

WE BELIEVE...

an ASTD position statement on black and other minority group involvement

As a nonprofit professional association of members, chapters, and divisions, the American Society for Training and Development possesses certain resources and confronts opportunities and responsibilities in achieving its purposes. The objectives of the American Society for Training and Development are multiple, but basically the organization can be seen as having three basic parts:

- a. A membership of individuals who have indicated their desire to associate with others in the furtherance of the profession of training and development in America.
- b. A professional association with ethics, standards, reciprocal responsibilities and commitment to the development of that profession.
- c. A program function through activities of the local chapters, regions, divisions and the national organization. These unique programs provide opportunities for members and non-members to learn about the opportunities and challenges confronting the training profession.

These three elements of ASTD provide the underlying rationale for any action or direction taken by the organization. The resources of ASTD include the confidence and interest of its membership, its local and regional officers, its divisions and the national Board and staff of the organization.

ASTD has an obligation to set a certain direction for its efforts by virtue of the concern of the members about the Society in which they work, live and wish to improve. The activities of ASTD are constrained by its limitations in its financial resources, number of staff and its ability to chain decisions within the context of its constitution. These constraints, however, should provide no major block to the organization taking a pro-active position on the responsibility of the profession to further the skills, capabilities and contributions of black and other non-white minority groups in the training and development field.

The National Board of Directors of the American Society for Training and Development is aware that far-reaching changes in the profession of training and development have occurred in the past decade, and that if ASTD is to fulfill its role it must seek new ways to strengthen its service to the public and the profession. One of these areas of major concern is the responsibility of a professional organization to utilize manpower resources in society in its own field. The American Society for Training and Development is a professional organization, not a political one. There are many social issues about which the members of ASTD are vitally concerned as individual citizens on which ASTD cannot properly act or take an official position.

However, the role of ASTD is very clear in regard to facilitating the marshalling of competent training and development persons and strengthening their own field. The maintenance and mobilization of the resources of ASTD to confront the problem of racism and the inadequate use of manpower resources of minority groups in the training and development profession, is a clear responsibility of ASTD if it is going to be relevant to the needs of the present day society.

BASIC RESPONSIBILITIES

As a professional organization of individuals with training and development skills, we have a commitment to the following basic responsibilities.

To the Membership

- a. To provide for increased involvement of blacks and other minority groups in the leadership of our organization.
- b. Reduction of white racist attitudes in institutional practices within ASTD.
- c. To increase the effectiveness of all member participation in the program, service and activities of ASTD.
- d. Foster the opportunity to recruit and encourage minority group members to make training and development their professional career.

This article is the first in a series of ASTD position statements. Prepared by the Committee on Professional and Public Concerns, the position papers will state the Society's stand on various social issues.

- e. To give special attention to the up-grading of the skills and abilities of minority group members to serve in the training and development profession.
- f. To further the opportunities for training and development professionals to link manpower resources in the organizations represented in ASTD to reduce the under-employment of human resources.

To the Community

- a. To provide leadership and training to help reduce racism in institutions and committees.
- b. Evoke ways of keeping dialogue open between ethnic groups.
- c. Provide training for counter dependents among ethnic groups.
- d. Develop new response patterns.

With this spirit, a sincere dedication, and recognition of our responsibility as a profession, The American Society for Training and Development through its National Board of Directors recommends the following minority group action program that will represent its concern and commitment. This program addresses itself, at this time, only to the membership involvement responsibilities mentioned above. A program for the large community problems will be developed at a later time.

SPECIFIC BELIEFS AND ACTION PLANS

We believe . . .

That ASTD has the resources and the expertise to assist black and other minority group members in their professional development.

Therefore, efforts will be made to:

- 1. Design and develop a workshop program with these aims:
 - a. To upgrade the skills of minority group trainers and
 - b. To give attention to their special training problems.

Present this program at selected sites throughout the nation.

- 2. Develop a scholarship program for minority group members to attend

presently planned and scheduled seminars and workshops.

The scholarship program will provide that a maximum of 10% of the registration in these programs will be on scholarship basis. The scholarship will cover 50% of the cost of registration, living expenses, and transportation. The individual or his organization will pay the remaining 50%.

We will fund these scholarships through:

- a. TOP (Training Opportunities Project). This is a special organization ASTD established to receive contributions for minority group training from ASTD members, companies, and chapters.
- b. Department of Labor or other agencies. We will develop a special funding proposal after details are clarified.
- 3. Work with other organizations to develop a scholarship program for other programs and courses.
- 4. Design a special institute program to concentrate on the problems of minority group members who are trainers.
- 5. Develop a financial aid program for blacks and other minority group members to attend the 26th National Conference at Anaheim, California in May, 1970.

We believe . . .

That by combining our knowledge, skills and capabilities we can contribute to the solution of problems presently facing our communities.

