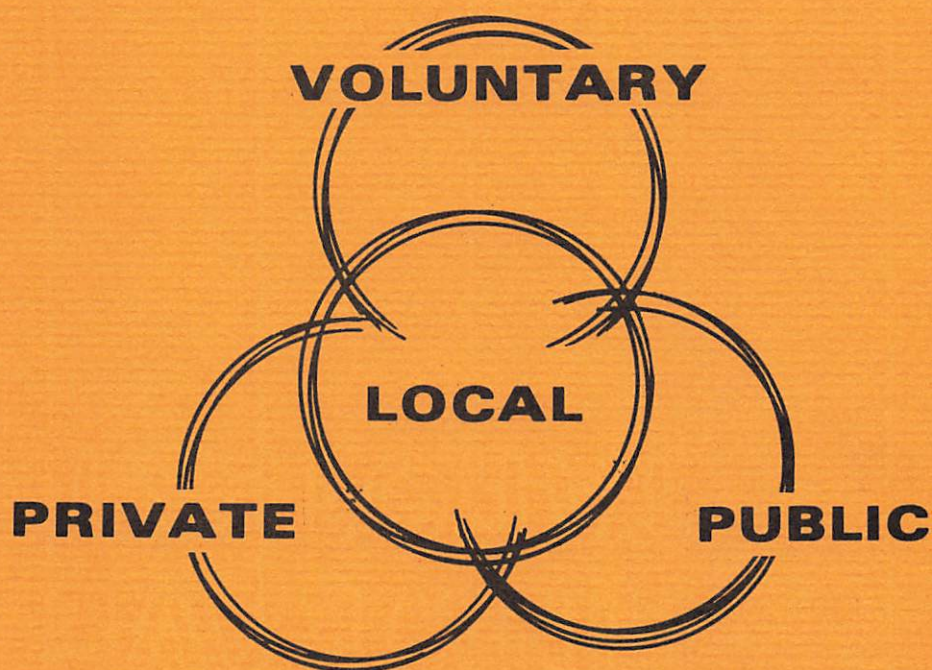


# **Symposium 1:**

**Human Development**

**in the 80's**



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**TOWARD BUILDING A NEW CONSENSUS FOR HUMAN DEVELOPMENT  
IN SOUTHERN CALIFORNIA – MAY 1981**

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**CONSULT REPORT**

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## INTRODUCTION

The Los Angeles Regional Conference on Human Development in the 80's was held May 1-10, 1981, with participants from across southern California representing the public, private, local and voluntary sectors.

The intent of the conference was to build consensus on future directions by sharing practical insights and investigating program successes. The conference began with an analysis of broad issues and mandates of directions for the region and concluded with specific program recommendations and implementing directions. The conference provided an opportunity to build networks and alliances to accomplish common objectives and was an opportunity for the ICA and others concerned with human development to gain new perspective on their efforts. All of the work accomplished by everyone involved is dedicated to the benefit and for the use of the residents of this area and may be applied in whatever way is most appropriate. The conference consisted of three parts:

- The two-day Symposium analyzed the current situation, examined the future issues and stated the mandates for human development in the region.
- The four-day Field Research investigated the mandates and their implementation through visits with people in the four sectors in urban and rural settings across the entire region.
- The two-day Assembly outlined a four-year plan for strategic action and named the practical means for implementation across the region.

## PART I

### THE HUMAN DEVELOPMENT SYMPOSIUM

On May 1-2, 1981, 80 people gathered in Pepperdine University in Malibu, California, to participate in the first part of the Los Angeles Regional Consult on Human Development in the 80's. During this weekend of research, participants engaged in dialogue with guest panelists, studied excerpts from current articles from across the region and met in a series of workshops and plenary sessions. Participants described nine underlying issues and defined 12 mandates related to human development in the 80's.

The Symposium used a variety of approaches to enable participants to get distance from immediate pressures in order to make realistic judgments about the future of the region. During the opening session of the Symposium the group constructed a 160 year time-line from 1900-2060 in order to objectify its perception of fundamental social trends. This work provided a backdrop for participants working in teams to discern issues related to human development in the coming decade. These issues were plotted using a social process model to reveal underlying similarities between current issues across the region. These issues are described on page five. The remainder of the Symposium was devoted to articulating a set of historical mandates to deal with the issues facing the region. Participants worked in teams listing specific actions to implement these mandates. These actions were prioritized and organized into the mandates as reported on page seven. The Symposium closed with a time to reflect on the implications of these mandates for each of the four sectors of society.

"We need to put magic back into peoples' lives."

A San Diego Educator

THE PIVOTAL 80s

Avoidance of Armageddon

FROM ISOLATION TO COMMUNICATION		WORLD UPHEAVAL Looking for Alternatives		SELF DETERMINATION		
1900s	1910s	1920s	1930s	1940s	1950s	
Technology development Edison Early aero-nautics development	Russian Revolution Gasoline Engine World War I Womens movement Susan B. Anthony	Motion picture Industry Depression Mass communication - radio Growth of urban centers	Invention of transistor World War II Ebb of birth-rate Emergence from colonialism	Rise of 3rd world Jewish holocaust. Zoot suit riots Establishment of UN Atomic bomb China's cultural revolution India's independence - Gandhi End of British Empire UN founded World Bank formed	Israeli-Arab conflict Emergence of China Technological quantum leap Brown vs State of Georgia TV	1960s Space travel Viet Nam Satellite communication The Beatles Montgomery Bus Boycott Race riots Police brutality Grassroots movement New Psychology movement Electronic development Draft Birth control pill Woodstock Computerization of society Media development in 3rd World
					1970s Watergate OPEC embargo Housing projects Women's movement Pope John Paul travels Human Rights Declaration -Helinski-Nixon visit to China Legalization of abortion Gang violence Influence of massive higher education Jonestown massacre	

THE PIVOTAL 80s

Avoidance of Armageddon

TOWARD RESOLUTION OF THE ISSUE OF SCARCITY		RECOGNITION OF INTERDEPENDENCE					
1980s	1990s	2000s	2010s	2020s	2030s	2040s	2050s
<p>Wide availability of computers Tele-communications Control of communication Space flight Limited nuclear war Genetic Engineering Computerized Agriculture Poly-nuclear families Olympics 1984-humanitarian Community demonstration schools Political/military revolution Increased Nationalization of industry Mass media think tanks Bilingual capacity required</p>	<p>Calif. Hispanic Governor Space production 3rd world technology Diminishing crop land &amp; desert expansion Education in work place Immortality research Employee managed corporation Streamline judicial process &amp; Victim rights Dismissing military powers Break up of soviet union Demographic shifts in age Holistic thinking Global Consciousness Competitive alternative energy</p>	<p>Cure of cancer End of hunger U.S. black woman president Ability to produce extra utero births Coalition of Industry/Government to solve issues Global Resource distribution system 3rd world economic powers Massive economic restructuring in 3rd world Nuclear fusion development Crimeless issue of LA Times Unlimited new energy sources Effective urban mass-transit Space shuttle vs space colony</p>	<p>Extraction of usable elements from air &amp; sea U.S. Gov. reorganized Whole person health part of basic education Defense technology makes war obsolete Communication with other species Police become "multiservice corps" Economic/occupational security in U.S.</p>	<p>Woman president End of Mass starvation World Government Economic powers become world leaders based on service Zero population growth achieved Regeneration of human limbs and organs</p>	<p>Earth one language Communities in space/moon/satellite Communication beyond death</p>	<p>Human parts bank</p>	<p>Poor in control Human life on other planets</p>

