

## Letter from Fred Ross about hiring Gilbert Padilla.

Travel Haven Motel  
Hanford, Calif.  
7/16/63

Dear Carl:

Paradoxical as it may appear, I want to take up with you the possibility of hiring a man to finish up the Women's Educational Project. Saul is fully in accord with this idea and told me the discussed it with you the last time he saw you in New York.

The reason for the proposed switch is that I have simply been unable to find any female member of the movement who is both qualified and available. Dolores Huerta, who was originally elected for the job, advised me several months ago that she was no longer free to take it. Since then I have combed the fields for a substitute to no avail.

However, I have finally found a man who in many ways is just as capable as Dolores. His name is Gilbert Padilla. He is 35 years old and has been a leader in the Hanford CSO for many years. In 1961 he was selected by Nat'l CSO to work as full-time Office Manager and Organizer for the Stockton CSO on a grant from the Bishop's Committee of Chicago. During that year he did an excellent job, particularly in training CSO women volunteers to assist with the CSO Service Center Program. Gil is a licensed Gleaner in Hanford; but the work bores him to the bone and he is determined to get out of it in one way or another.

In my opinion, Carl, if Gil could be hired for this work we could meet the major conditions of the grant for the Women's Educational Project, even though, unfortunately and obviously, he is not a she! The Service Program I am now pushing throughout the state (Imperial Valley notwithstanding!) is concerned almost exclusively with Mexican-American housewives. In addition to selecting and training paid Service Center Managers from among them, I also train a battery of at least 10 other ladies, each of whom then works from 5 to 6 hours per week in the Service Center on a volunteer basis. Their job is to assist the paid worker in the solution of applicants' problems and to brief each new member who comes to the Center in the overall program and philosophy of CSO, which the staff-worker hasn't sufficient time to go into. Thus, these ladies function not only in the field of self-help social service but in that of organization as well. Moreover, when the paid worker is on vacation, or is ill (as was the case in Bakersfield recently) the volunteers can take over the whole job, temporarily.

As you can see in the foregoing, if the Women's Educational Project could be combined with my Service Program, we would be able to kill several birds with one stone and greatly accelerate and enrich both operations throughout the state. A great deal more attention

could be given to training the housewives for the Service Program than I now have time to devote to it, for one thing, because I also have to be concerned with initiating Credit Unions and other consolidation devices. For another, with two of us in the field, we would be able to cover the ground much faster and bring both programs to all interested Chapters in the state, rather than skipping some of them, as I will undoubtedly have to do if I go it alone. Moreover, since Gil would be working right with me, I would be able to give constant, direct supervision to his work in The Women's Educational Project.

I certainly hope you will be able to stretch a point, Carl, and approve this plan, as it will unquestionably be a real boon to the entire program. Please drop e a line at the above address as soon as possible since, if the idea is acceptable, I would like to hire Gil very shortly, and he will have to give his boss reasonable notice.

Warm regards,

Fred

P.S. The Bakersfield Project was a howling success; they're averaging over \$100.00 a week in terms of new memberships through the Service Center.