

MIGRANT
AGRICULTURAL
WORKERS

in

DOOR COUNTY

by

DIVISION FOR CHILDREN AND YOUTH
WISCONSIN DEPARTMENT OF PUBLIC WELFARE
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C O P Y

A REPORT

MIGRANT AGRICULTURAL WORKERS IN DOOR COUNTY

METHODS AND SCOPE OF STUDY

At the request of the Council of Church Women in Door County,, the Division for Children and Youth of the Wisconsin State Department of Public Welfare studied the needs of migrant workers in Door County and the activities within the county designed to serve the migrant. The study served a dual purpose: To help the local community extend its services to migrant workers and coordinate its planning, and to give the Division for Children and Youth first-hand knowledge and experience in working with the migrant situation.

During the summer of 1951, the staff interviewed growers, migrant workers, restaurant and tavern owners, local businessmen, law enforcement officers, county board members, resort owners, representatives of the Cherry Institute, the Cherry Commission and the Fruit Growers Co-op, county officials, welfare authorities, representatives of various churches, members of the Council of Church Women and the Mayor's Committee on Migrant Labor, local doctors and hospital officials, Home Mission workers, and other citizens. The staff visited the schools operated by the Home Mission workers, a Reynolds Camp night, the recreation center in Sturgeon Bay, and attended a meeting of the Sturgeon Bay Mayor's Committee. Active leadership in the recreation center was given by one staff member over a period of three weeks.

Two staff members spent one week in the county early in the season, interviewing people and observing programs. One staff member stayed an additional two weeks continuing to interview persons connected with the migrant workers in any way, and actively participating in the recreation center program in Sturgeon Bay. The study included: existing services which migrant workers could use; problems in relation to the large influx of migrant workers from the points of view of growers, businessmen, welfare agencies, health agencies, citizens, resort owners and the like; unmet needs of the migrant workers and their attitudes toward their stay in Door County; and problems in providing services to meet their needs. The focus was on the over-all problem although services to children were of particular concern.

ECONOMIC FACTORS

Door County has gradually increased the number of acres of cherry orchards until it had, in 1951, 10,000 acres. In the next ten years, an increase of 10% in the number of producing orchard acreage can be expected. Door County, with a population of about 19,000 people, requires a labor crew of 6,000 to 10,000, depending on the size of the crop, for picking cherries during four to six weeks in July and August. It is essential that labor be on hand in order to avoid a large financial loss from spoilage which occurs rapidly if the cherries remain on the tree. Additional workers are required for checking, culling, and other work in the plant during the busy harvest season. It is obvious that the stable population of the county can never provide the labor required during the cherry season. During the same period of time, there is a heavy influx of tourist trade into the county. No other county in Wisconsin has as large a number of migrant workers concentrated in as small an area.

THE MIGRANT WORKER

The growers at the present time are using five main types of labor:

1. The Texas-Mexican family
2. Single men from the British West Indies
3. Wisconsin Indian families
4. American Negroes
5. Local and in-state labor

The Indian families have not been included in this report because they are usually from within the state.

The Texas-Mexican

In Door County, there is an influx for a six weeks' period of 4-5,000 Texas-Mexican workers with an unknown number of children, domestic laborers who are constantly migrating due to dire economic necessity. Although growers report that Texas-Mexicans are the largest single source of labor supply, there was a noticeable drop in the number employed in 1951 as compared to 1950. Most of these people have been forced out of the lower Rio Grande Valley by illegal traffic of Mexican laborers. The Texas-Mexicans, for the most part, travel in large family units composed of the mother, father, and all unmarried children. Some single men travel as part of the labor supply.

The British West Indians

The British West Indians, the principal source of alien labor, are imported from various islands including Jamaica, Barbados, Leeward, Windward Islands and others. They come as single men for a period of time agreed between the Government of the British West Indies and the

employer. Their rights are protected through an international agreement and their travel to various crop areas is restricted by labor contract.

RECRUITMENT AND EMPLOYMENT--Texas Mexicans

The Texas-Mexican is usually paid at a piece-work rate. Their employment is affected by the weather during a harvest season, the supply of workers in relation to the size of the crop, the condition and nature of the crop, number of members in the family working, arrangements for housing, and the current wage prevailing in the area. Growers do not offer contracts to the workers because of these factors. On the other hand, the Texas-Mexican does not feel an obligation to stay if there is more work at a higher wage offered by another employer providing he has some transportation available to move the family. As a United States citizen, he is free to move.