## THE UNDERLYING ISSUES FACING HUMAN DEVELOPMENT IN THE EIGHTIES

1. Ineffective Response to Disintegrated Communities. In the arena of communal styles, the major issue facing human development in the 80's is that changing communities have not developed the resources to nurture individuals and groups to become part of a healthy, new, diversified community. Related issues include the personal reactions to this as seen in changing life roles, personal isolation, isolation of groups from each other, drug abuse, family violence, group misunderstandings and a lack of community support resources to solve these issues.
2. Alienation from Basic Decision Making Processes. In the arena of equitable benefits, the major issue facing human development in the 80's is the gap between the people and the political decision-making process which results in basic human needs not receiving adequate consideration and, also, a communication gap. Related issues include increasingly unaffordable basic services such as public transportation, housing, health care, education and the growing unwillingness to pay taxes for these services.
3. Outdated/Ineffective Educational Systems. In the arena of communal wisdom, the major issue facing human development in the 80's is the failure of educational, political, economic and media institutions to provide appropriate education and access to knowledge and skills in an era of rapid social and technological change. Related issues include inadequate job skills training for youth and retraining for adults to promote employability, the public's perception of a decline in the quality of education which in turn undermines community confidence, increasing worker demand for meaningful employment, confused value systems, an increased climate for racism and prejudice and the lack of sufficient media responsibility in the educational process.
4. Increasing Economic Gap. In the arena of consumption plans, the major issue facing human development in the 80's is the polarization of the community into the economically mobile vs. the economically trapped. Related issues include the high cost of housing, drying-up of resources for the youth, adequate child care, diminishing government resources for the family, the fear of violence (psychological and physical), and the high percentage of the poor's income spent on "lousy" transportation which does not safely get one where one needs to get at the right time and frequently requires an outrageous amount of time.

5. Misuse of Natural Resources. In the arena of natural resources, the major issue is the present planning process for the allocation of natural resources which does not always create a balance between preservation of ecological systems and resource development. Related issues are the need to minimize hazardous wastes such as nuclear residue and other pollutants, the increasing need for a safe hazardous-waste disposal system and the need for water resource planning and maintenance.

6. Mismatched Employment and Housing Availability. In the arena of employable skills, the major issue is the fact that housing and training programs for minorities, in particular, are not available in proximity to available employment opportunities, nor do training programs always respond to the predicted future job market. Related issues include the fact that the educational system does not provide effective training or retraining for those looking for jobs, the difficulty in relocating when a job is no longer available and the need to make available a housing/job relocation system for all classifications of job seekers.

7. Erratic Economic Justice. In the arena of secure existence, the major issue facing human development in the 80's is the fact that present political and economic systems do not provide for equitable distribution of goods and services. Related issues include unemployment, underemployment, shortage of quality and affordable housing, transportation, consumerism (bread vs. guns), racism and feelings of powerlessness.

8. Neglected Human Needs. In the arena of common distribution, the major issue facing human development in the 80's is an economic system that functions in such a way that economic considerations take precedence over human needs. Related issues include having to depend upon mass and private transportation systems which increasingly are inadequate, unavailability of adequate health care for the common person and the increasing housing costs which are the result of speculation.

9. Inadequate Means of Creating Common Awareness. In the arena of communal symbols, the major issue is that there is a lack of common awareness of the human depth found in all cultures. Related issues include the need for social and life skills which enable people to fully participate in the social process, a rampant materialism which suggests that people should "live to work to buy", while spiritual leadership remains ineffective, the need for the arts and the media to be directly responsible to the public for what they produce and the resulting fact that those in power tend to indirectly control the awareness of the powerless.

Southern California

Los Angeles

Regional Consult

May 1981

MANDATES FOR HUMAN DEVELOPMENT IN THE 80's

<p>ESTABLISHING LOCAL FOUNDATIONS</p>	<p>SUSTAINING HUMAN COMMUNITY</p>		<p>LOCALIZING GLOBAL RESPONSIBILITY</p>
<p>Unifying Diverse Communities</p>	<p>Equitable Economic Structures</p>	<p>Citizen Participation Means</p>	<p>Expanded Services Delivery</p>
<p>Neighborhood Crime Prevention</p>	<p>Expanding Job Opportunities</p>	<p>Socially Responsive Education</p>	<p>Health Systems Effectiveness</p>
<p>Family Unit Support</p>	<p>Adequate Affordable Housing</p>	<p>Neighborhood Resident Council</p>	<p>Humanizing Media Images</p>
			<p>Residents Rights Consensus</p>

## MANDATES FOR HUMAN DEVELOPMENT IN THE 80's

Human Development in the 80's requires.....

### UNIFYING DIVERSE COMMUNITIES

Human Development in the 80's requires development of structures that promote the community interaction of people of all ages, sexes, cultures, ethnic backgrounds and religions toward the achievement of common goals. This will be implemented by 1) Encouraging local community organizations to diversify housing types and residents in each neighborhood. 2) Programs for employment of youth by local business. 3) Encouraging local community councils to organize cultural, recreational services and other activities for a diverse population. 4) Organizing seniors to perform the role of "guardian angels" regarding neighborhood issues and local government.

### NEIGHBORHOOD CRIME PREVENTION

Human Development in the 80's requires organizing neighborhood networks that are sensitive to the patterns of movement in their area and are equipped and trained to work independently and with the police in order to bring about maximized community involvement in crime prevention. This will be implemented by 1) Neighborhood watch programs (citizen patrol, stickers on houses and cars, senior citizen telephone tree). 2) Leadership training programs (telephone tree, crisis intervention network). 3) Cooperative program networks where youth can gather to implement skills, e.g., "mechanic on wheels", electrical repair and recreation programs through existing resources. 4) Gang crisis intervention networks.

