

California Association of  
Equal Rights Professionals



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**PRESIDENTS MESSAGE**

***Kenneth Fleming***



As I assume the office of President I would like to take a moment to convey my gratitude to each of you for entrusting the leadership of this organization in my hands. I am excited and humbled in accepting this responsibility. We are equal partners and this organization requires our collective input and efforts as we move forward.

“The mission of the California Association of Equal Rights Professionals is to promote affirmative action; to further equal rights and access to opportunity in the areas of employment, education, and contracting; and to establish ethical standards in the field by providing education, advocacy and leadership.” We are very fortunate that our outgoing leadership has provided a solid foundation for us to build on. A personal thank you to our immediate past President, Treasurer, Officers & Executive Board Members for your efforts. I must also acknowledge the efforts of those who have served in similar roles since this organization’s founding in 1976.

There is no question that an organization such as CAERP is as necessary today as it was 30 years ago. However, it’s incumbent upon each of us to ensure that CAERP remains viable. It’s my vision that we will continue to enhance communications with you, the membership. You are our customers, and it is our responsibility to get you to success. We want to interact with you on a more frequent basis, thus we will link our quarterly Executive Board meetings with our North/South training workshops and membership mixers. I urge you to participate in these activities and to communicate with us, to let us know how we can support you.

We have four areas of team focus: education/research, fundraising, advocacy and strategic initiatives. Our Vice Presidents, President Emeritus and I will be spearheading these efforts. You will be hearing more about these areas as plans develop. Many of our Baby Boomer members are transitioning to new endeavors. We want to keep you connected to CAERP. Your wisdom and knowledge can be invaluable to our newer members. We’ve also changed our membership structure to make this more practical. We will be in touch to provide the opportunity for you to stay connected or reconnect with us.

It’s an exciting time, full of challenges for each of us and for this organization. As I look at our organization, I’m reminded of the verse, “Do you know that those who run in a race all run, but one receives the prize? Run in such a way that you may obtain it.”

Working together, CAERP provides an opportunity for each of us to run the race for civil rights in such a manner that we can each receive the prize, the prize of ensuring that all are knowledgeable of and enjoy equal rights and access to opportunity.



## ***JOB OPPORTUNITIES***

South Coast Air Quality Management District (AQMD),

### **HUMAN RESOURCES ANALYST**

(\$5,978 - \$7,406 per month)

Current recruitment volume dictates that the majority of the work will involve staffing, with other assignments in classification, compensation, and other areas, as needed. The selected candidate must possess a BA/BS and directly related or highly transferable, journey-level experience; this is not an entry-level job. Benefits include: a 4/10 workweek; a dollar-for-dollar 457 match; a monthly sum for purchasing health, dental and vision care, with 100% of unused funds cashed back; San Bernardino County Employees Retirement Association membership, which has reciprocity with CALPERS and provides 2% at 55, with progression to 3.134% at 65; payment of only the Medicare portion of Social Security; an excellent working environment; and a beautiful corporate campus, childcare center, on-site cafeteria, and fitness center. Please forward this e-mail to anyone who might

be interested or route candidates to [www.aqmd.gov](http://www.aqmd.gov) for all details. This posting is OPEN UNTIL FILLED, but applications submitted after **April 3<sup>rd</sup>, 2007** may not be considered.

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County of Los Angeles  
Deputy Affirmative Action Compliance Officer  
Civil Rights Compliance  
\$5,547.18 - \$6,891.27

The Deputy Affirmative Action Compliance Officer (Disability Civil Rights Compliance) is responsible for coordinating and monitoring departmental compliance with disability civil rights laws and regulations and for assisting County departments with effective implementation of Americans with Disabilities Act (ADA) of 1990 and other Federal, State, and County disability laws and regulations. Requires 4 years experience in an administrative or responsible staff capacity analyzing and making recommendations for the solution of problems or organization, procedure, program, budget, or personnel at the level of Administrative Assistant II\* or higher. One (1) year of the required experience must have been in implementing and evaluating a government or private sector compliance program under the Americans with Disabilities Act (ADA) of 1990 as it relates to physical access, access to programs, provision of auxiliary aids and services, and reasonable modifications of policies **-OR-** One (1) year of the required experience must have been in a full-time capacity designing and assessing program assess plans using Americans with Disabilities Act Accessibility Guidelines (ADAAG), State access building codes (e.g. California Building Code Title XXIV). Open until March 9 2007 or until position is filled. Apply at [www.dhr.lacounty.info](http://www.dhr.lacounty.info)