British West Indians

The larger growers employ most of the British West Indians. It is not necessary to provide family housing when employing British West Indians, nor does the employer take the risk of the worker leaving his camp for another, since the alien can be deported for violating his contract.

The British West Indians are secured by sub-contract with the Wisconsin Labor Pool consisting of nine canning companies. The arrangements with the Labor Pool are made through the Cherry Commission.

The American Negro

The American Negro who travels with his family is a relatively new source of labor. Recruitment is usually done by a labor boss who recruits the workers in the south and transports them to the crops by busses. Growers anticipate that this will be an increasing source of labor because they do not feel that they can depend on the Texas-Mexicans as a main source of labor when there is such a possibility of the overlapping of crop harvests.

THE EMPLOYERS

In Door County there are approximately 600 growers, ranging from very large to very small concerns. The small growers in both the northern and southern sections of the county belong to the Fruit Growers Co-op or contract with the larger orchards in the center of the county for cherry pickers.

SOCIAL FACTORS

ADJUSTMENT FACTORS

A community can expect to have problems in personal and community adjustments and in human relations when so large a number of new people move into a relatively small area: especially when this large number is not in itself a homogeneous group, but a mixed group which must live side by side with other strangers, other races, and people of such varying cultures as are found among the migrants, the resorters, and the residents. Until Door County began importing southern domestic labor and alien labor, it emphasized its vacation resources in recruiting cherry pickers. When other races and cultures are introduced for labor, conflicts arise between the resorters who wish to provide a protected environment for select clientele and the growers who wish to attract large numbers of workers. These workers must use the same shopping centers, beaches and other services of the community if they are to be served at all.

Although the migrant worker is almost as great a potential source of income as the summer guest, the business services are principally adapted to serving the resort trade. Some businessmen hesitate to serve migrant trade because it might endanger their resort business.

There is recognition by some merchants and officials that plans must be made to attempt to meet the needs of all the groups in the peninsula during the summer. The fact that the migrant workers come in the largest number during tourist season, makes their adjustment the more difficult to accomplish.

Texas-Mexicans

The influx of 4 to 5,000 Texas-Mexican workers into Door County for a six weeks period, brings in a group of people, many of whom have been working in other areas of the state of Wisconsin in the earlier part of the summer. These workers are uneducated, speak Spanish as their native tongue and are not skilled in making their own adjustments within the community satisfactorily. The Texas-Mexican travels with a large family group and requires housing adaptable to family living, with cooking facilities for the family unit. Although they originally come from Texas and return there sometime during the year, there often is no community in which the family has strong ties.

It was not possible to determine the number of children traveling in Texas-Mexican families. Any reports of numbers of Texas-Mexicans in the state, count workers only.

Supervision of the children during the work day varies from family to family and camp to camp. Older children, an older woman or the mother in the family, may stay at home to be in charge of children. Frequently children accompany the parents and work when possible.

The strength of the Texas-Mexican family lies in its solidarity. Children are an important part of the family unit and feel that they belong. This factor has been strengthened by the nomadic life and the lack of other contacts or ties. Illiteracy among the Texas-Mexicans is high because there has been little opportunity for them through public education.* Some children enter school for part of the year in Texas and a few may have been in school in other communities along the way during the regular school year. Some families from other communities in Wisconsin, such as Waupun, which provide a summer school experience, ask about school opportunities. Where families had been in communities with educational opportunities, they indicated their intention to return another year.

The Texas-Mexican tends to sneak only for himself and not for the Texas-Mexicans in the group. They have not been exposed to a normal community life and have had few social contacts of lasting nature beyond the borders of their family.

There appeared to be a larger number of Texas-Mexicans who spoke English during the 1951 season. This enabled local citizens and non-Spanish speaking workers to come in closer contact with the Texas-Mexican and his needs. In the main part, the Texas-Mexicans were very happy with their housing because it compared very favorably with other parts of the state. They feel they can make more money picking cherries because children can pick too. They look on this work as more of a vacation because it is easier than stoop labor.

Texas-Mexican families have little recreational opportunity as a total family except in very few camps, and look at the recreational center in Sturgeon Bay with suspicion. This center has not been designed to serve family units. The Texas-Mexican families who were interviewed, felt that some recreation should be provided for Texas-Mexican families in the camp or in the community. They also felt that it would be helpful to have some system of day care for the children, since each woman who stays home loses a day's pay.