### FAMILY UNIT SUPPORT

Human Development in the 80's requires the establishment of mechanisms which train family members to be effective in their roles and provide enabling services to meet family needs. This will be implemented by 1) Establishing neighborhood forums to discuss neighborhood family needs to develop identified programs such as family counseling and child care programs and to identify local sources of funds and expertise. 2) Establishing a "rent-a-parent/grandparent" program. 3) Forming neighborhood food banks. 4) Establishing local educational centers staffed by neighborhood volunteers to train residents in family management techniques and to provide support for non-traditional families such as singles, elders and gays. 5) Providing neighborhood playgrounds in combination with local schoolgrounds. 6) Establishing block-parent programs.

## EXPANDING JOB OPPORTUNITIES

Human Development in the 80's requires expanded and future-oriented employment and training opportunities dispersed throughout local communities. This will be implemented by 1) Local government providing incentives for local businesses which promote job opportunities and training programs. 2) Development of private/public sector commissions to determine anticipated job markets and develop appropriate training programs. 3) Providing continuing opportunities for higher education to all community residents. 4) Initiation of new local industries and businesses as determined by the community.

## ADEQUATE AFFORDABLE HOUSING

Human Development in the 80's requires increasing the supply of affordable housing for renters and owners - individual or community - along with the rehabilitation and maintenance of existing structures. This will be implemented by 1) Finding within the local community human and other resources for these purposes. 2) Developing alternate housing forms, such as pre-fab and community ownership of dwellings, to accommodate diverse life styles. 3) Overarching government and other agencies establishing various loan and financing programs.

## SOCIALLY RESPONSIVE EDUCATION

Human Development in the 80's requires that education equip all citizens on a continuing basis with skills needed to function in the dynamic everchanging economic, political and cultural dimensions of society. This will be implemented by 1) Fostering parent involvement in the educational process and decision-making affecting their children through conferences, activities that involve parents, e.g., new programs for children, by having teachers live in their school neighborhood and by involving parents in contributing to the school. 2) Formation of alternative education programs which provide job training through cooperation with community, private business/industry and schools both within and outside the formal education system. 3) Education in urban skills by providing space in schools in the evenings and weekends, contacting local newspapers, radio and TV to provide consumer education information on services, agencies and relevant issues. 4) By involving all four sectors of society in the classroom education process.

## NEIGHBORHOOD RESIDENT COUNCIL

Human Development in the 80's requires effective neighborhood organization which includes accountability to the local residents and a viable linkage with broader-based decision-making structures. This will be implemented by 1) Using the public elementary school geographic

boundaries as an organizing base. 2) Developing a process whereby decision-making is done by a consensus-building process. 3) Electing a council or residents who are recognized by the established power structures as representatives of the community. 4) Creating an involvement event such as Town Meeting to create a vision of possibility in the community. 5) Organizing training programs to develop leadership skills.

#### HEALTH SYSTEMS EFFECTIVENESS

Human Development in the 80's requires guaranteed health care (medical, dental and psychological) per individual need in the categories of preventive, maintenance and crisis response. This will be implemented by 1) Utilization of communication networks which provide diagnostic information and alternative plans, based upon the individual case history with a design which ensures the privacy rights of the individual. 2) Community health clinics. 3) Community health care-takers who are familiar with the needs and status of the community's families and individuals. 4) Positive promotion of health care through media.

#### RESPONSIVE TRANSPORTATION NETWORK

Human Development in the 80's requires innovative approaches to community transportation needs integrating the public and private and voluntary sector resources. This will be implemented by 1) Developing a centralized community information bank. 2) Developing economic incentives for using public and shared transportation, i.e., vouchers from local business, negative tax for non-auto ownership. 3) Developing a localized shuttle system with otherwise unused resources with viable legal protection for drivers and passengers. 4) Replacing need for transportation by delivery of service to the consumer. 5) Construction of modern, non-polluting mass transit systems.

#### RESPONSIBLE RESOURCES MANAGEMENT

Human Development in the 80's requires creating a responsible ecological consciousness toward action. This will be implemented by 1) Making the public aware through the media and other educational tools that we are at a crossroads in our ecological survival. 2) Educating the public to bring about awareness that viable solutions to ecology problems exist. 3) Dealing with our existing pollutants such as solid waste, water pollution, land toxins and nuclear waste. 4) Making accessible realistic recycling facilities (glass, paper, aluminum) at the neighborhood grocery store. 5) Reinforcing and sponsoring through the profit and loss system any organizations which foster responsible resource management. 6) Creating a "think-tank" to deal with alternative conservation management and systems.

## HUMANIZING MEDIA IMAGES

Human Development in the 80's requires enrolling the media in the creation of new images of responsible humaness and global interdependence and the effect of technological change in society. This will be implemented by 1) Letting communities know that the media is responsible to serve the community. 2) Submitting community success stories to media for publication or broadcast. 3) Holding public forums on preserving the planet and preventing nuclear war. 4) Encouraging programming personnel to build a positive vision for the role of southern California in the 21st century.

## RESIDENTS RIGHTS CONSENSUS

Human Development in the 80's requires creating a consensus on the legal restructuring needed to protect the human rights of all residents, citizen and non-citizen, documented and non-documented workers. This will be implemented by 1) Encouraging media coverage stressing the interdependence of the entire southern California population in such areas as health care and the need for non-documented workers' labor in jobs citizens consider undesirable. 2) Holding community forums to allow people a voice in local affairs. 3) Holding special local forums on the issues of citizenship, voting and labor laws. 4) Establishing neighborhood arbitration courts. 5) Working toward a consensus on U.S. immigration policy.

"The non-documented workers are not the enemy of the Blacks--the corporation bears responsibility for who they hire and for the social impact of their hiring."

Agency Director, Los Angeles

PART TWO:

THE REGIONAL FIELD RESEARCH

On May 4-7, 1981, teams traveled across southern California to do field research. Seventeen people working in teams visited 272 people. They conducted individual and group interviews. The following chart is a compilation of the statistical data as reported by the teams.

STATISTICAL SUMMARY OF FIELD RESEARCH					
Total Interviewed					272
Age Groups	0-20	7	Sectors	Public	22%
	20-40	100		Private	18%
	40-60	119		Voluntary	30%
	60 & Over	46		Local	30%
				Female	51%
				Male	49%

Fifty one different vocations were represented by those interviewed. A representative sample of vocational arenas follows:

Agency Administrator	Farmer	Public Health
Architect	Homemaker	Sales Representative
Attorney	Insurance	Social Worker
City Official	Mechanic	Student
Clergy	Media	Teacher
Engineer	Physician	Urban Planner

The Field Research involved six teams which traveled across the region to look at the work of the Symposium from the perspective of the region. By visiting people in urban and rural areas the teams found practical illustrations of the issues and mandates. Interviews with local residents, government officials and business people provided a broad perspective for naming new directions open to the southern California region. Referrals to new contacts related to particular mandates provided access to various networks in the region. Group meetings provided an opportunity to report the work of the Symposium to a broader audience and team reflections distilled the research of the week into brief reports of learnings and recom-

mended directions in the region. The teams operated in the six geographic subdivisions (hereafter referred to as "metros") as follows: Los Angeles, Bakersfield, San Bernardino; Anaheim, Long Beach, and San Diego.