# *BLACK HISTORY*

## *WHO AM I*

How much do you know about notable African American figures in history? Here's a chance for you to test your knowledge. The answers are at the bottom of the page.

1. I began my career as an entertainer when I was just a child. I was part of a group called "The Wonder Children." As a teenager, I dropped out of high school and pursued my career full-time. I was the first African American to be nominated for an Academy Award for best actress. My name is...
2. I was both a catcher and pitcher in the Negro Leagues. I was called "Double Duty." I became a manager, which gave me the opportunity to help integrate the semi-professional leagues. In 2005, I was the oldest living Negro League player. My name is...
3. I was born a slave. After I was free, I founded my own newspaper and became an outspoken journalist. My views were at odds with Booker T. Washington. I helped found an organization to promote equal rights. I was the first to advocate the term "Afro-American." My name is...
4. As a teenager, I sang in the Philadelphia Choral Society to help support my family. After touring for several years, I made my first recording with the Victor Talking Machine Company. I sang in front of 75,000 people on the steps of the Lincoln Memorial. I was the first African American to perform at the Metropolitan Opera in New York. My name is...

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## *FAMOUS QUOTES*

A child born to a black mother in a state like Mississippi--born to the dumbest, poorest sharecropper--by merely drawing its first breath in the democracy has exactly the same right as a white baby born to the wealthiest person in the United States. It's not true, but I challenge anyone to say it's not a goal worth working for. Thurgood Marshall

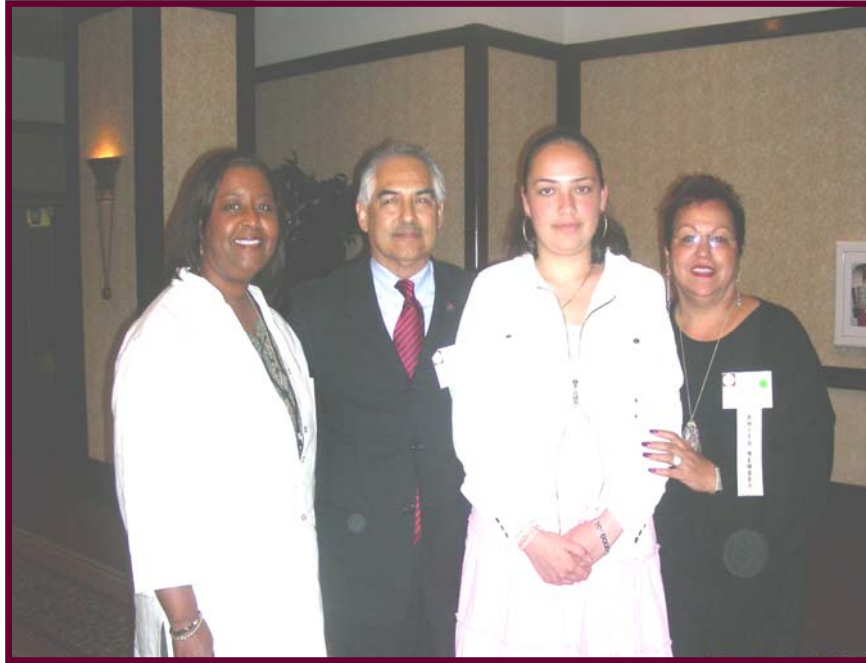
We are a nation of many nationalities, many races, many religions—bound together by a single unity, the unity of freedom and equality. Whoever seeks to set one nationality against another, seeks to degrade all nationalities. Franklin Delano Roosevelt

No man has ever been born a hater of black people, a Jew hater, or any other kind of hater. Nature refuses to be involved in such suicidal practices.