Not all families are ready to use such services as schools or day care facilities. It appears to be essential that a Spanish speaking worker be responsible for contacting families and interpreting services, in order to enable the parents to release their children to other people's care. The Home Mission worker made such contact in order to promote attendance at the school.

The British West Indians

The British West Indians are not, as it is often assumed, a homogeneous group. The cultural differences between the various islands

* Governor's Commission on Human Rights, Migratory Agricultural Workers in Wisconsin (State Capitol, Madison, Wisconsin, 1950) p. 25.

are similar to the differences among European nationality groups. This group of workers is often better educated, better organized, and has more social skill than does the Texas-Mexican. There is often a spirit of teamwork among the men from the same island. The British West Indian has more adequate housing, food, medical care and wages guaranteed him by the employer than does the Texas-Mexican.

The British West Indians feel the need for recreational opportunities which could be provided them in the camp by supplying some recreational equipment and some kind of camp personnel who could help them plan activities. They have been attending the recreation center in Sturgeon Bay along with some of the single Texas-Mexicans. Two principal problems present themselves: That of the differences in type of entertainment enjoyed by the two groups, and the lack of dancing partners for the British West Indians.

These men are housed and fed by the camp. Their need for shopping is limited to personal buying and could be readily served in the camp or in the community around the camp, without transporting them in large numbers to Sturgeon Bay or other centers.

COMMUNITY SERVICES FOR MIGRANT WORKER

ORGANIZATIONS SPONSORING ACTIVITIES EXCLUSIVELY FOR THE WELFARE OF MIGRANTS

The Door County Council of Church Women

The Council of Church Women Migrant Committee has been influential in focusing attention on the needs of migrant workers.

They set up a program for 1951, and invited in the Home Mission worker, who has had previous experience in working directly with migrants, to staff their project.

The School Project

The Migrant committee of the Door County Council of Church Women planned for two summer schools for migrant children, one at the Reynolds Brothers Camp and one at Shiloh. Three workers assigned by the Home Mission Council were in charge of the school program. They had some experience in working with migrants in Wisconsin and Texas. Assisting them were three other Home Mission Council workers, students in religious colleges, who were giving six weeks of service. Pre-school and young children were served with a program of games, singing, handicraft, story hours, and teaching of the English language. When the program was actually in operation, school convened in the morning only, for a two hour period although it had been hoped that the school period could be from 10 a.m. until 2 p.m. The Home Mission workers traveled from camp to camp talking with Texas-Mexican families, interpreting the school,

promoting attendance. They used their station wagon to transport the children from surrounding areas to the school at both locations. This in itself consumed considerable time in the morning.

Although there were no exact attendance records available, it appears that not more than twenty young children attended each school.

Aware that migrant children are the most neglected educationally of any children in the United States, the Door County Council of Church Women recognized that the school services of the summer of 1951 left many things to be desired, but hoped that they were on their way toward an improved educational program for Texas-Mexican children.

Some of the problems and factors that need to be taken into consideration in planning schools for migrant children are:

1. The reluctance of the Texas-Mexican to release his children to the supervision of a stranger and from a wage earning role.
2. The scattered location of camps and families which requires transportation of the children to central schools.
3. The inability of the community to estimate the number of children to be served prior to their arrival. After the families arrive, a check can be made of the number of children whose parents are willing for them to attend.
4. The variety of age and school ability in the group of children in one locality.
5. The provision of centrally located facilities which can be used for schools.
6. The cost of hiring teachers and providing the schools.
7. The need for Spanish speaking teachers.
8. The need for interpretation of the school program to the family and helping the families release their children to the school.
9. The short period of time the migrants are in Door County.

The Door County Council of Churches

The Door County Council of Churches, stimulated by the Council of Church Women, sponsored family night programs in various camps. The programs usually consisted of a rummage sale, a movie, devotional talks by a minister, and group singing. The rummage sales, conducted by the women of the church, were well attended by the Texas-Mexican women and children and made it possible for the Texas-Mexicans to acquire clothing for their

children at very low cost. Clothing was contributed by church women throughout the state. A nominal price was charged to permit the migrant to be responsible for clothing his own children.