The field research teams reported 102 distinct advantages for human development that will provide a climate for the region to deal with its mandates. These advantages fell into six arenas:

1. Many people with a common vision for the future.
2. A receptivity to leadership development methods.
3. Groups eager to effect change in their communities.
4. A readiness to work cooperatively across the region.
5. A broad base of resources available to communities.
6. Communities experimenting with socio-economic development.

In the process of organizing the data and discerning the advantages, the teams wrote statements of Suggested Four Year Directions, which follow. These statements provided the ground work for the Planning Assembly.

#### SUGGESTED FOUR YEAR DIRECTIONS

1. Over the next four years, a curriculum could be created which addresses the issues of training for social commitment and responsibility roles to expand the number of people for implementation of human development. Curriculum manuals, a trained faculty and a facility would assist in implementing the curriculum.
2. Over the next four years, human development core groups could take responsibility for creating and implementing human development strategies in their local communities or societal structures. These trained core groups would develop a model for replication in order to continuously expand their numbers.
3. Over the next four years, a methods training program could provide skills in consensus building, problem solving, planning and implementation. Citizen participation councils, located throughout the region, would be trained to use these methods. A part of their task would be to develop such councils in surrounding communities.
4. Over the next four years, regional advocacy and action forms could catalyze a network of advocacy and action at the local level among the public, private, voluntary and local sectors. A prime focus would be creating models for housing and transportation.
5. Over the next four years, contacts with networks of community and special focus groups could be expanded by continuing to visit and hold events with a diversity of groups. Working with existing networks would establish a support base of resources, form effective coalitions, develop needed consensus and create a network of core groups ready to assume responsibility at the local level.

## PART THREE

### THE REGIONAL ASSEMBLY

During May 8-10, 1981, forty-one people gathered for the third part of the Consult, the Regional Assembly, held at the Casa Camino Real in Los Angeles.

The Assembly heard reports from each of the six field research teams and reflected on implications for action. They created lists of actions required to implement the recommended four year directions and organized them into nine strategic components for the next four years. They named the practical ways these could be implemented in each of the six metros of Southern California. The nine components were organized into five major thrusts for the next four years.

"As society becomes more complex it needs protection from individuals--government will change to consensus decision methods."

Senior Citizen  
Santa Barbara

II. INTENSIFYING STRUCTURAL RESPONSIBILITY

<p>PROMOTING LOCAL CAPABILITY</p> <p>CATALYZING DEMONSTRATION SIGNS</p> <p>Documenting Innovative Communities</p> <p>Identifying Potential Demonstrations</p> <p>Formulating Ethnic Self-sufficiency</p> <p>Utilizing Structural Support</p> <p>STRUCTURING COMMUNITY INTERCHANGE</p> <p>Initiating Media Strategy</p> <p>Interchanging Community Leadership</p> <p>Exchanging Local Newsletters</p> <p>Facilitating Planning Assemblies</p>	<p>BUILDING COLLEGIAL NETWORKS</p> <p>ESTABLISHING GEOGRAPHIC CORES</p> <p>Journeying Existing Groups</p> <p>Implementing Contact Systems</p> <p>Scheduling Planning Sessions</p> <p>Holding Collegial Events</p>	<p>III. STRENGTHENING LEADERSHIP COMMITMENT</p> <p>TRAINING METHODOLOGICAL FACILITATORS</p> <p>Deepening Methods Prowess</p> <p>Empowering Ethnic Leadership</p> <p>Engaging Community Groups</p> <p>Contexting Advocacy Spokespersons</p> <p>FORMING REGIONAL FORCES</p> <p>Establishing Advisory Boards</p> <p>Organizing Development Corporations</p> <p>Facilitating Regional Councils</p> <p>Recruiting Focused Task-forces</p> <p>DESIGNING JOURNEY TOOLS</p> <p>Determining Training Focus</p> <p>Developing Foundational Curriculum</p> <p>Equipping Regional Faculty</p> <p>Planning Implementation Strategies</p>	<p>BROADENING STRUCTURAL CONTACTS</p> <p>EXTENDING WORKING RELATIONSHIPS</p> <p>Publishing Program Results</p> <p>Scheduling Systematic Circuits</p> <p>Eliciting Network Referrals</p> <p>Offering Sector Workshops</p>	<p>FACILITATING REGIONAL CONSENSUS</p> <p>ENABLING HOUSING ADVOCACY</p> <p>Organizing Special-Issues Forums</p> <p>Creating Housing Task-forces</p> <p>Documenting Effective Models</p> <p>Establishing Region-Wide Linkages</p> <p>DEVELOPING TRANSPORTATION MODEL</p> <p>Delineating Regional Networks</p> <p>Forging Committed Task-forces</p> <p>Researching Alternative Technologies</p> <p>Conducting Public Forums</p>
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## THE STRATEGIC COMPONENTS

The participants in the Assembly recommended the following four-year program directions structured in three master strategies including five arenas and nine strategic components.

I. The first master strategy of Intensifying Structural Responsibility includes two arenas--Promoting Local Capability and Facilitating Regional Consensus:

--in the arena of Promoting Local Capability the Assembly recommends

1. that Demonstration Signs be Catalyzed toward recognizing local initiative and promoting models that can be broadly replicated. This would involve:

Documenting Innovative Communities to make visible the accomplishments of local efforts now going on.

Identifying Potential Demonstrations to initiate geographically-dispersed signs of human development in communities, neighborhoods and institutions.

Formulating Ethnic Self-sufficiency among groups with the greatest need to restore self-confidence so that they can participate in diverse community.

Utilizing Structural Support to sustain demonstration community momentum through the delivery of essential goods and services.

2. that Community Interchange be Structured toward ensuring the engagement of all ethnic and age groups in communities and the inclusion of all communities in the forging of regional life values. This would involve:

Initiating Media Strategy through local and regional media of all types to promote images of community revitalization.

Interchanging Community Leadership across the region to expand community context and expose communities to new ideas.

Exchanging Local Newsletters through established channels to foster broad awareness of community accomplishments.

Facilitating Planning Assemblies to accelerate community planning and to motivate implementation of program.

--in the arena of Facilitating Regional Consensus the Assembly recommends

3. that Housing Advocacy be Enabled toward implementing community consensus on construction of sufficient affordable housing. This would involve:

Organizing Special-Issues Forums throughout the region to delineate the issues restricting the construction of housing.

Creating Housing Task-Forces in targeted areas to develop and implement an effective advocacy program.

Documenting Effective Models for expanding housing availability to inform and motivate local initiative.

