

Some Suggestions On A
CORE Staff-training Program

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The experience of staff people in the field has been varied, both in the programs they have attempted and in their degree of success. The opportunity to observe successful programs in operation has also led to questions on how deeply these programs, which may have originally seemed to have great potential, have really penetrated community life. Review of efforts which failed has brought up questions of why that happened.

The dissatisfactions which we (on staff) feel, grow out of lack of self-confidence in our ability to answer these questions correctly and fully. One of the means of developing more assurance is by instituting a planned systematic training program for CORE field staff. Some suggested elements of that program appear below.

1. Voter registration campaigns are designed to activate individuals, but voter education requires effective groupwork. Our voter education program should be more effective if our workers have some training in:
 - a. elementary group dynamics
 - b. how to organize political interest groups
 - c. federal voting laws (15th amendment, legislation of 1957, 1960, 1964, 1965)
 - d. state and local governmental structure
 - e. setting up adult education (literacy) classes
2. We need familiarity with statutes governing various federal programs, and information on how these programs actually operate. Considerable of the latter might be gained by pooling the experience of staff people in their attempts to utilize the programs.
 - a. 1964 Civil Rights Bill
 - b. Economic Opportunities Act
 - c. Bill of Rights and 14th Amendment
 - d. Executive Orders 11063, 10925, etc.
 - e. Civil Rights Commission
 - f. Responsibilities of presidential cabinet departments in regard to Civil Rights
3. General format of municipal codes, esp.
 - a. statutes on disturbing the peace, trespass, picketing and contributing to juvenile delinquency
 - b. the rights of an arrested person
 - c. the right and manner of petition
 - d. housing, health and sanitation codes
4. Organized labor
 - a. present structure: internationals and locals industrial and craft segregated and integrated
 - b. history, at least since founding of AFL
 - c. Organized labor and government and civil rights in the South

and agriculture

d. Freedom Unions: what they are, why they originated, how they are operating, where they are needed, how to organize.

5. CORE policy, structure and history
6. Routine procedures in fieldwork
 - a. taking affidavits and filing complaints
 - b. writing press releases, newsletters and posters
 - c. local fundraising
 - d. organizing special groups (youth, women, political, etc.),
 - e. to bail or to jail
 - f. research sources and uses
 - g. interoffice communications; reports, etc.
 - h. co-operating groups: MCHR, NCC, LCDC, other civil rights groups, etc.
7. Some current ideas in the movement
 - a. non-violence-philosophy, expediency or fiction
 - b. whites in the movement
 - c. nationalism - its nature, its role
 - d. relationship of civil rights to poverty grass-roots labor peace
 - e. CORE chapters and local movements
 - f. the FDP

There are three possible means of organizing the training program; by setting up a special course concentrated in a short period---two weeks, four weeks, etc.; by setting aside part of the worker's field-day for study and education program where availability of study material permits. Likely all three can be used; certainly the last two can hardly be avoided, since the first requires the greatest expenditure of both money and staff-time.

Certain other problems to be solved, in setting up a training program, are conspicuous by their absence. Material for training must be prepared, resource people must be secured, time schedules are necessary, the expectations ---and limitations---of the program have to be considered. This paper is simply a contribution to beginning discussion of a training program. Let me close with the admonition that it is preferable to begin the program before we feel it's ready than to let it dribble out to nothing through endless discussion.

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