The Home Mission Council workers and the ministers from various congregations throughout the county were responsible for the programs. Movie projectors were provided by the churches. There is some question about the ability of the Texas-Mexican to understand English films and English prayers, although they do seem to be pleased to have an opportunity to see a free movie. Many of the educational films lend themselves for entertainment.

The family night program idea in camp is sound. More use of some native leadership for group singing and group activities with which the migrants are familiar would make the program more meaningful to the migrant. The cooperation of the regional library in acquiring films for use throughout the county is to be commended. *Recreation*

St. Peter and Paul Catholic Church at Institute

The Reverend Cornelius Moynihan and two Carmelite Nuns, Sisters Mary Veronica and Theresa Michael, operated a religious educational program for children in the migrant camps. Instructions in classes were held in the Reynolds orchard. Twenty-two Mexican children received Sacrament at Mass at St. Peter and Paul Church in August.

The Lutheran Brotherhood at Ellison Bay

The Lutheran Brotherhood at Ellison Bay sponsored free outdoor movies, mostly of an educational nature, on Wednesday night.

Indian Services

At Gibraltar Orchard, personnel from the Winnebago Indian School in Neillsville continued a program begun last year with the Indians. Groups of young people from the Congregational and Evangelical Reformed Churches came into the county to assist.

The Mayor's Committee on Migrant Workers at Sturgeon Bay

In 1951, Mayor Stanley Green appointed a city-wide advisory committee to assume responsibility for planning recreation in Sturgeon Bay for migrant workers who come to town in their leisure time on Friday and Saturday nights.

The recreation program, operated from 7:30 to 11 o'clock on Friday and Saturday nights in the field house, became increasingly popular during the summer of 1951. A paid hostess was in attendance at all times. Other interested persons also served. Although the facilities used were small, the migrant workers welcomed a place where they could gather. Some of the

migrants suggested the program offer group games, group singing and entertainment by migrants. British West Indians were interested in having more jazz music and offered to provide some of the music themselves. When opportunities were presented for the migrants to share in the program, the attendance at the center increased.

No provision was made for organized recreation for families and children although they could attend the center. Texas-Mexican families are particular about the activities to which they expose their children and viewed this program with suspicion because of some of the stories of drinking and other activities of the single persons who attend the center. Those migrants who have attended the public recreation programs on Saturday night in Waupun, where the activities and conduct of the migrants was controlled and kept acceptable for families with children, have asked that such opportunity be provided in Sturgeon Bay.

Several items should be considered in planning for another year:

1. The need for larger facilities.
2. The need for a more varied program with more games, group participation, and group singing.
3. The need for use of more indigenous leadership from the migrant group.
4. The need to provide a place for family recreation, separate and distinct from the present activities of this center.

SERVICES OFFERED BY GROWERS

The camps offer little or no recreation with the exception of Reynolds' and Martin's which have programs under paid leadership. The recreation directors at Reynolds also handle personal problems and try to clear their work with other orchards and other agencies interested in the welfare of workers. They cooperate well with the Home Missions group in operating the school, and are interested in helping other camps promote recreational and social programs. The Martin orchard employs a recreation director but has not had as much success in developing a program as has Reynolds. Few of the smaller growers have their own programs. The Palmer orchard has helped Texas-Mexicans develop an orchestra of their own which provides music for dances in a local hall. This has been a profitable venture and popular with the migrants.

Some of the growers believe that migrant workers do not need organized recreation because the workers are too tired to play when they are through with work. No recognition is given to the fact that after workers have adjusted to their new work load, activities that add to their enjoyment of living increase their work production and satisfaction on the job.

A recreation program including sports could be made available throughout the county at various orchards or in smaller communities on the days when the workers are comparatively free of work responsibility. Such a plan would eliminate the crowding of one community, such as Sturgeon Bay, and would also tend to reduce tensions between groups, and reduce the extent of transportation facilities needed. Such programs could be developed for families cooperatively between orchards and for single men.

OTHER COMMUNITY RESOURCES AVAILABLE TO THE MIGRANT WORKER

The restaurant and tavern which caters to migrant workers is the exception rather than the rule. The operators of such services feel they are sometimes faced with the choice of cutting out their regular and resort trade or serving the migrant worker. In one case observed, specific hours were listed for migrant trade; these were hours when the migrants were busy in the fields rather than in the town.