Establishing Region-Wide Linkages to focus available resources on critical housing situations.

4. that a Transportation Model be Developed toward forming a regional consensus on an adequate transportation system which will conserve basic resources and meet anticipated local needs throughout the region. This would involve:

Delineating Regional Networks which are currently involved in transportation planning to identify needs for system models and resources of expertise.

Forging Committed Task Forces of concerned citizens from across the region to build necessary models and implementation strategies.

Researching Alternative Technologies to determine feasible transportation system components and develop directions for Southern California.

Conducting Public Forums among diverse groups of transportation users to identify the trends of future usage and the acceptable values for public transportation of the future.

II. The second master strategy of Expanding Action Forces includes two arenas--Building Collegial Networks and Broadening Structural Contacts:

--in the arena of Building Collegial Networks the Assembly recommends

5. that Geographic Cores be Established toward giving form to the momentum for social change and providing local sustenance for forces engaged in human development. this would involve:

Journeying Existing Groups of engaged people to enlist those committed to social change.

Implementing Contact Systems among concerned leaders to support and unite core groups.

Scheduling Planning Sessions in geographic or issues arenas to focus activity of forces engaged in action.

Holding Collegial Events to celebrate accomplishments and sustain effective action.

--in the arena of Broadening Structural Contacts

6. that Working Relationships be Extended toward capitalizing on program momentum and engaging those concerned with human development. This would involve:

Publishing Program Results to enable participant engagement in implementation and promote effective methods.

Scheduling Systematic Circuits to expand cross-sector participation in catalytic human development projects.

Eliciting Network Referrals from program participants to build related program momentum.

Offering Sector Workshops to articulate human development roles for each of the sectors.

III. The third master strategy is Strengthening Leadership Commitment:

--in the arena of Strengthening Leadership Commitment the Assembly recommends

7. that Methodological Facilitators be Trained toward enabling effective action by local forces within the established structures of local communities. This would involve:

Deepening Methods Prowess to establish a core of volunteers proficient in human development methods in the region.

Empowering Ethnic Leadership to assume broader responsibility within communities.

Engaging Community Groups to provide new forums for creating consensus within established structures.

Contexting Advocacy Spokesmen to provide an effective voice for those cut off from needed resources.

8. that Regional Forces be Formed toward taking comprehensive responsibility for sustaining human development across the region. This would involve:

Establishing Advisory Boards to give form to developing networks of advisors seeking new avenues of service.

Organizing Development Corporations to provide vehicles that will engage individuals and groups in program support.

Facilitating Regional Councils to shape new directions and integrate the tasks of regional forces on a regular schedule.

Recruiting Focused Task-Forces to address specific ethical issues.

9. that Journey Tools be Designed toward sustaining the vision and momentum of local and regional forces. This would involve:

Determining Training Focus in each place and time to allow best use of resources and the maximum impact of programs.

Developing Foundational Curriculum for broad use to awaken and sustain commitment for social responsibility.

Equipping Regional Faculty to serve as staff for training programs.

Planning Implementation Strategies to ensure effective use of new designs across the geography and programs of the region.

"The Community redevelopment association has already turned our neighborhood around--the junk cars are gone and people keep their properties better. Now we need to rebuild our family life and the quality of education for our children."

Los Angeles Mother

STRATEGIES	1981-1982	1982-1983	1983-1984	1984-1985
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I. INTENSIFYING STRUCTURAL RESPONSIBILITY

1. Catalyzing Demonstration Signs	Existing Project Extension	Breaking loose Replicable Forms	Completing Replicable Coverage	Operational Demonstration Signs
2. Structuring Community Interchange	Circuit Structure and Newsletter	Extensive Leadership Interchange	Intensive Media Impact	Highlighted Global Exchange
3. Enabling Housing Advocacy	Widespread Issues Forums	Targeted Geographic Task Forces	Local Implementation Demonstration	Strategic Replication Model
4. Developing Transportation Model	Research Task Forces Actuation	Basic Regional Model Creation	Regional Consensus Forums	Formal Implementation Structures

II. EXPANDING ACTION FORCES

5. Establishing Geographic Cores	Quarterly Metro Core Planning	Replicable core-extension Designs	Systematic Major-geographic Coverage	City Core Demonstrations
6. Extending Working Relationships	Extensive Sector Workshops	Cross-Sector Community Symposium	Self-Sustaining Working Guilds	Comprehensive Regional Symposium IV

III. STRENGTHENING LEADERSHIP COMMITMENT

7. Training Methodological Facilitators	Geographically Spread Demonstrations Structures	Formalize Methods Academy Program	Major City Structural Coverage	City Focused Methods Academy
8. Forming Regional Forces	Human Development Advisor Board	Special Focus Task Forces	Guardians Human Development Corporation	Regional Annual Program Report
9. Designing Journey Tools	Training Rhythms and Experience	Curriculum Construct Building	Master Pedagogue Equipping	Mass Pedagogical Programs

SOUTHERN CALIFORNIA REGIONAL CONSULT  
ON HUMAN DEVELOPMENT IN THE 80's

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A THANK YOU FROM  
NORWOOD SCHOOL PARENTS

May 10, 1981

I want to say thank you to all of you who are present here today for extending an invitation to us to participate in this meeting, which for us, opened up many new things we did not know before. I also want to give my congratulations to all of you for this marvellous work that you are doing on behalf of all kinds of communities.

I want to give my congratulations to all the mothers who are present here today. For us, in the Mexican Community, today is a great day. It is Mother's Day.

On behalf of my colleagues from Norwood School who are not present today, thank you for so much marvellous work. We wish you much success and God Bless you always.

Maria A. Hernandez  
For the Norwood School

Quiero darles las gracias a todas las personas aqui presentes por habernos invitado a esta reunion para darnos a saber muchas cosas nuevas que nosotros no sabemos. Tambien quiero felicitar los a todos por tan maravillosa labor que estan haciendo para beneficio de toda clase de comunidades.

Quiero felicitar a todas las madres aqui presentes. Nostros los Mexicanos hoy es un dia muy grande. Es el dia de nuestras mamas.

A nombre de mis companeras que no estan presentes les doy las gracias por tan maravillosa trabajo y les deseo mucho exito y que Dios los bendiga siempre.

