

A SUMMARY REPORT ON THE AFRICVILLE FOLLOW-UP PROGRAM
DECEMBER 1970 - JULY 1971.

The Africville Follow-up Program assumed more direct progression following the four pointed proposal presented by the Chairman of the Africville Action Committee to the Mayor of Halifax on 28th October 1970.

On 30th November 1970, representatives from Social Planning staff met with the Action Committee to discuss further these proposals and to explore the possibility of consolidating activities, and to examine critically how best Social Planning could coordinate its actions with a representative Africville group.

At this meeting a sort of accomodation was reached. Social Planning was apprised of the committee's contentions and role and the final brief that the Action Committee was to submit to the Committee of Whole. An accord was reached, with both parties agreeing to coordinate their activities in working towards the common goal i.e. combating the problems of employment, housing, etc., the aftermath of relocation.

On the 9th December 1970, the Action Committee tabled a comprehensive proposal before the Committee of Whole. Essentially, the proposals called for a combined committee of City Administration and Africville representatives to examine some identifiable greivences and to discuss and negotiate their resolutions.

The report stressed the need for immediate action because of the pressing problem of housing and mortgage predicaments. Education was also identified as a major goal, and there were some speculations as to the role of the Credit Union. The basis of this submission was the Rose Report of 6th December 1963.

Consequent to this submission, City Council on 17th December 1970 directed the Mayor to appoint a committee of City Staff and Council Members to meet with the Action Committee to discuss the matters pertaining to the Follow-up Program.

This combined meeting convened on 13th January 1971, and the Action Committee was then formally recognized as the voice of the relocatees. The Rose Report was again the basis for discussion with the Action Committee contending that some of the recommendations therein were not successfully carried out. The recommendations of

the Rose Report which were the bone of contention were the implementations of solutions to the problems of employment, housing, mortgage and rental debts. These problems were also identified by the Action Committee. Consequently it was agreed to establish three sub-committees to deal with these problems and report to Council.

(I) SUB-COMMITTEE ON HOUSING.

The Action Committee sought financial aid from the City to start a new housing program. At the meeting of January 13th, City representatives stated that the matter of a Housing Project was under investigation and agencies such as the C.M.H.C. had been approached. The location of such a condominium was an important factor.

Previously, on 14th May 1970, a Staff Report was submitted to Council on a "Proposal for Provision of Housing of Low Income Families Relocated from Africville". This report recognized the need for adequate housing and other accommodation and suggested that Seaview Credit Union might be required to use \$22,000. of its equity to launch such a program. Projected costs for such a cooperative housing development were also drafted.

The first and only meeting of the Housing Sub-Committee was on the 29th January 1971. Goals and eligibility for the project were defined and the stage was set for further deliberations. On 16th February Social Planning reactivated their request to C.M.H.C. for an Organizational Grant (originally requested October 1970). At this point Social Planning advised C.M.H.C. of current developments and requested an indication as to whether the grant would be considered. C.M.H.C. expressed considerable interest in the proposal and assured Social Planning of all possible consideration.

The work of this sub-committee has been slow because of changes in the individual circumstances and personal commitments of some members.

(II) MORTGAGE AND RENTAL DEBTS.

The Action Committee stated in its brief to Council, that the relocation had adverse effect on nearly all the families involved. However, of the families that relocated a tentative listing of types of accommodation were:

Home Ownership	16
Rented Accommodation	46
Public Housing	21

The Action Committee undertook to make a survey of needs but their deliberations have been slow and uncoordinated. Consequently, Social Planning requested that it should work with the Committee to help expedite the data collecting. Nonetheless, even with Social Planning assistance the results were very slow. Resistance to this data collection was the results of a continuing process of fact finding which yielded no results. However from the data already received it became apparent that many families were heavily committed financially which in some cases, made mortgage payments difficult to meet.

Social Planning has assisted in some cases by counselling and referral services with some positive results. But the area of mortgages and rent is extremely wide and the present rehabilitative plans are modest in comparison to the whole problem.

A mortgage survey was carried out with comparative figures on living costs. The survey indicated very high financial commitments and low income differentials. About 75% of those in home ownership situation were interviewed and many showed an interest in the survey. However, there was the sense of futility as this type of survey was accomplished at least twice with no tangible benefits.

However, individual needs of urgency were considered and solved satisfactorily. But generally this sub-committee has been somewhat handicapped in its functions, not only because of the peculiar resistance of the clientele and their expectations, but also because of the terms of reference under which the sub-committee had to operate.

(III) EDUCATION AND EMPLOYMENT.

This sub-committee first met on February 2nd, 1971. Representatives from the Action Committee, Canada Manpower and Social Planning were present. It was decided that its primary task was to identify relocatees suffering from employment disadvantages; to arrange for equivalency testing and to set occupational goals on an individual basis.

Adult Education (city) was approached and expressed much interest in any probable program that Social Planning would initiate provided that it would meet Adult Education's resources.

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Regular meetings were held and on 16th July, the Action Committee presented a report on the result of their employment and education survey. Based on that report the Sub-Committee moved to draft a proposal on training and employment to present to Council for approval.

At one point a suggestion was made concerning authority to salvage on the City Dump as a means of livelihood. This was however vetoed by the Health and Inspector of Licenses Authorities.

CONCLUSION:

Of all the sub-committees that came into being, only the one on employment and education has had regular forums. This may indicate the emphasis on the desire to be economically independent. However, all the problems seems to overlap which lend to the complexity of the whole. Nonetheless, the task remains challenging but surmountable.


.....
C.H.F. Williams
Special Project Worker

CW:DM

Note: A separate report on the Credit Union has been submitted. However, the "mobile" nature and physical conditions under which the office operates could be a factor in the consideration of the survival of the Union.

August 27, 1971

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April 30, 1971

Mr. Cam MacKie, Co-ordinator
Opportunities for Youth
Secretary of State Department
130 Slater Street
Ottawa, Ontario

Dear Mr. MacKie,

Within the past week, the Africville Action Committee, a citizen's group consisting of representatives from the relocated Africville community, submitted an OPPORTUNITIES FOR YOUTH proposal to your department entitled Africville Youth Project.

Although the Action Committee members submitted the above - mentioned proposal completely on their own initiative, this was done only after consultation with Social Planning staff who are actively engaged in the Africville Follow Up Program.

The enclosed staff report outlines some of the activities and frustrations of the Africville Follow Up Program up to December 2, 1970. It is significant to note that, subsequently, a most positive working relationship has been established with the Action Committee representatives, thereby resolving for the most part, the concern expressed in the accompanying staff report about Social Planning's previous "inability to establish a meaningful dialogue with a representative group of Africville relocatees". Several working committees consisting of Action Committee members, Social Planning staff, elected city officials, and where appropriate, representatives from such departments as Man Power, were formed early in 1971 and have been meeting since that time.

Two major obstacles remain which interfere with the full potential and involvement of the Action Committee being realized. Firstly, most of the Africville relocatees lack the necessary time and resources to become deeply involved on a voluntary basis in the community - level work which is essential to developing programs reflecting the needs and wishes of the former Africville residents.

April 30, 1971

Most of the potential leaders are in the low-income range and carry heavy commitments to jobs and family; several are already involved in a wide variety of community activities and cannot reasonably devote any more time to the Follow Up Program than they are contributing at present.