Harry Bridges the founder of the International Longshoremen's and Warehousemen's Union (ILWU)...

(1) Dorothy Dandridge      (2) Ted Radcliffe      (3) T. Thomas Fortune      (4) Marian Anderson

***EARL H. SULLAWAY MEMORIAL  
AWARD WINNER  
FABIOLA CEJA***



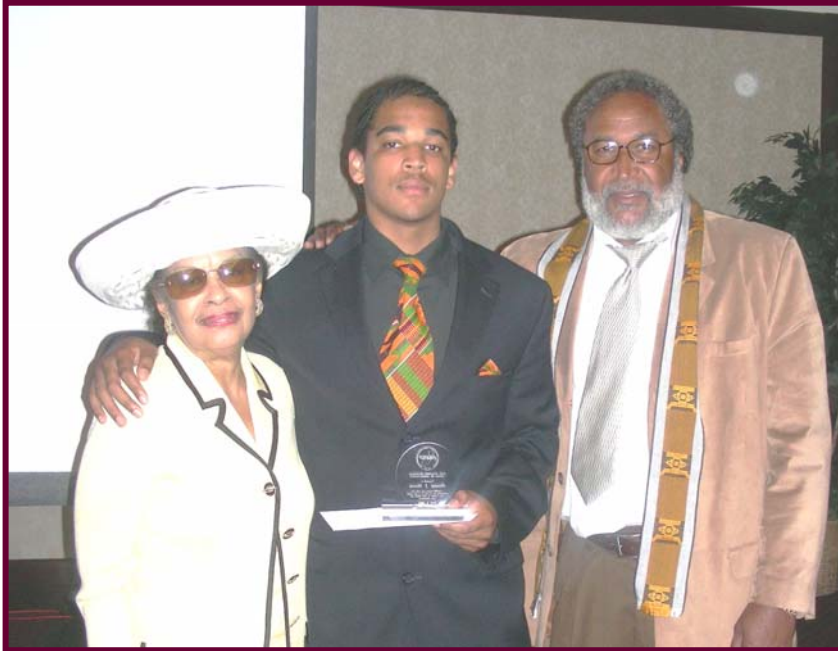
*l-r Debra Williams, Higher Ground International David Madrano,, District 4, Fabiola Ceja Scholarship recipient and Linda Orozco, President*

My name is Fabiola Ceja I was born in Mexico, at the state of Michoacan. Nine years ago my parents made a really important decision. They decided to immigrate to the United States of America. One of their reasons was to give my sisters and I a good education. Now that I am in college I thank them a lot for all of their hard work that both have done to give us a good education.

Now that I am in college I want to study to become a kindergarten teacher or a social worker. I choose this two careers because I now that I am going to be able to help my community a lot, specially the little children to grow up with a good education. Also, because I love to be surrounded by small kids.

The past years I have help my church to sell bread on Sundays also I have done service at the community center at Castroville.

***EARL H. SULLAWAY MEMORIAL  
AWARD WINNER  
HASANI MASON***



*Award winner Hasani Mason, shown with his Aunt (l) and father (r)*

I am a graduate of Palma High School in Salinas, where I have been an honor roll student all four years and a recipient of numerous scholastic and community service recognitions and awards. I will be enrolling into the University of California at Merced in the fall. I am a young civil rights activist having been a member of the Monterey Peninsula NAACP Youth Council since I was six years old. I am a recent past Vice President of that organization.

As a NAACP youth activist, I have been instrumental in organizing youth political education and empowerment drives. This included organizing public forums for candidates for elective office and voter registration drives for youth who turned 18. I work with the adult NAACP branch's Back To School/Stay In School Program, which empowers minority parents and students to advocate for equal education opportunity. I am an organizer of annual Monterey County-wide Youth Summits which over the past twelve years has brought together an average of 400 youth from many ethnic groups and cultures for a day of dialogue, togetherness and developing unified approaches to resolving issues such as racism, sexism, xenophobia and homophobia. As a student member of the Monterey County Chapter of the National Coalition Building Institute (NCBI), I have served as a Diversity Workshop Facilitator and Diversity Appreciation Trainer on my high school campus all four years.