Maria A. Hernandez  
A nombre de la Escuela Norwood

SYMPOSIUM SPEAKERS

OPENING ADDRESS

"The Courage to Create a New Consensus"

Speaker: Dorothea Jewell, Development Coordinator  
Institute of Cultural Affairs  
Chicago

LOCAL SECTOR PANEL

Moderator: Charles McDermott, Social Worker  
Brentwood VA Hospital  
Los Angeles

Panelists: Tammy Armstrong, School Teacher  
Pixley School System  
Pixley

Roy Castillo, School Board President  
Richgrove Development Association  
Richgrove

David Plaza, High School Student  
Belmont High School  
Los Angeles

Anne Shirrells, Supervisor Senior Affairs  
San Bernardino

SECOND ADDRESS

"Those Who Serve"

Speaker: Sara Wacker, Math Teacher  
Sun Valley Jr. High School  
Los Angeles

THREE SECTOR PANEL

Moderator: Alma Stent, Dental Hygenist  
Professional Consultant  
Los Angeles

Panelists: Donald Hillman, Supervisor Tulare County  
County of Tulare  
Tulare

Milan Hamilton, Insurance Agent  
Northwestern Mutual Insurance  
Redlands

Carol Nyholm, Executive Director  
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Long Beach

FINAL ADDRESS

"Regional Implications for Development"

Speaker: Richard Stanley, Program Operations  
Institute of Cultural Affairs  
Chicago

ACKNOWLEDGEMENTS

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Atlantic Richfield Company Los Angeles	Taverner and Fricke Paper Company Los Angeles
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This document reports the work of the participants Attending the Southern California Consult on Human Development in the 80's. The Consult was an experimental format facilitated by the Institute of Cultural Affairs (ICA).

The ICA is a Research, Training and Demonstration group concerned with the human factor in world development. Private and voluntary in nature, the ICA has offices in 32 nations and operates as a not-for-profit, intraglobal organization. The Institute has 25 years of experience working with communities and has had full-time staff in Los Angeles since 1968.

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REGISTRATION  
REMINDER

MAY 1-2, 1981

SPEAKERS

ANNOUNCEMENT

# Symposium 1:

## Human Development

### in the 80's

The speakers will provide a common working context of the emerging future and will offer an opportunity to discuss edge projects being experimented with by local communities, business, government and voluntary networks to discern effective regional responses.

Tammie Armstrong - Elementary School Teacher  
Pixley School System, Pixley

(Secretary Pixley Town Council, Chairperson Tulare  
County Transportation Citizens Advisory Committee)

Roy Castillo - Master Mechanic

Diaz & Jenson, Delano

(Owner of the Richgrove Laundramat, a business of the  
Richgrove Development Association)

Donald Hillman - Supervisor Tulare County for 20 years  
County of Tulare until January 1, 1981, Tulare

(Past President County Supervisors Association of California)

Richard A. Newcomer - Senior Systems Engineer

IBM, Los Angeles

(18 years marketing computers to the public sector)

Carol J. Nyholm - Executive Director

YWCA, Long Beach

(28 years service in the YWCA in diverse locations)

David Plaza - High School Student

Belmont High School, Los Angeles

(Peer Consultant on staff of El Centro del Pueblo)

Anne Shirrells - Coordination Supervisor Senior Affairs

City of San Bernardino, San Bernardino

(Worked 15 years with youth and past 12 years with seniors)

Alma Stent - Dental Hygenist Instructor

Professional Consultant, Los Angeles

(Board of Trustees First Unitarian Church, Chairperson Urban Church Coalition)

Jon C. Thorson - Corporate Vice President

Allergan Pharmaceuticals, Irvine

(Volunteer consultant for Third World village development)

Kaye Townley - Program Development Coordinator

Institute of Cultural Affairs, Chicago

(Conducted Womens' Leadership Forums in 12 nations)

Sara Wacker - Junior High School Math Teacher and Coordinator

Sun Valley Junior High School, North Hollywood

(Chairperson Site Council of School Improvement Program)

James Wiegel - Western U.S. Area Director

Institute of Cultural Affairs, San Francisco

(Community development consultant in 16 nations)

To be held at:  
Pepperdine University  
Malibu, California  
May 1-2, 1981

Sponsored by  
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WHO IS COMING TO SYMPOSIUM I?

Pre-registrations to Symposium I indicate the following types of people will be attending from many places in So. California.

City Councilmen  
City Engineer  
City Planning  
Clergy  
College Chancellor  
College Teachers  
College Students  
Community Educators  
Community Mothers  
Computer Marketing  
Corporate Executives  
County Supervisor  
Dean of Community College  
Dietician  
Elementary School Teachers  
Fire Department  
Foundation Coordinators  
Government Agency Directors  
Health Educators  
High School Faculty  
High School Students  
Insurance Salesmen  
Junior High School Student  
Junior High School Teachers  
Mayors  
Newspaper Writers  
Nurses  
Pre-school Teachers  
Police Department  
Public Relations  
Regional Planning Agency  
Retired Persons  
School Principals  
School System Administrators  
Senior Citizen Programs  
Small Business Owners  
Town Council Members  
United Way Staff  
University Professors  
Voluntary Program Directors  
YMCA Staff  
YWCA Staff

Altadena  
Anaheim  
Bakersfield  
Boway  
Burbank  
Canoga Park  
Carson  
Chula Vista  
Colton  
Compton  
Corcoran  
Delano  
Downey  
Duarte  
Earlimart  
East Los Angeles  
East San Diego  
El Cajon  
El Centro  
Goshen  
Huntington Beach  
Huntington Park  
Inglewood  
Irvine  
Laguna Beach  
Lancaster  
Las Vegas  
Lindsay  
Long Beach  
Los Angeles  
Mira Mesa  
Mission Bay  
North Hollywood  
Norwalk  
Oxnard  
Palm Springs  
Pasadena  
Pixley  
Porterville  
Richgrove  
Redlands  
Riverside  
San Bernardino  
San Diego  
San Fernando  
Santa Ana  
Santa Barbara  
Santa Margarita  
Santa Maria  
Santa Monica  
Tipton  
Tulare  
Van Nuys  
Ventura  
Visalia  
West Covina  
Whittier

## SYMPOSIUM I: HUMAN DEVELOPMENT IN THE 80'S

### INTERVIEW RESPONSES

Over 500 personal interviews have been conducted since January 1981 throughout Southern California. People have voiced concerns about...

Low job skills	Rising unemployment
Inadequate public transportation	Utilizing elders wisdom
High housing costs	Shifting male/female roles
Disintegrating family life	Increasing child neglect
Collapsing public programs	Rapid rise of crime
Constant threat of violence	Rising family violence
Suicidal use of drugs and alcohol	Expanding affordable housing
Expanding language barriers	Spanish culture dominance
Unknown contamination threats	Burned out professionals
Accessible health care	Motivating volunteer participation
Productive youth roles	Powerlessness of people
Decreased social funding	Collapsing school discipline
Reduced poverty support	Developing new life styles
Creating responsible alternatives	Building core leadership
Increasing inflation impact	Cutting enrichment curriculum
Changing moral standards	Funding innovative education
Declining education excellence	Integrating new population
Returning school segregation	Cutting back government controls
Growing active racism	Undocumented resident controls
Isolated retirement population	Affluence/poverty polarization
All-pervasive gang influence	Widespread loneliness

Quotes about peoples' concerns...