Secondly, because of the essentially negative relationship and inevitable mistrust which has existed in the past between the former Africville residents and City staff as a result of the relocation program, it is all the more essential that indigenous leaders be integrally involved in planning and carrying out the Follow Up Program under some sponsorship other than that of the City of Halifax. Although Social Planning staff are strongly committed to the objectives of the Follow Up Program, it cannot be successfully implemented without the full involvement and support of the relocatees.

Thus, the unit of six Africville Youth who could be engaged in this capacity (if only on a time - limited basis) if the proposed project receives the support of your department could be a most effective "solution" to the problems outlined. The fact that these young people have succeeded in reaching this level of academic achievement against such odds makes them deserving of an employment opportunity which will provide them with a meaningful job experience as well as the necessary financial means to continue their education (otherwise impossible). The "independence" from the city which the participants in the Africville Youth Project would enjoy if funded through the Opportunities for Youth Program would be a most positive feature, allowing the Africville representatives to deal not through Social Planning staff but on a co-operative basis with Social Planning as their own spokesmen in negotiating directly with such bodies as the Department of Man Power, Department of Education, Central Mortgage and Housing, and City Council, as well as private organizations in the community.

I am aware that the Africville Youth Project proposed^{a/} as submitted was somewhat sketchy and non-specific as it was prepared independently and hurriedly by Action Committee members unaccustomed to writing this type of submission and forwarded to Ottawa before Social Planning staff had the opportunity to read it. I hope that this letter accompanied by the December 1970 staff report to City Council will serve to fill in some of the background. Further, we would be very receptive to assisting the Action Committee to work out any details which might be required by your department as a condition of funding.

April 30, 1971

Finally, on a more personal note, I wish you every success in carrying out the Opportunities for Youth program, which must appear at this point to be a rather overwhelming but most challenging task.

I tried unsuccessfully to be in touch with you earlier this week when in Ottawa for a meeting of the Canadian Consumers Council to which I have only recently been appointed. However, this letter will convey the purpose of the call, namely to indicate Social Planning's support for the Africville Youth Project proposal which we see as being entirely consistent with and complementary to the objectives of the Africville Follow Up Program, to which the City has only partially fulfilled its commitment to date.

Please don't hesitate to be in contact with myself or Harold Crowell if there is any way in which we may be of assistance in regard to the Project.

Kindest personal regards,

Alexa A. McDonough
Special Projects Supervisor

dm

cc: H.D. Crowell
Social Planner

Sept. 21/71

DIRECTION FOR AFRICVILLE FOLLOW-UP PROGRAM

The difficulty of working on other forms of rehabilitation while at the same time being stigmatized as the person who is trying to make the people pay back their loans was discussed. It is hoped that someone will take over the position of Manager of the Credit Union. Until that time, someone in the Social Planning Office will accept loan payments and for the first two months only, I will do the books.

The next few months will see me trying to get some view of what the women in particular would like. This may mean visiting homes, helping around with the kids, being around the day care in the George Dixon Centre. It will be best to get anything at all going to bring the women together a coffee party perhaps. The tack will then be to work with the mothers in settling problems with their young children and teenagers (particularly those who may be getting into trouble with the law). In this way we would hopefully reach the mothers and then work with them in whatever programs and projects they wish.

It is also envisaged that I will assist in as yet undefined manner in the going forward of the employment and education committee and housing committee. The chief arm's appear to be the going forward and the keeping together. The going forward consists of finding out what has been done, getting meetings called, checking to see who was responsible for what work and that what is promised is carried out. The keeping together consists of trying to keep the groups cohesive so that no one dominates and that work is not left in the hands of one or two and then not done. This will mean encouraging new workers from Africville to come forward and trying to ensure that they stay active and do not drop out because of personality conflicts.

JA:dm

August 24, 1971

Miss Diane Valliant
c/o Aventure Canada
1441 Drummond Street
Montreal 107, Quebec

Dear Miss Valliant:

With regards to your request concerning certain pertinent questions on the Africville relocation, we are pleased to send you the relevant information.

The land of the community called Africville was acquired by the City of Halifax for urban renewal. The residents were duly compensated and relocated to other areas of Halifax.

Since relocation, 1963-1967, a follow-up program was inaugurated to assist in the rehabilitation of the ex-community. Several areas of need were identified viz, housing, employment and education and programs were initiated to assist in combating these problems.

Community development by means of a Credit Union and allied activities was attempted and the experiment has had some measurable results.

On balance, relocation for the ex-residents of Africville, although it removed certain undesirable physical conditions, projected them into a life style which was totally different and in some cases difficult to cope with.

We trust that we have been of some assistance and we appreciate your interest in our Social Planning activities.

Yours truly,


.....
C.H.F. Williams
Special Project Worker

CW:dm

Members of the Employment Sub-Committee
Africville FollowUp Program

Alexa McDonough

June 2, 1971

Interim Committee Chairman

I had anticipated that the Employment Sub-Committee Africville FollowUp Program, would be convening another meeting prior to my termination of employment with the City, effective May 31, 1971. However, consistent with the plan of action agreed upon at our most recent meeting, another meeting will not be called until Arch Dixon and Cas Williams have been able to complete their household survey of relocated Africville families and, with Don Clairmont's assistance, compiled the pertinent data for the Committee to assess.

Regretably, pressures on the Cornwallis CMC office have prevented Arch Dixon from moving ahead with the survey at the pace that was anticipated. I am therefore requesting as of this date that Cas Williams assume my role as Interim Chairman, responsible for coordinating committee activities and arranging another meeting of the Committee when the survey has been completed, at which time members should select the ongoing chairman of their choice.

I very much regret being unable to pursue the work of this committee further as I feel strongly that a "successful" outcome to the Africville Relocation Program for many depends, to a considerable extent, upon increased education and employment opportunities.

Wishing you every success in your future deliberations and activities, I am

Yours sincerely,

A.A. McDonough (Mrs)
Supervisor
Special Project.

AMCD:bmb

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Wishing you every success in your future deliberations and activities, I am

Yours sincerely,

A.A. McDonough (Mrs)
Supervisor
Special Project.

AMcD:bmb

APK

MINUTES OF THE EMPLOYMENT SUB COMMITTEE

AFRICVILLE FOLLOW-UP PROGRAM MEETING

The meeting was held in Conference Room "B", City of Halifax, on Thursday 8th July 1971.

It was called to order at 2:10 p.m.

Present were:

Arch Dixon - Africville Action Committee
Don Clairmont - Dalhousie University
Alex Warren - Dept. of Manpower and Immigration
Harold Crowell - Social Planning
Angela Julian - Social Planning
Castor Williams - Social Planning

The minutes of the previous meeting were read and received.

Arch Dixon reported that his survey was not fully completed as other relevant data that was being gathered by two students was not yet received. He explained that the youths were working with Human Rights on an employment survey. He also explained that his attention to the project had been sporadic due to job commitments.

His interim finding indicated that there was still considerable interest shown among those interviewed about the project.

Don Clairmont explained that the Action Committee did not receive the grant for the Employment for Youth program. However, the youths working with Human Rights would share their findings and when that was done, in a day or so, the Action Committee would be able to present a comprehensive report.

