

26 April 1988

**Chairman Paul G. Kirk, Jr.
1211 S. Frederick Street
Arlington, VA. 22204**

Dear Chairman Kirk:

I have exhausted all in-house channels for addressing what follows.

I came to Washington after 15 years of organizing in the South West during which time I gained faith in the Democratic party. I have an earnest belief in the party's commitment to integrate --both in its leadership and at the base. I was honored to be asked to join the process of strengthening and diversifying the party.

I had no specific duties when I began with the DNC on September 28, 1987. Jeff Ely told me to find my niche and gave me an odd title, Director of Development. In finding my niche, I contributed ideas to improve the in-house computing and list management system; I handled all Latino affairs, related press calls and tended to foreign visitors at the DNC; I assisted with the Latino recruitment efforts to the Business Council; and I added to the formation and direction of National Hispanic Democrats.

In early October at Wally Chalmers and Jeff Ely's request, I joined discussions regarding the creation of the Office of Voter Participation. The insistence with which Wally and Jeff approached me was not matched by a clear show of support for the programs envisioned by both the task force report and myself. I saw potential in such an Office. However, I sensed that the party's level of commitment was tenuous and would only lead to problems given the range of the tasks proposed. I made my reservations known at that time.

On October 19th Wally asked that I submit in writing my estimation of the scope and direction for the Office. I did so that same day [see attached]. Within the week I left for Pasaic, New Jersey on a Project 500 campaign where I pulled in the Latino community which was publicly credited for the victories.

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When I returned, I was asked to take responsibility for the Office of Voter Participation. I accepted with the condition that we would need staff on board before the end of the year. I outlined the mission of the Office, wrote job descriptions and began interviewing for the position of Deputy Director and Intern. My prime recommendations for Deputy Director were John Dean and Brenda Pearson. Neither my first choices nor my subsequent recommendations met with the Political Director's approval. On January 19 Bonnie Arsuaga began as Deputy Director. Within a month's time, without my consultation, Bonnie was given the task of coordinating travel logistics for the Puerto Rico Commission--a responsibility which engaged all of her time for the ensuing three weeks.

Running the Office did not diminish my responsibility to the Hispanic community nor to the Hispanic GOTV program. As you recall, on January 26, we discussed the latter with the Hispanic leadership in your office. I felt strongly, then as now, that this program can be a major contribution for the party's victory in November. Various political professionals and representatives of organized labor have endorsed the program as well.

After Super Tuesday, Bernard Craighead resigned. His departure left a conspicuous void. John Dean, the man whom I had initially suggested as Deputy Director, was then brought in as my superior leaving me with reduced functions, though I had developed the programs and staff he was to direct. The bogus bureaucratic rationale for Dean's entry was that I had missed timelines. However, because of Bonnie's inexperience, transfer to the Puerto Rico commission, and absence because of family death, I remained the only personnel, despite my repeated insistence to bring on experienced staff at the onset.

And now to put the matter in more "Alboroto and Picante" terms. It is immensely tacky and rude to insult me with a demotion and to then move Mr. Dean into the same office. No one deserves to suffer the results of such infantile behavior. Ironically, the manner in which Mr. Dean was called in has had the effect of working against the very spirit of the party's mandate for the Office.

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Who's notion of team work is this? My energy, dedication, talents and sense of responsibility are not suited for such misuse. In a broader sense, and perhaps the one which has greatest historic resonance for the party, the way in which Mr. Dean and I have been, in effect, pitted against one another, smacks of the long-time dispute that the party needs to face and solve, put behind and move on.

I have a fine track record and sufficient goodwill throughout the South West. This credibility was not produced in the dark nor by sitting flabby behind a desk. Unfortunately, this letter will come as no surprise to the individuals I have listed to receive a copy.

Chairman Kirk, I respect and understand the difficult job you are undertaking in setting our party on the course for unity. In keeping with this, I hope that we can meet soon to discuss ways to maximize my contribution in this presidential election year.

Sincerely,

A handwritten signature in black ink, appearing to read "Armando L. Villareal". The signature is fluid and cursive, with the first name "Armando" being more prominent.

Armando L. Villareal

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cc :

**Polly Baca, DNC Vice Chair
Carmen Perez, Chair DNC Hispanic Caucus
Congressman Esteban Torres, California
Congressman Bill Richardson, New Mexico
Congressman Albert Bustamante, Texas
Marifé Hernandez, Co-Chair National Hispanic Democrats, NY
Luis Lauredo, Co-Chair National Hispanic Democrats, Florida
Jack Otero, DNC Member
Willie Delasquez, President Southwest Voter Project, Texas**

bcc:

**Richard Alatorre, DNC Member
Bambi Cardenas, DNC member, Texas
Dina G. Beaumont, DNC Member
Irene Hernandez, DNC Member
Amelia Garza, DNC Member
Louis F. Moret, DNC Member
Ada Torres, DNC Member
Dora Olivo, DNC Member, Texas
Gene Rodriguez, DNC member, Texas
Art Trujillo, DNC Member, New Mexico
Bettie Baca, Executive Director, Hispanic Congressional Caucus
Sandy Aguilar, DNC staff
Juan Andrade, Executive Director, Midwest Voter Registration
Ruben Bonilla, Former National LULAC President, Texas
Rich Castro, Executive Director Human Rights/Community Affairs,
Denver
Dr. Hector Garcia, Founder, American G.I. Forum, Texas
Gabriel Guerra, Washington, D.C.
Mario Obledo, Former National LULAC President, California
Beto Salinas, Chair, Mexican American Democrats, Texas
Irma Muñoz, Chair, San Diego County Central Democratic
Committee
Eliseo Solis, County Commissioner, Texas
Alex Rodriguez, Dukakis Presidential Campaign Advisor
Joe Villareal, California
Jaime Gallerdo, President Phoenix Campaign Services, California**