welfare."

The National Alliance of Businessmen, which participated in this meeting, has already indicated that industry as a whole has accepted its responsibility to provide additional jobs. "If you believe in the American way of life, it's obvious that this effort must be made by industry rather than by the government," Mr. Tarbox adds.

"Industry feels strongly that it should create meaningful opportunities, but the individual must also do his part in preparing for and taking advantage of these opportunities," Mr. Tarbox says. "Finally, industry will have to work with the school systems to ensure that industry's needs are reflected in the curricula. Industry pays a fantastic amount of money in taxes and it has every right to expect that these monies be spent in a way that is better for both the student and industry. Unfortunately, too many of our graduating students are not prepared to meet the needs of industry."

M. A. McCutchan, supervisor of Position Evaluation and Classification Division 3112, was a member of a panel discussing

"Bringing Vocational Education into Line with Industry's Needs." He believes that it is time to design a training program around "people needs." "Until now," he says, "in our vocational programs, we have been training specifically for industry's needs. That program has been successful. But, an even greater challenge is to find jobs for those who are habitually unemployed. To solve this problem, we must find ways of motivating these people."

Mr. McCutchan is chairman of the State Manpower Commission, and is a member of the New Mexico Advisory Council for Vocational Education, and the Study Commission for the Technical Vocational Institute in Albuquerque. Last month he was appointed to the Albuquerque Research Council, an organization which aims to garner all forces in the community into an enthusiastic effort to attract business and industry.

Sandians Flying Medical Supplies to Indian Tribe

For the past six years, flying for fun has been a favorite pastime of Ed Young (1144) and Joe Flanagan (3465). Nowadays, however, they fly not so much for personal entertainment but primarily to help people.

After flying medical supplies to Sisoguichic Mission in a remote and mountainous area of Mexico, the Sandians were so impressed with the need for such service that they decided to organize a "missionary pilots association."

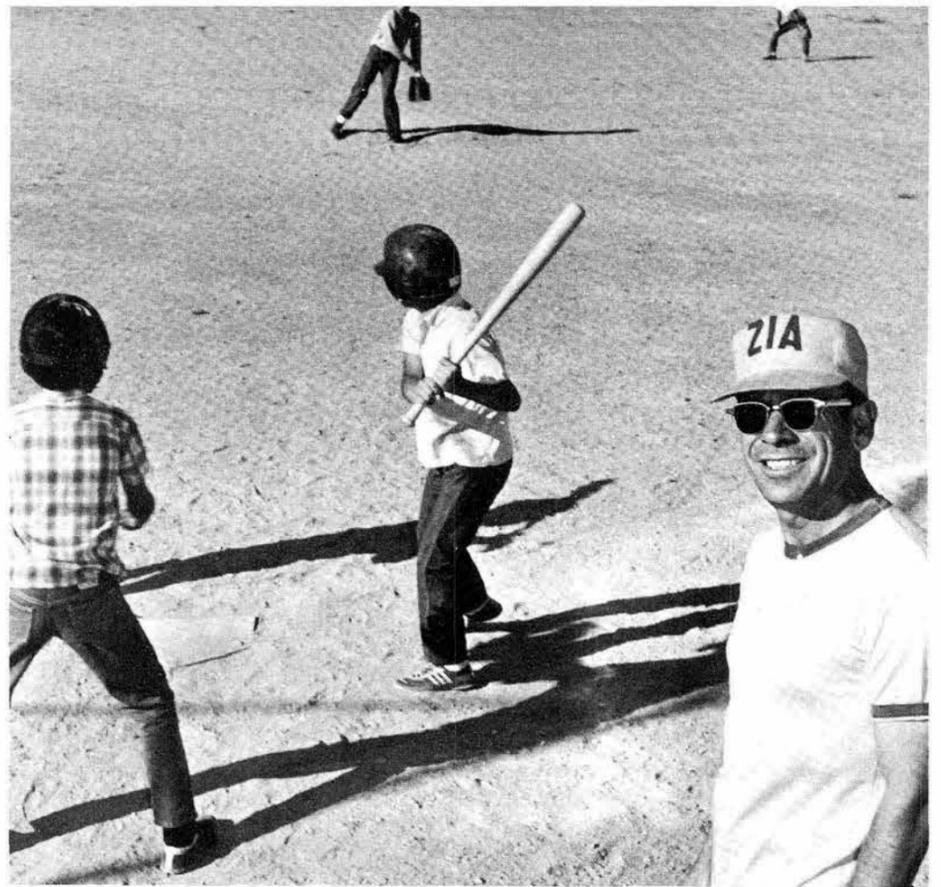
Morton Slater (5262) who accompanied Ed on one of the flights to Mexico is also active in the effort.