Discussion followed on the employment history and aspirations of the group with Alex Warren commenting on matters of work-orientation projects and self-promotion in job-finding.

Further discussion followed on the size of the group (more than 100) and age levels (16-30 yrs); the group's expectations, and marketable skills; and areas that were not fully exploited eg. Human Rights, NAACP and BOT.

Harold Crowell suggested that the Committee should start some action by working with a cross section of the group as soon as possible. Mr. Warren however, felt that the Committee should have a clearer plan of action before such a move be made. Angela Julian's idea was that perhaps a three-pronged approach viz (a) approaching the business community (b) arranging small mixed group discussions and (c) a concentration on upgrading could be of some value. Don Clairmont however, felt that more reporting at this stage would frustrate the whole project. He was of the opinion that nothing new would be added by having a general group discussion and suggested that the Committee should meet with the Employment for Youth group to study and analyse collected data.

It was agreed to invite Mr. Gordon Earl Human Rights Commission, the two youths who are on the Employment for Youth employment survey team and a cross section of the group concerned at the Committee's next meeting.

Arch Dixon and Don Clairmont agreed to arrange for the visit of the above groups; and to allow Social Planning at least 48 hours scrutiny of the employment report.

It was further agreed to hold the next committee meeting on Friday 16th July 1971 at 2:00 p.m.

There followed a general discussion on business enterprises and policies and Union activities and practice in the Province.

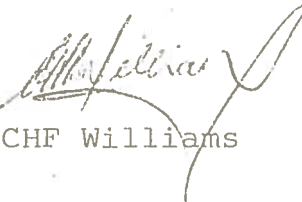
It was agreed that training was essentially a CMC responsibility and its excellent facilities should be used but the group should provide the necessary impetus in the event that the movement appeared to be bogged down.

The problem of the group's work history was again discussed and the extent of responsibility that should be carried by the sponsor/trainer. It was suggested that the formula of welfare supplementation to the level of work done so that the employer would not suffer, combined with a follow-up period and reporting times depending on the project and the individual, could be a workable solution.

Discussion followed on certain aspects of special projects for job-finding which emphasized the individual skills and aptitude. There was also the suggestion that a labour Co-op may be an idea which could be of some value.

There being no other business the meeting was adjourned at 3:30 p.m.

Respectfully submitted,



CHF Williams

CW:bmb

Memo from

C. McC. Henderson

Date

Feb 23/71

To

H. Google Crowell

- Your approval & return.
- Please take necessary action.
- Please see me with attached.
- Your comments please.
- Your information and return.
- For your information and files.
- For distribution.

ARE YOU GOING TO PREPARE
A REPORT TO COUNCIL WITH
RECOMMENDATIONS FOR
LEGISLATION TO CORRECT
THIS SITUATION. (GATHER ONE

MEMBER MUST
BE A C. A. TOO!)

*) Previously
Arnold hand.

HT

City Manager

HPE

P.O. BOX 1670
HALIFAX
NOVA SCOTIA
TELEPHONE 425-6000

OFFICE OF INTERNAL AUDITOR



CITY OF HALIFAX



February 23, 1971

Mr. Lloyd Farrell, President
Seaview Credit Union Limited,
3706 Lynch St.,
Halifax, N. S.

Dear Mr. Farrell:

I have examined the balance sheet of the Seaview Credit Union as at December 31, 1970, and the statement of profit and loss for the year then ended. My examination included such tests of accounting records and other supporting evidence as I considered necessary in the circumstances.

In my opinion these financial statements present fairly the financial position of the Credit Union as at December 31, 1970, and the results of its operations for the year then ended.

During the course of this audit, it became quite apparent that there had been a distinct improvement in the procedures and records of the organization.

My major concern at this time is the number of loans which are presently in arrears. Of the 66 loans on record at December 31, 1970, there are 32 which are in arrears more than six months. It is recommended that every possible effort be made to improve this situation.

I have noted from the records that the Supervisory Committee has not met since January 3, 1970, and are presently without a City staff representative as required by the supplemental by-laws. This is brought about by a restriction in the by-laws which requires that the City staff representative be from the Committee of former Africville residents. It is recommended that this legislation be revised at the earliest possible opportunity to enable an appointment to be made, thus providing the Credit Union with the very necessary and valuable service which the Supervisory Committee is intended to serve.

I would like to take this opportunity to express my appreciation for the courteous assistance of your manager and treasurer during the course of my audit and to extend the sincere hope that your Credit Union will enjoy a more successful year in 1971.

Yours truly,



C. W. SMITH,
INTERNAL AUDITOR

CWS/dj

c.c. Mr. H. Crowell, Social Planner
Mr. H. L. Doane, Member of Supervisory Committee
Mr. C. H. Williams, Manager & Treasurer, Seaview Credit Union
Mr. C. McC. Henderson, City Manager, (Info Only)

WPC

MINUTES OF THE EMPLOYMENT SUB COMMITTEE
AFRICVILLE FOLLOW UP PROGRAM MEETING

The meeting was held in Conference Room B
City of Halifax, on Tuesday 11th May 1971.

It was called to order at 3:30 p.m.

Present were:

Arch Dixon - Africville Action Committee
Don Clairmont - Dalhousie University
Alex Warren - Department of Manpower & Immigration
Pat Oldfield - (present for part of meeting)
Harold Crowell - (present for part of meeting)
Alexa McDonough - Social Planning
Castor Williams

Alexa McDonough enquired on ManPowers commitment concerning Arch Dixon's time to work on the committee's program and Pat Oldfield explained that it was for an indefinite period which would depend upon Mr. Dixon's official job commitment and ManPower's Office situation.

A progress report was given by Mr. Dixon who stated that since his commencement of the survey on 26th April he interviewed 25-30 people concerning training and employment and all indications were that employment was the crucial factor. He also confirmed, upon an enquiry from Don Clairmont, that people with mortgage payments were also included in the number interviewed.

Elaborating further on his report and in reply to several questions Mr. Dixon stated that 25% or 30 families were seen and roughly 50% were interested in the program. Youths showed a keener interest and the upper age group indicated their interest in obtaining jobs rather than a training or classroom situation.

A general discussion followed on the psychological approach to the program, where terminology jargon or types of questions asked could lead to a mistake in the subject matter under discussion. It was suggested that perhaps a new line of interviewing should be adopted.

Alexa McDonough reported on the discussions held between Social Planning and the School Board and Continuing Education re: equivalency testing, and Alex Warren commented on the current ManPower program that could facilitate some anticipated problems.

General discussion followed on the various approaches that should be made to the problem of testing and assessing the individual's career goal. Mr. Crowell suggested an

assessment team, but the general view was that further interviewing was essential in order to assess properly meaningful goals.

Mr. Warren then discussed in some detail the realistic application of the principles of apprenticeship and indenture as it would apply to certain categories of the applicants. Pat Oldfield continued the discussion and elaborated on the theoretical aspect of apprenticeship and employment opportunities that the group would encounter. The possibility of up grading skills of certain categories in the Dockyard was discussed but it was generally agreed that economic and academic factors were determinants.

It was agreed that Mr. Dixon continue his current survey as being the first step in the program. On the completion of this survey the data collected would be assessed and then further agreed moves would be initiated.

