

There seems to be an inequity between the salaries and qualifications of personnel. The coordinators are paid an excellent salary but need no prior experience or educational requisites. Social workers require a college degree and prior experience and are paid less than a coordinator. Other positions pay seemingly without regard for experience or education or work. There also seems to be dissension or inequities between treatment of persons in positions which are based mainly on race rather than work output, capabilities or potential. When a colored person has a fairly high administrative position but lacks the needed administrative capabilities to be effective, no action is taken. Dismissals of colored personnel are rare whereas white personnel are dismissed for sometimes minor infractions. In the rare instance when colored are dismissed complaints from fellow employees are raised and apparently heeded. Any promotions or hiring of white personnel also bring about many complaints and demands from colored personnel.

Other criticisms of the poverty program may be normal of the terrific task of organizing in a small amount of time the necessary structure to effectively and efficiently administer the funds allocated for the many various activities being carried out.

Again, I feel that overall in our area the poverty program has been of material assistance in upgrading the poorer class and preventing any overt acts with which we are so besieged in the police department.

I also feel that investigation as to programs and activities carried out by these local poverty boards should be continuous so that no abuses or programs contrary to the good of the local community are carried out or exist.

Should you wish further information, I will be glad to cooperate in any way possible.

Yours very truly,

DAVID J. KEYSER,
Chief of Police.

A. COMPREHENSIVE EVALUATION OF OEO COMMUNITY ACTION PROGRAMS ON SIX SELECTED AMERICAN INDIAN RESERVATIONS

REPORT NO. 4—FINAL REPORT, SEPTEMBER 1966

ALBERT JENNY 2D, PROJECT DIRECTOR; JAMES G. E. SMITH, GERALD M. SIDER, FRANK BLACKFORD, WILLIAM H. KELLY, WILLIAM WILLARD, ROBERT C. ALBERTS, PRINCIPAL INVESTIGATOR

Prepared for Office of Economic Opportunity, 1200 19th Street, NW., Washington, D.C. 20506, on Contract OEO-935

Prepared by Human Sciences Research, Inc., Westgate Research Park, 7710 Old Springhouse Road, McLean, Virginia 22101

FOREWORD

This report is the fourth and final product of an eight-month field study conducted for the Office of Economic Opportunity by Human Sciences Research, Inc., under OEO Contract No. 935, calling for "A Comprehensive Evaluation of OEO Community Action Programs on Six Selected American Indian Reservations."

The six reservations at which field work was conducted included three in the Northern Plains area—Pine Ridge (South Dakota), Turtle Mountain (North Dakota) and White Earth (Minnesota)—and three in the Southwestern United States—Santa Clara (New Mexico), and Papago and Gila River (Arizona).

The three reports published earlier in the course of the project are:

Report No. 1—Pre-test Report (HSR-RR-66/10a-Sm), February 1966, dealing with inception of HSR research during February 1966 on the six reservations included in the study. The report documents initial contacts and discusses problems in initial implementation of field work.

Report No. 2—Progress Report (HSR-RR-66/10b-Sm), April 1966, dealing with principal tools utilized in field data analysis, including a road-map of typical events in CAP inception and development on American Indian reservations. The report contains preliminary findings and plans for subsequent stages of the project. A supplement to this second report amplifies material pertaining to Turtle Mountain, abbreviated in the present report due to early termination of work at that location.

Report No. 3—Preliminary Field Report (HSR-RR-66/16-Sm), July 1966, summarizes field activity undertaken and completed by HSR field teams on the