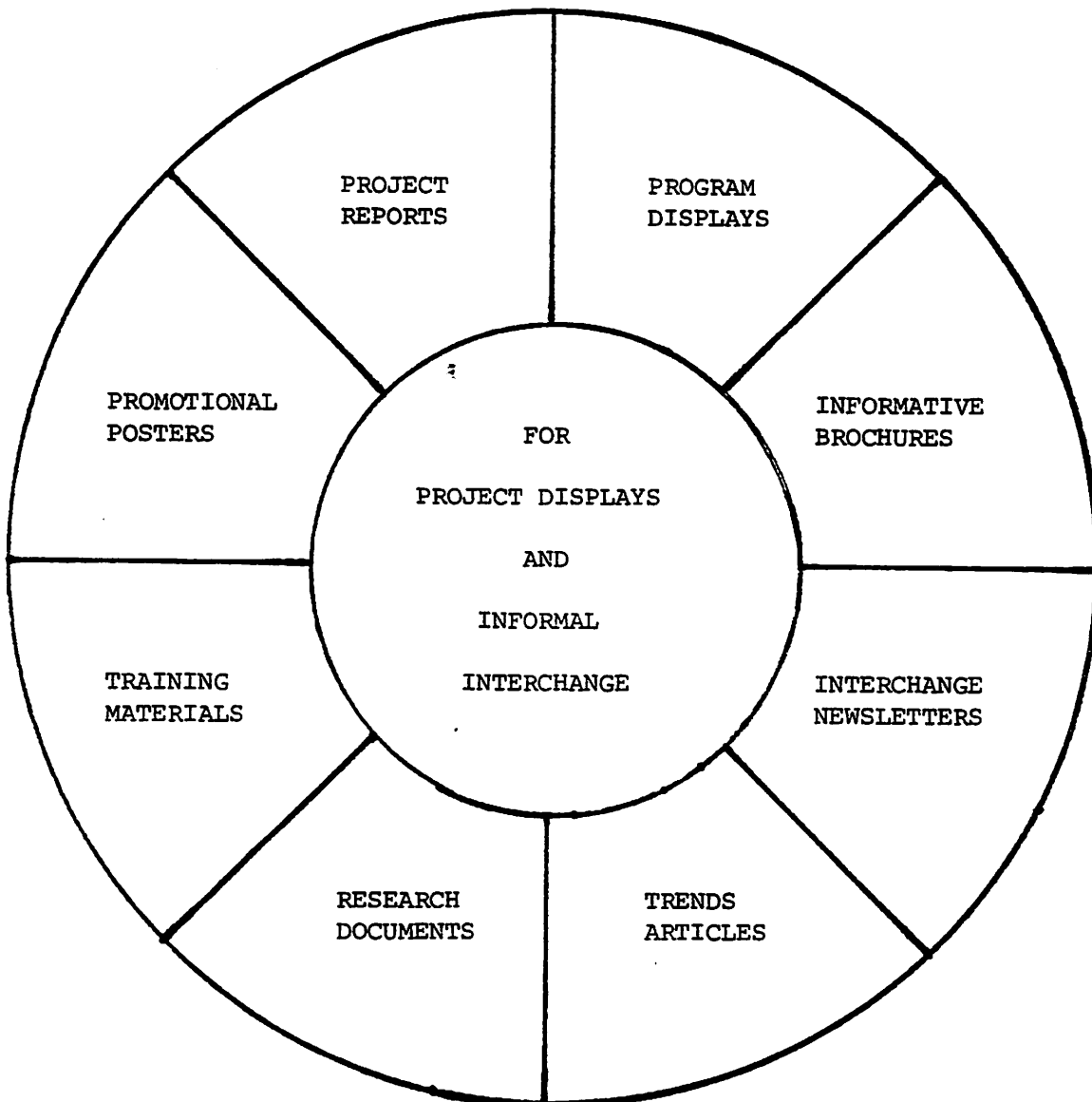
1. "Trapping the entire youth population in the millieu of the gangs."  
School Principal
2. "The constant threat and presence of death in our communities, if not physical, then mentally through drugs and alcohol."  
Health Educator
3. "The human care responses of individuals are cut off by fear of violence."  
Urban mother
4. "Removing free health care endangers everyone's health when allowing contagious people to work in our restaurant kitchens."  
Dental Hygenist
5. "Automatic raises going to bureaucracy with nothing new going to the local people."  
Business Executive
6. "The agencies we have today cannot cope with the problems and people are feeling that nobody cares."  
Foundation Coordinator

## MATERIALS TO BRING WITH YOU TO SYMPOSIUM I

To enable the greatest possible use of our two days together please take the time before you come to gather up appropriate materials on trends and programs in human development to show or share with other participants.

Interchange times will begin with the pre-registration period Thursday evening, April 30 from 8:00 to 10:00p.m., and will continue in the workshops and during the breaks throughout the Symposium. Please make advanced arrangements for any special display materials or needs you may have.

The "Participation Wheel" below indicates some ways in which people and agencies have indicated they plan to respond.



## SYMPOSIUM I: HUMAN DEVELOPMENT IN THE 80'S

### AN ELEGANT CONFERENCE SETTING

Be prepared to enjoy a comfortable conference experience on the beautiful bluffs of Malibu.

### WORKSHOPS

Large group sessions will be held in the comfortable, well-equipped Elkin Auditorium and small group workshops in adjacent college classrooms. The gracious Firestone Lounge will be the setting of project displays and informal interchange sessions.

### MEALS

Six meals are provided beginning with Friday breakfast and ending with a full banquet on Saturday evening. Meals will be served in a modern open-choice cafeteria. A snack bar will be open between meals.