It was further agreed that at the next meeting Mr. Dixon's findings would be discussed in detail.

A discussion followed on special projects and training programs that could be appropriate to the group. Mrs. McDonough took the opportunity to explain Social Planning's proposals presented to Welfare Grants for the training of low income people in Social Services etc.

Finally it was decided that Continuing Education be advised by Mrs. McDonough of the committee's deliberations on equivalency testing and its future action in this regard.

There being no further business the meeting was adjourned at 4:50 p.m.

Respectfully submitted

.....
C.H.F. Williams

dm

SEAVIEW CREDIT UNION

A CRITICAL ANALYSIS

INTRODUCTION

On March 12th 1969, Halifax City Council adopted a report submitted jointly by Social Planning Staff and the Committee of former Africville Residents, which proposed several points to inaugurate an Africville Relocation Follow-up Program.

One of these proposals was the establishment of a loan fund of \$70,000 (\$20,000 from the City and \$50,000 from the Province). With this loan the Seaview Credit Union was formally incorporated on the 15th April 1969 and became fully operational in June that same year. Membership was stated as 41 (?) (June Report) and assets as \$70,131.50 (\$70,000 loan; \$10.50 entrance fee; \$121.00 shares).

RATIONALISATION

The stated principle for the creation of the Credit Union, was that there existed large accumulated debts with exorbitant interest rates, and low interest loans could be made available to consolidate the debts and relieve the deeply indebted, and at the same time accumulate wealth. It should have been evident however, that because of the economic circumstances of some of the relocatees that the benefits of such a loan fund would be limited. Also, that a Credit Union is only a means to an end and that it could not solve all the problems which then existed. Other areas of need were identified in the general proposal but because they were "non starters" and the general plan was apparently amorphous the Credit Union assumed a critical role which it was not envisaged to do and was not equipped to perform.

ORGANIZATION AND CONTROL

Management and control was organized on classic Credit Union lines—a Board of Directors, Credit and Supervisory Committees. The active involvement of the relocatees was enlisted and under the Supplemental by-laws their total representation was thirteen. The by-laws also perscribed that the City have one representative on all levels of management and control, and that management should include resource persons viz. a barrister, a member from the N.S. Credit Union League and a chartered accountant, who demonstrated a genuine interest in the affairs of the relocatees. It was stipulated that the relocatees had the right to veto the appointment of any resource person.

Control was good in principle but in practice resulted in chaos due to inexperience, ineptness and negative management. To attempt to analyze this complex problem we look at various prevailing factors at the time of the inception of the organization.

PREVAILING DISPOSITIONS

It would appear that the relocatees viewed the City's move with suspicion. Their feelings were the cumulation of personal experiences during the relocation period. The general attitude was that the sophisticated manner in which relocation was achieved was an infringement of their rights and they resented the hopelessness in being unable to direct the changes in the larger context of how they live.

In short, the general attitude was that the City had defrauded them. Against this background of indigenous grievances both economic and social the plan to organize the community through a type of cooperative involvement was attempted. However, the focal point of grievance was the City, and given the general attitude then prevailing the sum loaned to launch the Credit Union was viewed as City's money, compensation owed to the community and therefore should be taken without repayment.

Another view that emerged concurrently was that the City was attempting through devious means to renege on some of its stated responsibilities at the time of relocation, and subsequently some of the relocatees felt that they could hoodwink the City as they felt the City had hoodwinked them. These attitudes affected the loyalty and goodwill of membership which detracted from the principle of democratic management.

The City had however attempted to work closely with the indigenous population through the committee of former Africville Residents. However, it would appear that the people were not sufficiently motivated to carry out and sustain a program which was unfamiliar and which required intensive and flexible planning and follow-up to be successful.

MANAGEMENT AND ADMINISTRATION

Management was essentially in the hands of the former residents. The composition of the Board ensured that the relocatees had the numerical advantage and thereby the control of the organization. There were however problems from the beginning for later events indicated that management skills were limited and functions and specialised activities and responsibilities were marginally understood and consequently not executed. The general characteristics of the board membership and the varying degrees of education and experience and other personal factors created difficulties in making a positive contribution.

In theory it was a learning process for experience in democratic organization and management; but the training in, and the understanding of, the techniques of Credit Union Management was not carried to its practical conclusions.

Standards of performance were not set and essential areas of management viz. planning, directing and controlling were sorely neglected. These factors are however basic to the myriad of problems facing Credit Unions serving the poor, the result of inexperienced and/or lack of trained staff.

Internal controls were grossly inadequate and several errors of omission and commission on operational procedures which proper internal controls (Supervisory Committee) would have spotted and investigated went unchecked and uncorrected.

LOAN POLICY AND MEMBERSHIP PARTICIPATION

"Not for profit, not for charity but for service", is the axiom of Credit Unions.

Bearing in mind the disposition of the general membership to the sponsor (City) and the lack of trained and/or experienced staff, we can determine the motivating factor behind the approval of loans. The Credit Committee apparently operated along questionable lines which led to a deteriorating financial position and a disloyal membership. Credit was abused

through lack of counselling, and the original objective of the loan fund was lost and the service aspect was no longer an exchange between the membership and the organization but an attempt by membership to use the organization as a charitable concern. This attitude was unfortunately not corrected by management as it would appear that the canker was almost universal. However too late, management took steps to curtail loans with measurable results.

Membership participation was confined to borrowing (in line with original policy i.e. to consolidate debts and relieve financial "enslavement") but apparently hardly any emphasis was placed on savings and related Credit Union functions. Share holdings remained quite low, an indication of non-reciprocity on the part of members and the assumption that shares were not an important factor because the money available was not accumulated by shares or members equity, but a ready made pool of funds to assist in alleviating some financial difficulties. The psychological effect was axiomatic - "not mine but theirs for us to use".

The average age of membership was 35 indicating a Credit Union of saving potential; and membership was equally divided between both sexes.

FINANCIAL PERFORMANCE

In the first six months of operations loans increased from \$5460 to \$50533. At that time there were only two loans three months in arrears. Eighty-seven loans were made mostly to pay out debts to 67 borrowers. The rate of interest was 9%. The turnover for the year ended 1969 indicated that there was a considerable outflow of cash with hardly any income. Investment generated some income but the actual circulation of funds to generate further income was very slow. Almost 73% of all assets was in the hands of share holders. This was indeed good provided the circulation did not stagnate and consequently lose its value because of membership inactivity.

In the first half of 1970, performance slightly improved. Loans outstanding dropped to \$49000 but surplus income generated was only \$824. Considering all factors this was a favourable trend. In the second half of 1970 performance had slowed down to a mere tremor. During that period only \$1000 dollars were collected in loans. Delinquency had increased considerably and had now reached a total of 47 members with loans amounting to \$34486. Roughly 68% of all loans were delinquent. Only \$5288 were received on loans for the whole year. Some loans were outstanding for over one year some were irregular according to established loan policy and some were not even paid since the day of lending, in some cases up to a year. This not only indicated membership apathy but suggested a weak loan policy and ineffective management directives and implementation. There were also serious cash shortages which suggest poor internal controls.

The overall financial performance for 1970 can be regarded as poor.

The first six months of 1971 performance remained constant. Management's emphasis was on how to contain delinquency and encourage repayment. Interest rate was lowered to 6% and intensive follow-up letters and Credit Union orientation programs were floated. Response was encouraging but the national economic situation influenced growth performance.