The degree to which migrants are welcomed in the local stores varies. Trade with a large group of migrants could be of almost as great value to the local businessman as the trade with the resort clientele. In order to promote such trade, a plan to open stores on Saturday night when migrants are all free, rather than on Friday night when many of them are still working, should be considered.

Public beaches are available to migrants. However, public recreation programs are not open to migrant children or adults, except as provided in the field house under the mayor's committee. There is considerable feeling in several areas on the part of resort owners and others that the use of the beaches by migrants seriously affect the resort trade and that these beaches should be reserved for paying guests.

The extent to which the churches include the migrants in their regular services and church activities was not determined.

Services of Public Agencies

Law Enforcement

Officials report the need for more adequate law enforcement in Sturgeon Bay. There are eight men in the police department and two patrol cars. These men work in eight-hour shifts with three men on duty at all times. They are also deputized by the county sheriff. Drunkenness, traffic accidents, shoplifting, burglary, and car thefts constitute the major offenses. Drunkenness and careless driving charges, principally among Indians and imported and local whites, constitutes the majority of cases in the court. The British West Indians cause the least trouble. Their only contacts with the court were with complaints about food, and unfair and undiplomatic treatment.

There is public concern about crimes committed by migrants, especially stabbing, since there was one case in the community. It is apparent from talking with various people that rumor has distorted facts, thereby exaggerating the extent of such incidents.

Single Texas-Mexican men are more likely to get into trouble than are members of Texas-Mexican families. Law enforcement officials report the need for some kind of identification to be carried by Texas-Mexicans because of the language difficulty. They also believe that the recreation program in Sturgeon Bay helped to keep people off the street and out of trouble, and that such a program would be more successful if the buildings and facilities were larger.

Public Welfare Services

The Welfare Department is reported to have been very cooperative in working with problems of migrant workers. There is a real concern about the extent of cost for medical care for migrants (\$8,000 in 1950); especially high for Texas-Mexicans. The Welfare Department has at times made provision for transportation back to Texas for migrants.

The child welfare worker handles cases of migrants referred by other agencies, by the orchards, and by the hospital.

Families come to the county welfare office for help on such problems as family troubles, medical care, and work direction, the latter being referred to WSES. Approximately 100 persons applied for help in 1951. The majority of the clients were Indians with a few Texas-Mexicans who present less serious problems. All of the cases are short contact. No work is done with the southern negro families, all of which are located in the northern part of the peninsula.

This department believes there should be a plan for screening workers in regard to health, to protect the health of the local community, and in order to avoid unnecessary medical expense on the part of the county.

Health Services

Officials recognize that the health situation is potentially critical and needs attention. It appears that citizens are somewhat reluctant to discuss openly the health hazards because of fear of loss of tourist trade. Health measures need to be taken to protect the water supply. It is well known that the limestone formation in the peninsula presents hazards in protecting the water supply from pollution. The community is justified in an honest concern about sanitary facilities in camps. It needs to recognize and protect itself against the health hazards inherent in large groups of people moving into their county, through adequate public health planning. wgy

The Sturgeon Bay Hospital

The local hospitals spent \$3,000 in 1950 in caring for migrants and estimated that this amount could be doubled this year. It appears that the procedures in referring cases to the Welfare Department need to be clarified in order to avoid forfeiting the state reimbursement of these cases which qualify for medical aid. Because the British West Indians carry insurance for all medical expense, the greatest problem in non-payment of bills arise wgy

among the Indians and Texas-Mexicans. Some reimbursement has come through workman's compensation carried by the orchard to cover accidents in picking. There has been no hospitalization for TB or venereal disease. Appendectomies, meningitis, polio, broken bones, and other accidents constitute the in-patient cases, while the out-patient cases included X-rays, colds, flu, and the like. No pregnancies were reported by the hospitals this year.

R E C O M M E N D A T I O N S

That a Sub-Committee on Health Planning Could be Established with the Responsibility for Working Out Ways for Better Health Screening of Migratory Workers as They Move from Area to Area; Plans for Cooperation of Local Agencies with the State Board of Health in Making an Annual Inspection of Quarters and Sanitary Facilities; a Plan for Protecting the Water Supply; For Working on the Details of the Health Service Plan in Cooperation with the Doctors, the Hospital, and the Welfare Department, and Working with Orchards in Developing Health Programs.