Therefore, efforts will be made to:

- 1. Develop in 1970 a cadre of resource people who are willing to serve as consultants on minority group problems and issues. The consultants would be available to help with special training problems on a fee-paid basis by the organization issuing the invitation.
- 2. Urge chapters and local groups of ASTD members to work with local community action agencies to provide training guidance and counsel.

The National Office will provide advice and staff support in these efforts.

- 3. Make a special effort to attract to membership in ASTD trainers charged with the responsibility for training police and other law enforcement people. Design special programs to meet their needs.

We believe . . .

That there are blacks and other minority group members with potential as trainers who either (1) are being underutilized in their present jobs or (2) are young persons who have not selected careers and are high school graduates with some college background or college graduates.

Therefore, efforts will be made to:

- 1. Compile a list of individuals in this category.
- 2. Develop materials which will explain the training function qualifications of trainers, and benefits of the profession to the individual, to his organization, to society.
- 3. Design a program aimed at developing a new trainer. Such program to consider the following possibilities:
 - a. local workshops which the individual can attend while on another job
 - b. provide counseling service locally, with guidance from the National Office
 - c. a scholarship program for attendance at ASTD seminars and institutes
 - d. company internship programs

We believe . . .

That ASTD efforts to provide growth opportunities to blacks and other minority group members will be more meaningful if they themselves become involved.

Therefore, efforts will be made to:

- 1. Encourage blacks and other minority group members of ASTD to provide help in planning, developing and funding the various programs outlined in this statement.

2. Assign to blacks and other minority group members part of the responsibility of preparing lists of black trainers publicizing ASTD with these individuals and developing other materials and programs.
3. Get black support for and commitment to ASTD goals, plans, programs and services.

We believe . . .

That our membership can be influential in assessing and providing greater minority group involvement in this organization.

Therefore, we will endeavor to sponsor and develop an assessment tool and method for use by the member in his organization. This tool and method will be for his own use internally and is not intended to be shared with others outside the members of our organization. (Member organization refers to employer, not ASTD.)

UAW TO PREPARE 600 MINORITY YOUTHS FOR APPRENTICESHIP

We believe . . .

That there are many blacks and other minority group trainers who are not now affiliated with ASTD and for whom such affiliation would be beneficial both to them and to ASTD as a profession.

Therefore, efforts will be made to:

1. Working with present members, appropriate committees and the Community Development Division, prepare a list of black training professionals and para-professionals who are not now ASTD members.
2. Design a special membership campaign geared to the needs of blacks and other minority group members.
3. Carry out this membership drive during the first six months of 1970.

We believe . . .

That black and other minority group members have a contribution to make

to the American Society for Training and Development in a leadership capacity.

Therefore, we have already taken steps to:

1. Employ in 1970, black and other minority group members to the ASTD management and clerical staff.
2. Appoint blacks and other minority group members to some of the open positions on ASTD committees.
3. Appoint a black or other minority group member to one of the adjunct Board member positions.
4. Revise the Bylaws to provide that the adjunct Board positions have full voting rights.
5. Form a National Committee on Black and Minority Group Involvement. Chapters have also been encouraged to form such committees.

The international Union of United Automobile, Aerospace and Agricultural Implement Workers of America (UAW) will prepare 600 minority youths for apprenticeship in the metal-working trades in 22 cities in seven States, the U.S. Department of Labor has announced.

The two-year UAW contract, supported with \$575,421 in Federal funds, marks the first time that an Apprenticeship Outreach program has stepped outside the building and construction trades and focused specifically on the metal-working trades.

Apprenticeship Outreach calls for up to 10 weeks of preparation, using the "tutor and cram" technique, to help minority youths pass specific trades examinations.

The UAW program expects to place 288 apprentices in *Michigan* (Detroit, Flint, Pontiac, Muskegon, Grand Rapids, Saginaw); 72 in *Ohio* (Cleveland, Lima, Toledo, Twinsburg, Cincinnati); 24 in *Illinois* (Chicago, Peoria); 48 in *Indiana* (Indianapolis, Fort Wayne); 48 in *Missouri* (St. Louis, Kansas City); 48 in

Pennsylvania (Philadelphia, Harrisburg); and 72 in *New York* (Buffalo, Syracuse, New York City).

They will be prepared for 22 separate skilled trades as follows: blacksmith, die cast die maker, die maker, diesel-engine and heavy-equipment mechanic, die sinker, industrial electrician, industrial pyrometer man, industrial truck mechanic, machine repairman, metal body builder, metal patternmaker, millwright, plumber-pipefitter, power house mechanic, roll turner and grinder, sheet metal worker, stationary steam engineer, tool and die heat-treater, tool maker, welder, wood modelmaker, wood patternmaker.

Written and oral tests are given by joint apprenticeship committees representing management and labor in each trade.

The program, first developed by the Workers' Defense League in New York City, is designed to "reach out" to minority youngsters and motivate their interest in becoming skilled craftsmen.

Most metal-trades apprenticeships run three to four years.