I consider being an Earl Sullaway Memorial Scholarship Award recipient "one of the greatest honors I have ever received. However, I share this honor with my parents who have been my greatest mentors and my fellow NAACP Youth Council members, who are young warriors for justice and equal rights."

***CAERP SOUTH PRESENTS REASONABLE  
ACCOMMODATION PROCESS WORKSHOP***

***Cecile C. Ochoa,***

A ten-step process of complying with legal requirements in providing reasonable accommodations received an outstanding endorsement from public and private sector managers attending the latest CAERP- sponsored seminar. The seminar was produced and presented by CAERP Southern California Region on September 21 at the Almanson Court Banquet and Conference Center in Alhambra California. Titled “Complying with State and Federal Interactive Requirements for Disability/Medical Reasonable Accommodation Request,” the seminar was attended at full capacity by 135 human resources and diversity managers from Los Angeles, Orange and San Bernardino Counties as well as CAERP executives and board members from Northern California.

CAERP presented the Los Angeles County Office of Affirmative Action Compliance (OAAC) interactive guidelines as a model that could be used by its counter-parts in government jurisdictions as well as in private industry. The guidelines was pre-reviewed and accepted as a “good employment tool” by the managers of the U.S. Equal Employment Opportunity Commission (EEOC) and the Department of Fair Employment and Housing (DFEH). Rosa Viramontes, EEOC Deputy District Director and Theresa Satterfield, DFEH District Administrator served as expert panel with L.A. County attorney Steve Morris, in addressing complex problems in accommodating persons with disabilities at the workplace.

A survey feedback shows that majority of the participants learned much from a live skit, a “how-do” demonstration of conducting an appropriate “interactive process” with persons requesting reasonable accommodation. Developed by OAAC, the live skit was woven into the County’s presentation of the ten-step interactive guidelines. The presenters included ADA experts and CAERP members Tony Morrone (CAERP Board Member), Steve Strati, Comelita Brown, Jackie Slonicker and Maricarmen Caceres. Ninety-eight percent of the attendees gave the seminar an outstanding rating and many recommended holding a full-day or longer session on the same topic.

State and federal officials noted that there is a great interest on ADA topics due to the increasing number of disability complaints filed with EEOC and DFEH. It was noted that monetary settlements from disability charges have also been increasing over the years.

Dennis A. Tafoya, CAERP First Vice-President, and Director of the Los Angeles Office of Affirmative Action Compliance stated that he was gratified to be able to share LA County’s best practice interactive guidelines with all CAERP members and others who attended the seminar. CAERP President Ken Fleming and CAERP second Vice-President Cheryl Perry League were both impressed with the number of attendees coming from various regions and enforcement representation from Southern California as well as the professional caliber of the presentation. “I truly felt being part of a statewide organization,” League remarked. President Fleming indicated that this type of learning experience makes CAERP an invaluable conduit for sharing of knowledge in our profession. CAERP North will present a similar seminar on March 1.

**SAVE THE DATE!**

**31<sup>ST</sup> Annual CAERP Training Conference  
June 6-8, 2007 - San Diego**



**Beautiful San Diego, CA!!**

**Sheraton Suites, 701 A Street, San Diego CA 92101**

**Located in the Gaslamp Quarter**

**(The average temp. in San Diego is 70 degrees all year long)**

Check [www.caerp.org](http://www.caerp.org) for updated information. If you are interested in volunteering, please contact:

**Cheryl Perry-League, 2007 Chair**

**[cperry@portoakland.com](mailto:cperry@portoakland.com)**

**Newsletter Editor  
Frances Russell  
Los Angeles County Office of Education  
Personnel Commission  
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