C O N C L U S I O N S

- The adjustment of the community and the migratory worker is a complex problem which must be approached cooperatively by the grower, the processor, the businessman, the public agencies, the citizens, the community, the county, and the state.
- Migrant workers are essential to the economy of Door County. Citizens are concerned about the overtaking of beaches and other recreational facilities of business districts, stores, restaurants, taverns, public services for health, welfare, and law enforcement. Orderly planning must be done to accommodate migrant workers through expansion of present services and creation of new facilities and services for the cherry season.
- A distribution of services in the camps and throughout the county could reduce the crowding in any one community.
- The community must understand the growers problem of labor supply and his desire to give the workers a good experience. The grower must realize that supplementary services, other than employment and housing, are desirable if he is to attract the best of the migratory labor.
- Business, employers, the Chamber of Commerce and others, lacking full appreciation of the value of trade with the migrant worker, have not yet been able to get together in a plan to coordinate a program of business services designed to meet the migrant's need as well as those of the resorters and the local citizens for the periods the migrant worker is in the community.

- Activities in the interest of the migrants have been stimulated by different municipal and voluntary groups as well as by the growers. Many small growers, not operating service programs of their own, are not acquainted with other resources available. Organizations offering help have not made their services known to all the growers or to the local community.
- The Council of Churches, the Council of Church Women, the Home Mission Council Workers, and the Catholic Church have demonstrated interest in Texas-Mexicans and their children. Increasing attention, however, needs to be given to the education, health, and welfare of children of migrant workers.
- There are no public day care facilities for small children in the county. It is necessary for parents to take children with them to the orchards or to leave a person in camp to supervise children, who otherwise could be contributing to the family income.
- With the increasing number of British West Indians in Door County, planning leisure time facilities for single men needs to be continued.
- The local communities and the county need to openly face the health hazards inherent in the situation in order to protect the health of the local citizens.
- Coordinated planning between the health, welfare, law enforcement services and the growers can reduce the cost and give better service to migrant workers.
- In the interest of young Texas-Mexican children, and their family, organized day care facilities, nursery schools, and/or summer schools are needed if these children are to have an opportunity to make a better adjustment to the American way of life than their parents.
- Many state agencies are interested in Door County: The Governor's Commission on Human Rights because the county is a virtual laboratory for developing good practices in human relations; the Department of Public Welfare, Division of Public Assistance concerned with the public assistance and medical aid programs, and the Division for Children and Youth interested in the welfare of the many migratory children in the county; the Wisconsin State Employment Service interested in the labor supply and the application of good labor practices in the employment of such persons; the State Board of Health because of its authority to inspect and certify migrant camps and its responsibility for assisting in planning good public health services on a seasonal and year-round basis; and the Industrial Commission interested in standards of camps and in child labor.

RECOMMENDATIONS

FOR FUTURE PLANNING FOR MIGRANT WORKERS IN DOOR COUNTY

The following recommendations are based on conclusions reached as the result of this study:

1. That a county-wide committee or council representative of the growers, businessmen, law enforcement officials, The Sturgeon Bay Mayor's Committee, The Council of Church Women, The Council of Churches, The Catholic Church, The Welfare Department, The County Agricultural Agent, The Hospital, The County Board, The Cherry Growers' Institute, The Cherry Growers' Association, The Fruit Growers' Co-op, and any other group which is planning programs that affect migrant workers be set up. Such a committee should assume responsibility for over-all planning on a county-wide basis of services to migrant workers, coordinating existing services, and planning new services.
2. That the county-wide committee meet several times during the year to determine its long range objectives and its immediate objectives recognizing that no one group can move any farther than the total county represented by this committee is willing to move with it.
3. That the Mayor's Committee on Migrant Labor in Sturgeon Bay consider expanding its program, seeking new and larger facilities in order to provide recreational programs for single men and recreational programs for families and children in separate facilities.
4. That the Mayor's Committee in Sturgeon Bay broaden its responsibilities to include local planning on a broad basis for all areas of services to migrants, and coordinate their efforts with those of the proposed county committee.
5. That the County Council of Church Women continue to stimulate the community to action in providing educational and leisure time services to migrants, cooperating with the proposed county-wide committee, and assuming a full share of responsibility in developing such programs.
6. That the Council of Church Women make every effort to expand their educational program by seeing that qualified teachers are employed and stimulating the community to provide transportation and other services which were given in 1951 by the Home Mission Council.
7. That the Council of Church Women consider the need for day-care centers or nursery schools.