The three Sandians and other interested pilots are currently organizing a flight of several planes to the Mission, tentatively scheduled for Dec. 16.

Sisoguichic is the only contact point to the outside world for a tribe of Indians, the Tarmahura, who are practically isolated from modern Mexico. Only burros and airplanes can get into the rugged area.

The December flight will bring food, clothing, medical supplies, candy and presents for the children at the Mission. So far, the cost of these flights (\$280) has been borne by the Sandians.

The Sandians became interested in the work of the Mission through the efforts of New Mexico's "flying priest," Father Richard Spellman. They now see the need for an organization of pilots to serve Sisoguichic and other areas of the Southwest, both in the U.S. and Mexico. In this vast, thinly populated area airplanes can deliver medical and other supplies to relieve critical situations.



ART PINO (4641) was the driving force behind organization of the Zia Little League Baseball District. Eight teams participate; 100 youngsters benefit.

For His Sons, Art Pino Organizes Zia Little League Baseball Teams

Happiness is not a warm puppy.

There are some kids who would rather play baseball than do anything else. Art Pino's two sons (age 9 and 11) are like that. Two years ago, they were told that they could not participate in Little League baseball teams because their neighborhood was not included in the organized districts.

Art (4614) is not the kind of guy to take the disappointment of his sons lightly. He organized a new Little League District, spearheaded a drive for funds, built an organization, and now the Zia League has just wrapped up its second successful season.

Eight teams and a total of about 100 boys participate. The Zia League playing fields, located at Southern and Elizabeth streets, include two diamonds (completely fenced with permanent backstops), dugouts, and an equipment shed.

The League is financially in the black and Art is happy but tired.

"I had never organized anything before," Art says. "All I did was talk, talk and talk. I asked everybody for help. They helped. We took care of the thousand things that go into building a Little League district."

Art signed a personal note for \$857 to purchase equipment to get the teams playing the first season. Later on, the League conducted a money-making project that paid off Art's note and helped start con-

struction on the playing fields.

An arrangement was made with the City of Albuquerque to lease five acres of land.

"Harry Kinney (1222), a City Commissioner, was tremendously helpful in this," Art says. "Hundreds of people helped. We dug post holes, poured concrete, strung wire, chopped weeds and scrounged materials. Local businesses were generous."

The work is not finished. Art is nominated for president of the Zia board of directors. This will be his third term on the board. Plans are already underway for next year.

With the two diamonds complete, Art figures the League can handle about 24 teams next year — 300 more boys.

The playing fields need improvements—bleachers for spectators, grass, sprinklers, a public address system, scoreboards, permanent concession stands.

"More work," Art says. "We will need more coaches, umpires and assistants. But the work is worth it. There is a tremendous satisfaction in providing recreation for youngsters. Ask anybody who helped."

Among the Sandians who built the Zia League baseball district are Doyle Earnest (4513), League treasurer who also welded the pipe for the backstops; Paul Spencer (7613), a team manager; Gilbert Lovato (4231), a team manager; and Frank Durgin (4312), who serves as an umpire.

(Continued From Page One)

Learn Algebra

dividualistic in helping each student with his problems." But Fred believes that once you know the basic rules, it's merely a question of applying those rules to exercises and problems. "I give them lots of homework," Fred says. "It's the best way to learn because they must sit down by themselves and learn to think out the answers."

Before the course ends later this month, the youngsters will also be briefed in set theory and modern mathematics.

Why the emphasis on algebra? As Don explains, "The world is getting more scientific even at elementary levels, and algebra is very fundamental." Fred points out that algebra is not only a requirement for entrance to most colleges (and these teenagers are encouraged to go to college if at all possible) but it also is a requirement for entering many training and pre-apprenticeship programs.

The three Sandians hope to continue coaching this same group of teenagers in other subjects.

Meanwhile, additional persons are needed to help tutor other children in a variety of subjects, as meeting spaces become available. Either Don, Fred or Diane can provide information.



SOUTHWEST EMPLOYER CONFERENCE on Mexican American and Indian Employment Problems, held recently in Albuquerque, found this trio discussing new goals of cooperation: (l to r), President Hornbeck; Wendell Chino, president of the National Congress of American Indians; and Vicente T. Ximenes, EEO commissioner and chairman of the Inter-Agency Committee on Mexican American Affairs.



EQUAL EMPLOYMENT OPPORTUNITY COMMISSIONER Samuel C. Jackson (center) recently addressed a meeting of Albuquerque's Human Resources Council. With Commissioner Jackson are (left) Tom E. Robles, area director, EEOC for Colorado and New Mexico; and W. G. Funk, manager of Employment and Personnel Department 3150 and chairman of the Human Resources Council.