FUTURE PROSPECT AND GROWTH

We have attempted to analyse the operational and allied functions of the organization. We have drawn certain conclusions based on past performance but in order to make a reasonable forecast, all things being equal, we must again look at past performances.

In brief the problem was very complex with attendant economic and social ills, but it was basically a war on poverty.

The problem was that the community lacked increased productive potential; did not have reserves to meet emergencies; did not have motivation to deal with their situation and did not have the adequate protection of the consumer budget.

The solution was a cooperative type organization which would lend to an educational experience both in democratic organization and business entrepreneurship with the protection of adequate supervision.

However, the action plan floundered as planning for the future was not apparently a major factor. Growth of a Credit Union does not just happen; it is planned for. Such planning include membership campaigns, educational programs, goals for savings and consumer campaigns; none of which were apparently initiated or sustained.

Today, one major factor still plagues the organization viz. delinquency. This is the symptom of membership's attitudes, lack of goodwill and loyalty. Economic conditions are also determinants. The solution to this malady may lie in the following actions, namely.

(a) Intensive consumer education, group discussions and training in Credit Union techniques and management, especially at board level; to communicate with membership on policies and objectives. This may help to overcome the lack of preparing a good understanding of the problems and possibilities of a Credit Union.


(b) Financial management and responsibility must be achieved through the board and committee members accepting full responsibility for direction and control. Rudimentary management skills must be improved through training and participation. The experience gained could be put to useful ends, and emphasis should be on improving the tools of management.

(c) To secure financial stability and eradicate some of the psychological antagonisms towards the City and indirectly towards the organization, some of the loan should be repaid to the lending authorities. There could be several formulas one of which could be; the amount of money already out as loans in the hands of the membership be applied for as a grant; Investments, cash in bank and all reserves except members equity be repaid. The loans already out be used to generate more income and loans be made in relation to income.

The danger here is that based on past performance such a move may only reinforce original attitudes, but there are many members who would like to see the organization prosper and serve its proper purpose. The simpler way could be to cease all loans repay as much of the borrowed capital as possible and gear future loans to income.

The action plan for community development, which will enhance the social and economic welfare of its members, through Credit Union is workable but much depends upon the goodwill and loyalty of the membership. Success depends upon membership's acknowledged degree of necessity, their responsiveness to changes in the consumer's market and management's willingness to learn and use the techniques and tools of management to its beneficial ends.

^a"Any organization to survive and achieve success must have a sound set of beliefs on which it premises all its policies and actions. And next important.... is the faithful adherence to those beliefs. It must be prepared to change everything but those beliefs. All are transcended by how strongly the people in the organization believe in its basic precepts and how faithfully they carry them out."


.....
C.H.F. Williams
Treasurer/Manager

17th June 1971..

^aThomas J. Watson, Jr. Chairman Board of Director, 1-B-M

Africville Follow Up

May 18, 1971

Miss Carolyn Armstrong
Barss Corner
Lunenburg Co., N. S.

Dear Miss Armstrong,

This will acknowledge receipt of your letter of inquiry concerning the Africville Action Committee.

I have discussed your request for information with Mr. Arch Dixon, Chairman of the Action Committee and am forwarding your letter to him for further action.

In mid-December 1970, Halifax City Council appointed a committee comprised of elected representatives, city staff, and members of the Africville Action Committee. Since that time, three sub-committees have been formed to consider problems related to Education and Employment, Housing, and Families Facing Financial Difficulties in Carrying their Mortgages. Although there are no reports available to date from these sub-committees, a co-operative relationship has been established between these parties and progress is gradually being made in the areas outlined.

Trusting that this may be of some assistance to you, I am,

Yours sincerely,

Mrs. Alexa A. McDonough
Projects Supervisor

dm

cc: Mr. Arch Dixon
Canada ManPower Center
5450 Cornwallis Street
Halifax, N. S.

9/1/71

MINUTES OF MEETING

Tuesday, 6 April, 1971 - 12:00 p.m.

EMPLOYMENT SUBCOMMITTEE - AFRICVILLE
FOLLOWUP PROGRAM

The second meeting of the Employment Subcommittee - Africville Followup Program was held on Tuesday, 6 April, at 12:00 p.m. with the following persons in attendance:

Mr. Arch Dixon	Africville Action Committee
Mr. Lloyd Farrell	
Mr. Alex Warren	Dept. of Manpower & Immigration
Mr. Pat Oldfield	
Mrs. Alexa McDonough	Social Planning
Prof. Don Clairmont	Dalhousie University
Mr. Cos Williams	Social Planning (Absent)

The meeting opened with a reading of the minutes of the previous meeting. These were accepted as read.

Arch Dixon presented a Special Employment Project submission outlining the need of the former Africville residents with respect to occupational training and employment. In addition, a list of 25 names was also submitted, this being a part of the total Africville group, but whose academic achievement level is questionable by virtue of their having been taught in auxiliary classes.

In discussing this point it was indicated that specific information is required, i.e. what are the individual achievement levels. To date no testing has been carried out to determine this, although through meetings with these people Don Clairmont stated that they would be highly receptive to whatever testing would be carried out, as they are interested in becoming involved in some activity leading to training and employment.

A general discussion of the problems facing the group followed. It was felt by all that lack of training and employment is only part of the problem. There are also personal problems, particularly finances, which must be dealt with before a stable employment pattern can develop. All too often the payment of training allowances becomes the motivating factor in the decision to undergo training.

.../2

Alex Warren outlined briefly the Department of Manpower & Immigration's requirements respecting training, and stated that existing programs must first be looked at with respect to this group before the decision to become involved in a special project is given. He also outlined the areas of responsibility within the Manpower Division's organization with respect to Regional Office and the Canada Manpower Centre. Before any project is accepted, the Department would first be required to look at resources, particularly staff. Alex also felt that any testing done should be by the Department of Education and not by Manpower.

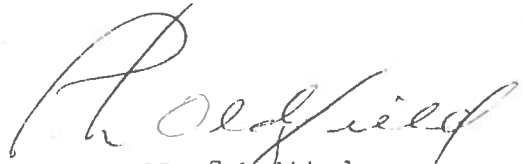
Don Clairmont stated that whatever program is developed will have to be geared to the level of the group with the necessary reinforcement to ensure its success. There must be continuity within the group even though they could be involved in a variety of training at different levels.

The question of employing students to work on this project as suggested in Arch Dixon's submission was discussed. It was felt that the current Youth Opportunity program being run by the Department of the Secretary of State might be a source of funds in this regard. It was decided to proceed with a submission for funds under the sponsorship of the Africville Action Committee.

At this point Don Clairmont raised the matter of the older Africville residents and the promises of the City to secure employment upon relocation. As a reply to the question of what priority Manpower could give this group Alex Warren and Pat Oldfield stated that all Manpower services were at their disposal. It was also felt that these people should be included in any project that may develop so that all former Africville residents may benefit.

In light of the time factor involved, Don Clairmont suggested that one person should be given the task of gathering the necessary information so that if a proposal is submitted to Manpower, it will include relevant background data. He suggested that Arch Dixon would be suitable for this phase requiring ten days to two weeks work.