8. That the Catholic Diocese cooperating with the proposed county-wide committee continue to develop religious education and other services to migrant workers, particularly to those of the Catholic faith, and that they coordinate their programs with other existing services.
9. That the county-wide committee and groups and organizations within the county consider the following suggested projects.
 - a. A PUBLIC EDUCATION AND INTERPRETATION PROGRAM: In order to reduce friction between local citizens, the tourist trade, and the migrant worker a project to make the migrants an attractive part of the community could be undertaken.

An attractive pamphlet could be prepared to stress the interesting and colorful customs of the Texas-Mexicans, British West Indians, and Wisconsin Indians, describing the economic, educational, social and cultural backgrounds of these people and to interpret their role in the community.

Businessmen could also set up displays and offer for sale British West Indian and Mexican Goods to serve as souvenirs for tourists.

Texas Mexicans and British West Indians are born show people and their fiestas complete with folk music could be made into public entertainment with real appeal to the tourists.

Develop a handbook or guide for the migrant worker explaining his role and place in the community, what services he has a right to expect from the community and how best he can get along with his employer as well as the citizens in the area. This should be aimed at the distinct needs of the family, single persons, children, Texas-Mexicans, British West Indians, and negroes, so far as health, medical, welfare, recreation, shopping, transportation, and other services are concerned.

- b. BUSINESSMEN AND GROWERS GETTING TOGETHER TO IRON OUT THE DIFFERENCES WHICH HAVE BEEN TO THEIR MUTUAL DISADVANTAGE.

For instance, the businessmen could work out special shopping nights for catering to migrants, relieving the strain on the Friday night shopping when tourists and local people make a habit of shopping; and discouraging the migrants from staying out late on Friday night which inhibits Saturday morning work.

Growers could give some indication in the early spring months of the approximate source and amount of migrant labor which would allow businessmen to prepare for the arrival of the migrants. It would also offer an inducement to the migrant to come to Door County, thus boosting the recruiting program.

- c. RECREATION PROGRAMS IN THE VARIOUS CAMPS, COMMUNITIES, AND AREAS NOT NOW SERVED, COULD BE DEVELOPED AND COORDINATED ON A COUNTY-WIDE BASIS. Responsibility for planning could be assigned to a sub-committee on recreation.
 - d. CONSIDERATION SHOULD BE GIVEN TO EMPLOYING A COORDINATOR FOR ALL MIGRANT SERVICES OR A RECREATION COORDINATOR FOR THE CHERRY SEASON and the preceding months in order to allow time for planning. Under the direction of a coordinator each group and community could assume responsibility for portions of the program. Such a coordinator could be employed by the county attached to the county school staff or any other county agricultural agency (see Sect. 59.87 WIS. STATUTES), or he could be employed by the committee directly.
 - e. A BULLETIN BOARD SHEET could be placed in all orchards indicating the time of church services, schools, weekly activities in the nearby communities available to the migrants. Such a bulletin could be prepared by the Chamber of Commerce, or other organization which volunteered to act as a clearing house for the cherry season.
 - f. INTERESTED CLUBS AND ORGANIZATIONS SUCH AS THE BOY SCOUTS, GIRL SCOUTS, 4-H, CHURCH GROUPS AND OTHER SERVICE ORGANIZATIONS could include in their winter program projects for developing equipment and facilities for leisure time activities for migrants, such as horseshoe courts, box hockey, color books, doll clothes, puppets, and marionettes. These could then be furnished to the orchards and the individual migrants for group or family use during the migrant season. In this way many people in the county would participate in the program for migrants with a minimum of work and cost for each individual.
 - g. A SUB-COMMITTEE ON HEALTH PLANNING could be established with the responsibility for working out ways for better health screening of migratory workers as they move from area to area; plans for cooperation of local agencies with the State Board of Health in making an annual inspection of quarters and sanitary facilities; a plan for protecting the water supply; for working on the details of the Health Service Plan in cooperation with the doctors, the hospital and the Welfare Department, and working with orchards in developing health programs directly available to people in the camp.
10. That committees working in the areas of health, recreation and welfare should keep a focus on the value of using native leadership from among the migrants in interpreting programs, resources, and services as well as rights, privileges and responsibilities to their own people.

11. That among the goals of the committee priority could well be given to making work in Door County so attractive by Fair Labor Practices and suitable living situations, including normal community services, that migratory workers would want to return year after year.