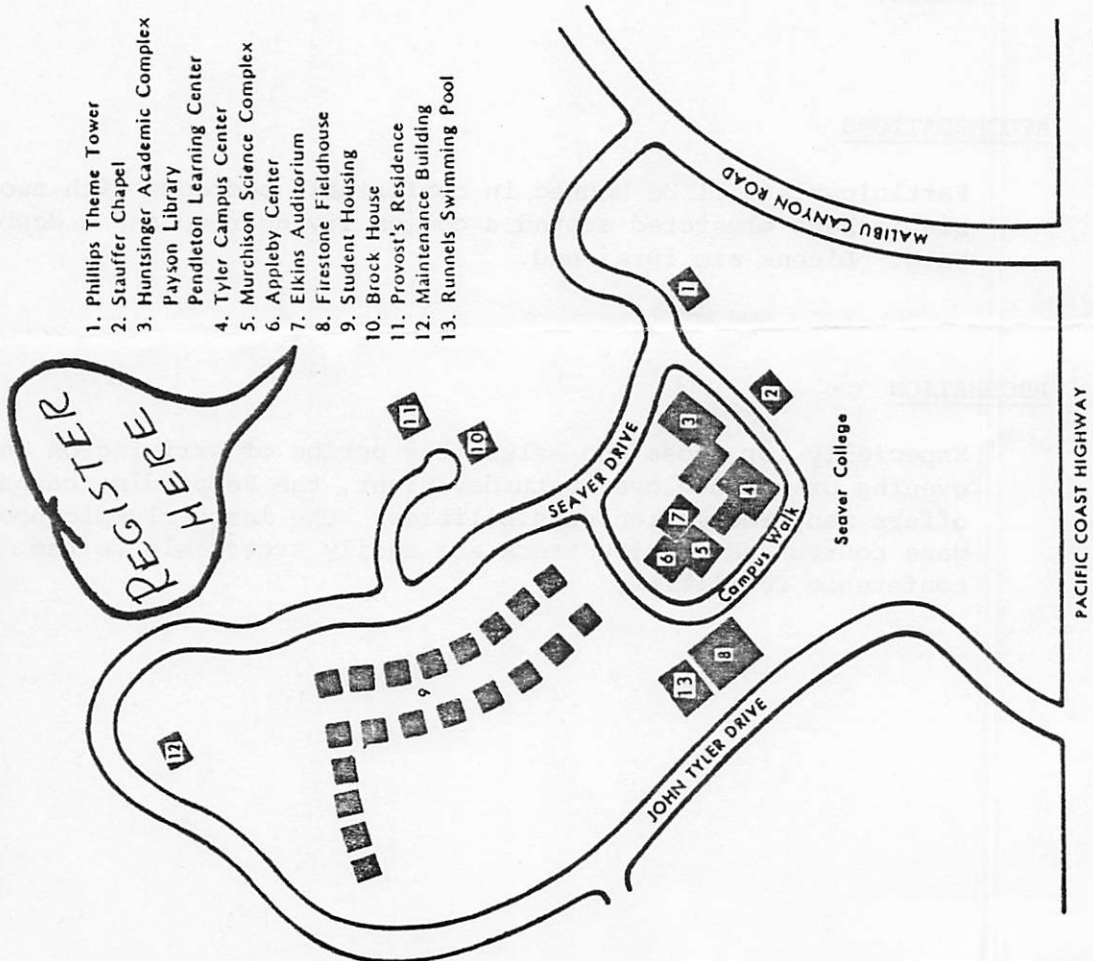
### ACCOMODATIONS

Participants will be housed in comfortable bedrooms with two single beds clustered around a common living room and a double bath. Linens are furnished.

### RECREATION

Especially for those who select the option of arriving on Thursday evening or staying over Saturday night, the Pepperdine campus offers many recreation possibilities. The large olympic pool, game courts and running track are easily accessible to the conference facilities.

# PEPPERDINE UNIVERSITY MALIBU CAMPUS



1. Phillips Theme Tower
2. Stauffer Chapel
3. Huntsinger Academic Complex  
Payson Library  
Pendleton Learning Center
4. Tyler Campus Center
5. Murchison Science Complex
6. Appleby Center
7. Elkins Auditorium
8. Firestone Fieldhouse
9. Student Housing
10. Brock House
11. Provost's Residence
12. Maintenance Building
13. Runnels Swimming Pool

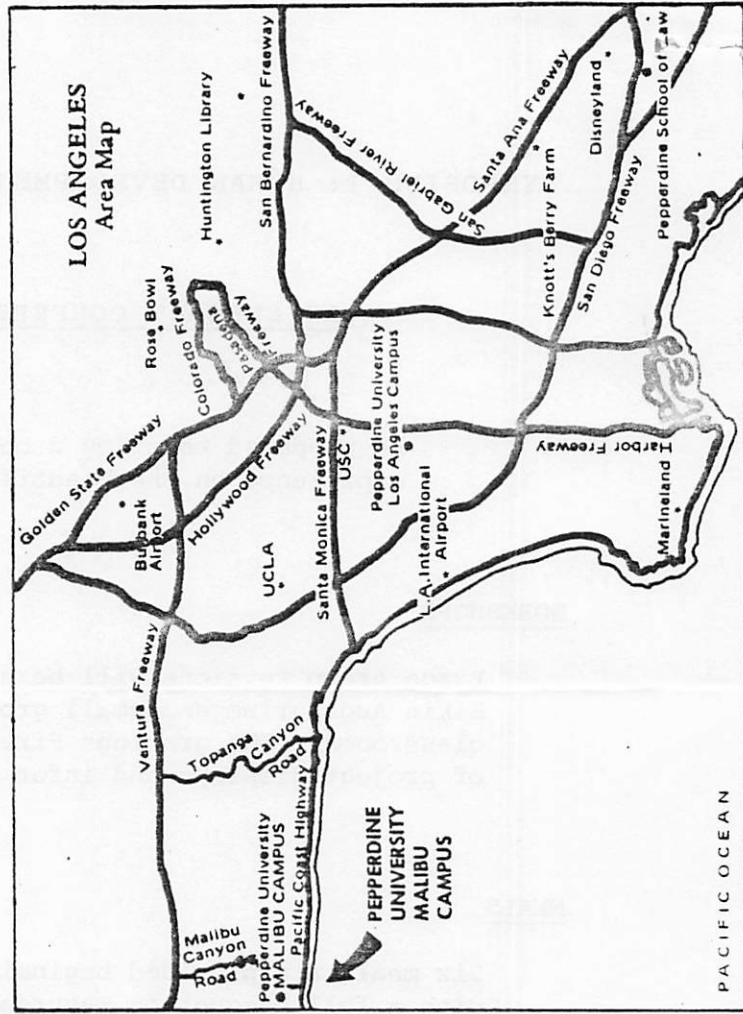
## Directions to the campus:

The campus is located at Pacific Coast Highway and Malibu Canyon Road.

From Los Angeles and points south — take the Santa Monica Freeway west to Pacific Coast Highway (State Highway 1) and follow Pacific Coast Highway to Malibu Canyon Road. Turn right on Malibu Canyon Road and you will see the campus entrance just off of Pacific Coast Highway.

From San Fernando Valley — take the Ventura Freeway (Federal Highway 101) to Las Virgenes Road-Malibu Canyon, and proceed toward Pacific Coast Highway. Just before reaching Pacific Coast Highway you will see the campus entrance on your right.

From Ventura and points north — take Pacific Coast Highway to Malibu Canyon Road, turn left on Malibu Canyon Road, and you will see the campus entrance on your left.



SYMPOSIUM 1: HUMAN DEVELOPMENT IN THE 80'S

Sponsored and Facilitated by

The Institute of Cultural Affairs: Los Angeles  
1049 Magnolia Ave., Los Angeles, CA 90006; (213) 380-0725