Alexa McDonough stated that use should be made of Social Planning resources in this connection as well. Alex Warren was to propose to the Department that Arch Dixon be made available for this purpose.


Respectfully Submitted

Professor Don Clairmont,
Dalhousie University,
Institute of Public Affairs,
Halifax, Nova Scotia.

February 11, 1971.

Dear Professor Clairmont:

Enclosed please find minutes of the first meeting of the Employment SubCommittee, Africville FollowUp Program, which you have been asked to join.

We were sorry not to be able to meet with you on February 4 as planned but hope that we may be able to reschedule a meeting the latter part of next week.

With reference to one item in the enclosed minutes, we wondered if the Institute of Public Affairs has any information (either data or impressionistic) on the extent (in terms of income amounts) to which the former Africville residents (in terms of numbers of persons) may have depended upon salvaging on the City dump (a) prior to relocation and (b) subsequent to relocation. We would appreciate hearing any comments you may be able to make re: this question at our next meeting.

Thanking you for your continued interest and support, I am

Yours sincerely,

Alexa McDonough,
Special Projects
Supervisor.

AMcD:bmb

Minutes of Meeting

Tuesday, February 2 - 11:00 a.m.

EMPLOYMENT SUBCOMMITTEE: AFRICVILLE FOLLOWUP PROGRAM

The Employment Subcommittee, Africville FollowUp Program, convened its first meeting Tuesday, February 2 at 11:00 a.m. with the following persons in attendance:

Mr. Arch Dixon	Africville Action Committee
Mr. Lloyd Farrell	
Mr. Alec Warren	Manpower Representatives
Mr. Pat Oldfield	
Mrs. Alexa McDonough	Social Planning

Mr. Cas Williams, Special Projects Worker assigned to the Africville FollowUp Program (Social Planning) was absent due to illness.

For the benefit of the ManPower representatives, Arch Dixon reviewed the pertinent events leading up to the formation of this Committee, quoting at length from the Rose Report, endorsed by City Council in 1963 as the operational framework within which the Africville Relocation was to be carried out:

(SEE Attached)

With respect to current status, at least three major problems accounting for employment difficulties experienced by many Africville relocatees were identified, namely, termination of revenue from salvaging on the City dump; general decline of casual labor available on the salt boats and coal boats; and the lack of academic qualifications of job applicants, resulting in large measure from what appears to have been a rather wholesale and prejudicial allocation of Africville pupils into auxiliary classes in the school system.

With reference to salvaging from the dump, Alexa McDonough explained that earlier discussions had been held with the relevant City departments (Works, Health and Solicitors) to explore the possibility of a Salvaging Co-op being established for a group of former Africville residents, and although positive indications of support were forthcoming from several of the staff consulted, the limited life expectancy of the present City dump operation erected an insurmountable problem, making further negotiations appear futile for the present.

Re: equivalency testing to determine the actual current level of functioning of those persons burdened with a record of auxiliary class status, Alexa reported that Social Planning had initiated inquiries with the Department of Education re: arranging for this service to be made available. Because Cas Williams (absent) had made the most recent contacts, it was agreed that he should pursue the matter further in an effort to get agreement to test on a group basis and he would be asked to report back at the next meeting. Mr. Warren suggested that the School Board or failing that, some research branch of a local University might be willing to provide the service, if the Province was unwilling to co-operate.

Discussion during the remaining time dealt with the course of action which this Committee should pursue in an effort to assist those Africville relocatees experiencing employment difficulties who want help in overcoming them. Summarily, it was agreed that:

1. Records of preliminary discussions should be kept (Alexa suggested that Cas Williams might appropriately take responsibility for this) so that a specific proposal could be drawn up and formally submitted to ManPower at a later date, proposing that a special employment project be established to serve Africville relocatees (an identifiable group) and containing specific objectives, methods to be used, etc.
2. Professor Don Clairmont of the Dalhousie Institute of Public Affairs is to be approached with a request that data pertinent to the problem at hand (demographic data such as age distribution, education, post-relocation employment circumstances, etc.) which has been gathered from the Africville population as part of the Relocation Study be shared with this Committee or, preferrably, that Dr. Clairmont be invited to ~~serve~~ on the Committee as an active contributing member, in view of his valuable background and expertise.
3. The Africville Action Committee will make the approach to the community and attempt to help individuals overcome fears they may have about agreeing to equivalency testing on the basis that they may be exposed as "failures".
4. The steps to be followed were broadly outlined as:
 - i) Identifying the relocatees suffering employment problems (this might involve a questionnaire with which, it was suggested, help should be sought from the Institute of Public Affairs, or ideally, a questionnaire may be found to be unnecessary because of the Institute's surveys completed during the past 2½ years)

4. (cont'd):

- ii) Arranging for equivalency testing
- iii) Setting of occupational goals on an individual basis

The ManPower representatives indicated their support for the Project and felt that this Committee could appropriately serve as the vehicle for implementation.

Alexa McDonough consented to serve as Committee Chairman for the present. It was agreed that another meeting should be scheduled "as required" and, in any case, not until steps (i) and (ii) (above) had been carried out.

Respectfully submitted,


Alexa McDonough

AMcD:bmb

Mr. William Stewart,
Director-General
Dept. of ManPower & Immigration,
Regional Office,
Centennial Building,
Halifax, Nova Scotia.

January 26, 1971.

Dear Mr. Stewart,

Further to your recent discussions with Harold Crowell, Social Planner, we wish to request that a representative from your department attend a meeting Tuesday, February 2 at 11:00 a.m. in Conference Room "B", 3rd floor in the Duke Street Office tower, Scotia Square, to discuss employment problems facing relocated Africville residents and consider remedial action which may be pursued by those affected or by the Employment Committee on their behalf.

Membership of the Committee is comprised of two representatives from Social Planning (myself and Mr. Cas Williams, Special Projects Worker assigned to the Africville FollowUp Program) and two representatives from the Africville Action Committee, namely, Mr. Arch Dixon and Mr. Lloyd Farrell.

If it is not possible for a ManPower representative to be in attendance, we would appreciate notification in time to reschedule the meeting for a more suitable time.

Thanking you for your continue support and cooperation, I am,

Yours sincerely,

(Mrs) Alexa McDonough,
Special Projects
Supervisor.

AMcD:bmb
CC: Mr. Arch Dixon
Mayor Alan O'Brien

R.B. Grant, Director of Development

Alexa McDonough, Social Planning

January 26, 1971

Mayors Committee - Africville FollowUp

Please find enclosed a copy of the minutes from the meeting held Wednesday January 13, 1971 to discuss the Africville FollowUp program with members of the Africville Action Committee.

As a result of that meeting, three sub-committees are being established to follow through on priority concerns identified by the Africville Action Committee.

In this regard, we wish to request your participation in the Housing Committee, membership of which will be comprised of yourself, two representatives from Social Planning, one City Alderman, and three representatives from the Africville Action Committee.

The Housing Committee will convene Friday January 29 at 11:00 a.m. in Conference Room "A", 3rd floor of the Duke Street office tower, Scotia Square. If unable to attend, would you kindly notify myself or Harold Crowell (ext. 241 or 245).

Alexa McDonough,
Special Projects Supervisor.

AMcD:bmb

Enc.

CC: Mayor A. O'Brien
Mr. Arch Dixon
Alderman D. McKeen

May 19, 1969

Dear Sir,

We the young people of Africville, had a good talk together, we think that if you chose [redacted] than [redacted] must be the smartest man for to be our leader and get the job. We thought [redacted] was a smart man, but we guess he is not, he fooled us for a long time, we thank you for finding this out for us, we think we could have still have been in Africville if it was not for him, we are writing him a letter telling him we will not follow him any more, he will figure out who we are and come to us, then we will tell him to his face. We thank you again for telling us which man to listen to!

Yours
The young people



NOVA SCOTIA

Department of Public Welfare

A handwritten signature in dark ink, appearing to be 'J. A. MacKenzie'.

November 1, 1971

Mr. Guy Henson
Director
Institute of Public Affairs
Dalhousie University
Halifax, Nova Scotia

Dear Mr. Henson,

Re: Africville Relocation Project

I have discussed, with Dr. F. R. MacKinnon, your request that the Minister hold off releasing the above report until January, 1972.

Dr. MacKinnon has agreed to this request on the assumption that any costs involved in revising any portion of the report, will be borne by the Institute.

Sincerely yours,

J. A. MacKenzie, M.S.W.
Director
Social Research & Planning

JAMACK/ile

c.c. Mr. Kell Antoft
✓ Mr. Harold Crowell
Mr. Bob Grant

November 15, 1971

Mr. Kell Antoft
Dalhousie Institute of Public Affairs
Dalhousie University
Halifax, Nova Scotia

Dear Mr. Antoft:

Re: Africville Relocation Project

I have reread portions of the Africville Study and my position is basically the same as I discussed with you at our recent meeting.

It is my impression that it is basically an historical document. While I was not in the City at the time the relocation took place, I think that it is fair to say that the primary reason for the relocation was because of the adverse social and economic conditions under which these people were living.

I do not think that the Study can be said to be an evaluation of the project. It does not identify how many people, if any, have benefitted by the move, or how many were adversely affected. While the number on welfare was compared with the number before relocation, the Study does not indicate the difference in the number of young people who are now attending High School or University with the number before relocation. I would like to see the Study include this evaluation since I believe that it was part of the original terms of reference. The Study does not suggest alternatives, or the things that were done right as compared to the things that were done wrong - hence it loses a great deal of its value in planning future relocation proposals. The last sentence in the report appears to be subjective.

I hope these remarks are of some value.

Yours truly,

H. D. Crowell
Social Planner

HDC/f
cc Mr. J. A. MacKenzie

how do you get incorporated

the bldg. of a church.

get clients registered and updated

training - for full yr. of 1972

others - before May '72

① hire someone for co-op day care ~~become a com. devel. worker~~
- hire someone on staff to assist in ~~the Africville dev. program.~~

② Train someone for credit union.

Symzirk, pool complex

- hire someone for recreation training

③ hire someone to ^{write-up} historical aspects . songs.

day care centre for infants.

• how to use leisure time

• homemade articles

• educ. program towards welfare

• incentive program to keep kids in school

~~para prof. mothers made available~~

• subsidize payrolls for absenteeism etc.

• budget & nutritional counselling

ex-cons.

50-65 yrs.

• after school mates ^{students on caseload} come in to play with kids

• 2nd hand furniture & appliances

• small repair type.

• use knitting machines to speed up

• home management aide

• share your love. retired men & women

not rec. just relax. to help kids after school

• Train women for domestic work

• co-op farm.

• community playgrounds.

• summer camps.

• S. camps for senior citizens

• com. homes for ex-cons.

• hire 2 ex-cons to run it.

with labor pool

group homes for unwed mothers
(abtin have child espec)

centres for kids in primary.

while parents work.

group or family daycare.
(d. care in family homes)

fam. plan outreach workers

home help for elderly

casel aids for officis

- needs of disabled
(hire interviewers)

opp. for youth continuation

Don Murphy

H. Crowell

March 8, 1971

Statement of income & expenditures.

I am enclosing a copy of the statement
of income and expenditures for relocated
Africville home owners.

H. Crowell
Social Planner

HC:dm
Encl.

March 8, 1971

Mayor Allen O'Brien
City of Halifax
Halifax, Nova Scotia

Dear Mayor O'Brien;

I am enclosing a copy of the
statement of income and expenditures for
relocated Africville home owners.

Yours truly,

H. Crowell
Social Planner

HC:dm
Encl.

Alderman David MacKeen,
6156 Quinpool Road,
Halifax, Nova Scotia.

January 25, 1971.

Dear Alderman MacKeen:

Enclosed please find copies of several reports and documents pertaining to the Africville Relocation and FollowUp Programs, including —

(i) The Rose Report

(Professional consultant's recommendations endorsed by City Council and generally accepted as the frame of reference within which the Relocation was to be carried out by the City).

(ii) Staff Report July 23, 1962

(A comprehensive report on the area, people and ownership of land and recommendations to Council).

(iii) Staff Report

(On guidelines that should be adopted which should lead to an orderly relocation of the Africville Community.)

(iv) Africville Relocation Costs

(A memo to the Administrative Assistant, City Managers Office on the Actual Cost of Relocation)

(v) Africville FollowUp Proposal

(Joint submission of Social Planning and Committee of Former Africville Residents, the representatives of which were elected at a general meeting of Africville relocatees in October 1968 distributed to Council members as a confidential report at request of Committee; summarized and submitted for Council's consideration April 1969).

..... 2

Alderman D. MacKeen,
January 25, 1971.

Sheet 2

(vi) Proposal for the Provision of Housing
to Low-Income Families

(Social Planning proposal prepared on behalf of and in consultation with representatives of the Africville Action Committee. Submitted to CMHC in April 1970).

(vii) Progress Report on Africville FollowUp Program

(Staff report submitted to Council December 2, 1970. See appendix, Africville Action Committee Submission).

(viii) Africville Action Committee's Proposals tabled
in Committee of Whole December 9, 1970

Please feel free to request any further information pertaining to the Africville Relocation and FollowUp Programs which may be of assistance to you in serving on the recently-convened Mayor's Committee.

Yours sincerely,

Alexa A. McDonough,
Special Projects
Supervisor.

AMcD:bmb

SUPPLEMENTAL SHEET NUMBER 3

DO NOT ASK THE QUESTIONS ON THIS AND THE FOLLOWING PAGE UNLESS INSTRUCTED BY THE RESEARCH OFFICE.

AS YOU MAY KNOW, THERE SEEMS TO BE A PROBLEM OF UN-EMPLOYMENT AND POOR-PAYING JOBS AMONG SOME OF THE PEOPLE WHO USED TO LIVE IN AFRICVILLE. WHAT DO YOU THINK IS THE CAUSE OF THIS?

DO YOU THINK ANY OF THE FOLLOWING, ARE ALSO IMPORTANT REASONS?

Most of the jobs people with this employment problem have, or can get are dull, and low-down Yes ____ No ____

Most of the jobs people with this employment problem have or can get don't pay enough to live on Yes ____ No ____

There is discrimination against these people because of their race Yes ____ No ____

WHAT CAN BE DONE TO OVERCOME THIS PROBLEM OF UNEMPLOYMENT AND POOR-PAYING JOBS AMONG SOME OF THE PEOPLE WHO USED TO LIVE IN AFRICVILLE?

DO YOU THINK ANY OF THE FOLLOWING COULD ALSO HELP OVERCOME THIS PROBLEM?

Small group discussions about finding jobs Yes ____ No ____

Small group discussions about attitudes towards jobs Yes ____ No ____

Paying people a decent amount of money while they take some special training over a period of 6 to 10 weeks Yes ____ No ____

Providing services such as child care centres free of charge Yes ____ No ____

SUPPLEMENTAL SHEET NUMBER 3 (a)

DO YOU OR ANY ONE IN YOUR HOUSEHOLD HAVE THIS PROBLEM OF UNEMPLOYMENT AND/OR POOR-PAYING JOBS?

Yes _____ No _____

IF YES, ASK:

WHO _____	PRESENT JOB _____
_____	_____
_____	_____
_____	_____

COULD ANY OF THE FOLLOWING PROGRAMS HELP YOU AND/OR THE OTHER MEMBERS OF YOUR HOUSEHOLD?

Mechanics training Yes _____ No _____

Home-maker training for
servicing the elderly
and infirm Yes _____ No _____

Landscaping and gardening
training Yes _____ No _____

CAN YOU THINK OF ANY OTHER WORK PROGRAMS THAT COULD HELP EITHER YOURSELF OR OTHER MEMBERS OF YOUR HOUSEHOLD?

SUPPLEMENTAL SHEET NUMBER 5.

TO BE COMPLETED ONLY UPON INSTRUCTION FROM
THE RESEARCH OFFICE

Household Composition

<u>Name</u>	<u>Age</u>	<u>Relation to Respondent</u>	<u>Education</u> (last grade completed)	<u>Occupation</u>	<u>Annual Income</u>	<u>Weeks per year usually worked</u>
1.	_____	_____	_____	_____	_____	_____
2.	_____	_____	_____	_____	_____	_____
3.	_____	_____	_____	_____	_____	_____
4.	_____	_____	_____	_____	_____	_____
5.	_____	_____	_____	_____	_____	_____
6.	_____	_____	_____	_____	_____	_____

IF MARRIED: WHAT IS YOUR WIFE'S MAIDEN NAME? _____

NOT TO BE ASKED FOR PEOPLE LIVING IN PUBLIC HOUSING

IF HOME OWNER ASK:

WHAT IS THE VALUE OF YOUR HOME? \$ _____

WHAT ARE THE MORTGAGE TERMS? \$ _____

WHAT ARE THE TAXES? \$ _____

DO YOU HAVE AN INCOME FROM BOARDERS? ____ Yes ____ No

IF YES, WHAT IS THIS INCOME? \$ _____

IF RENTAL ASK:

WHAT IS THE MONTHLY RENT? \$ _____

DO YOU HAVE BOARDERS? ____ Yes ____ No

IF YES, WHAT IS THIS INCOME? \$ _____

Interviewer: If there are more than six people in the household, record the data on the following page.

SUPPLEMENTAL SHEET NUMBER 3

DO NOT ASK THE QUESTIONS ON THIS AND THE FOLLOWING PAGE UNLESS INSTRUCTED BY THE RESEARCH OFFICE.

AS YOU MAY KNOW, THERE SEEMS TO BE A PROBLEM OF UN-EMPLOYMENT AND POOR-PAYING JOBS AMONG SOME OF THE PEOPLE WHO USED TO LIVE IN AFRICVILLE. WHAT DO YOU THINK IS THE CAUSE OF THIS?

DO YOU THINK ANY OF THE FOLLOWING, ARE ALSO IMPORTANT REASONS?

Most of the jobs people with this employment problem have, or can get are dull, and low-down Yes ____ No ____

Most of the jobs people with this employment problem have or can get don't pay enough to live on Yes ____ No ____

There is discrimination against these people because of their race Yes ____ No ____

WHAT CAN BE DONE TO OVERCOME THIS PROBLEM OF UNEMPLOYMENT AND POOR-PAYING JOBS AMONG SOME OF THE PEOPLE WHO USED TO LIVE IN AFRICVILLE?

DO YOU THINK ANY OF THE FOLLOWING COULD ALSO HELP OVERCOME THIS PROBLEM?

Small group discussions about finding jobs Yes ____ No ____

Small group discussions about attitudes towards jobs Yes ____ No ____

Paying people a decent amount of money while they take some special training over a period of 6 to 10 weeks Yes ____ No ____

Providing services such as child care centres free of charge Yes ____ No ____

1959-60

SUPPLEMENTAL SHEET NUMBER 3 (a)

DO YOU OR ANY ONE IN YOUR HOUSEHOLD HAVE THIS PROBLEM OF UNEMPLOYMENT AND/OR POOR-PAYING JOBS?

Yes _____ No _____

IF YES, ASK:

Indicates possible candidacy for training programs

WHO _____	PRESENT JOB _____
_____	_____
_____	_____
_____	_____

COULD ANY OF THE FOLLOWING PROGRAMS HELP YOU AND/OR THE OTHER MEMBERS OF YOUR HOUSEHOLD?

Mechanics training Yes _____ No _____

Home-maker training for servicing the elderly and infirm Yes _____ No _____

Landscaping and gardening training Yes _____ No _____

CAN YOU THINK OF ANY OTHER WORK PROGRAMS THAT COULD HELP EITHER YOURSELF OR OTHER MEMBERS OF YOUR HOUSEHOLD?

INTERVIEW GUIDE
AFRICVILLE FOLLOW UP STUDY

A.

Family Name.....

Address.....

Telephone No.....

B. STATISTICAL INFORMATION (Specifics on each member living in household)

Name	Marital Status	Relationship to Householder	Age	Education		Employment Status	Stability of Employment	Wages or Hour	Other Sources of Income	Continuation of Education (any member of household)
				Grade	Training					
1										(c- continuing nc - not contin)
2										
3										
4										
5										
6										
7										
8										
9										
10.										
11.										

C. Individuals Response to Present Situation (open-ended)

1. (a) How long have you worked at your present job?
(Record)
- (b) Do you feel that your present job provides an opportunity for promotions, advancements, on the job training etc. (Probe)
 Yes No (Specify).....
(If Unemployed, ask:)
- (c) What do you feel makes it difficult for you to find and/or keep a job?
.....
(Record)

(For Those Employed)

2. (a) What is it you like most about your present employment? (Probe).....
.....
- (b) What is it you dislike most about your present employment? (Probe)
.....
- (c) Do you feel a need for further education and/or training?
 Yes No Don't Know
3. Would you be interested in participating in a program of upgrading or training (trades or vocational) if this could be made available to you?
 Yes No Don't Know
If Yes, Why? (Specify).....
If No, Why not? (Specify).....
- If Yes for (3) Ask:
4. What type or types of program would interest you most? (Probe)
(Record Comment)
5. Is there anything in particular you would like to see changed or improved within your present situation? (total situation - home, neighbourhood, job etc.)
 Yes No Don't Know
If Yes, What? (Probe).....

6. Interviewer's Remarks:

(Over all impression of family, housing, neighbourhood, etc. Specific comments relating to subjects response to interview, co-operation, interest shown, etc.)

.....
.....
.....
.....
.....