

## BE WISE    :-    SIT TIGHT    :-    DON'T SELL IN PANIC

Panic selling will temporarily deflate the price of the property offered for sale. But the price will jump right back up again—TO THE BENEFIT OF SOMEBODY ELSE. So get the facts, keep cool, and sit tight. You can't lose that way.

and . . .

YOU CAN HELP TO MAKE PORTLAND ONE OF THE MOST DEMOCRATIC  
CITIES IN THE COUNTRY!

### THINGS TO READ

*Nonwhite Neighbors and Property Prices in Portland, Oregon, and Residential Attitudes Toward Negroes as Neighbors.* 26pp. Urban League of Portland, 506 Dekum Bldg., Portland 4, Ore. 20c.

*Report on the Negro in Portland.* City Club of Portland, 604 Park Bldg., Portland 5, Ore. (Limited number of copies also available from Urban League.)

*Are You Getting Good Neighbors?* 14 pp. Community Relations Service, 386 Fourth Ave., New York, N.Y. 10c. (Also available from Urban League.)

*Housing: The Frontier of Equal Rights*, by Loren Miller. 8pp. Urban League of Portland. Free.

*Helping the Panic Neighborhood*, by McDermott and Clark. 6pp. Reprinted from *Interracial Review*, August 1955. Urban League of Portland. Free.

*Values in Transition Areas: Some New Concepts*, by Belden Morgan. 6 pp. Reprinted from *The Review of the Society of Residential Appraisers*, Chicago. 6 pp. Urban League of Portland. Free.

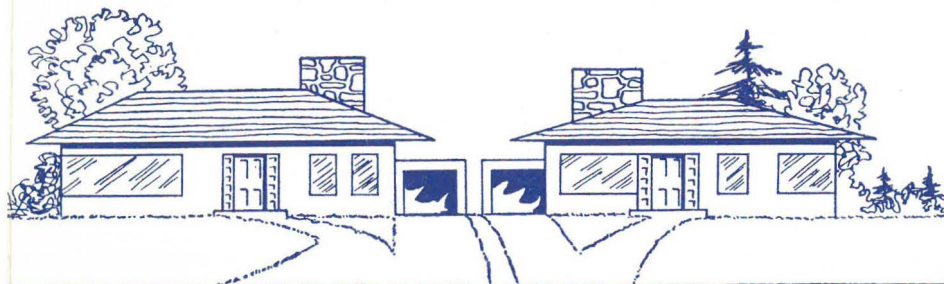
### URBAN LEAGUE OF PORTLAND

506 Dekum Bldg., 519 S.W. Third Ave., Portland 4, Oregon, CApitol 7-2697

George D. Dysart, President

William H. Boone, Executive Director

# Don't be Misled...\*



.....about your neighbors!

## \* NONWHITE NEIGHBORS DO NOT AFFECT PROPERTY VALUES

The popular myth — that property values are lowered by the movement of nonwhites into a neighborhood—has been disproved by an exhaustive study of property sales in Portland neighborhoods. Get this important booklet and read the details.\*

### BE INFORMED . . . KNOW THE FACTS

Some people—individuals or families—may cause property around them to be less desirable if they are noisy, dirty or careless about upkeep. But these undesirable traits have nothing to do with race, religion or nationality. There are a few such people in all racial groups.

Our local experience shows that the majority of Portland residents—of all races—are neat, prideful homeowners. The 1950 census showed nonwhite families in 60 of Portland's 61 census tracts. (It is very probable that there are now nonwhite families in all 61 tracts!) Yet it is impossible to single out the nonwhite homes from the others on the basis of appearance.

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\*Nonwhite Neighbors and Property Prices in Portland, Oregon, (obtainable from the Urban League of Portland.)

### NOW HEAR THIS . . .

Racially restrictive housing covenants, (contracts devised to exclude members of certain races from MOST residential areas) have been ruled unenforceable by the United States Supreme Court. Most of the national religious bodies have taken action to condemn the practice of racial exclusiveness in housing.

Despite these progressive developments, however, these un-Christian, irreligious and un-American practices have continued, due to social and economic pressures from organized groups and individuals.

In Portland, as elsewhere, nonwhite families who can afford it are attempting to move out of the crowded ghetto areas, to seek homes in clean, respectable, attractive neighborhoods. If it has not already happened, some of these people, with desires and aspirations similar to your own, may become your neighbors. DO NOT BE ALARMED ABOUT THIS.

DON'T BE A TOOL FOR THOSE WHO SEEK  
TO PROFIT FROM PREJUDICE!

Some people, out of ignorance or malice, will tell you your nonwhite neighbors will bring

lower property values, or that your neighborhood will soon be overrun with people of different tastes and values than yourself.

*Can either assertion be true?*

The fact that they chose your neighborhood to live in, indicates their tastes and values may be quite similar to yours. DON'T BE HASTY IN YOUR CONCLUSIONS.

### Ask Yourself These Questions:

- In what way can the presence of respectable, law-abiding citizens injure property values?
- How can a neighborhood be overrun with anyone other than those already living there—if they remain?

(The answers are simple, aren't they, when you think about them?)

KNOW THE TRUTH AND BE FREE FROM THE  
BONDAGE OF PREJUDICE!

It is now an established fact that nowhere in this community has the movement of nonwhites into stable, high standard neighborhoods resulted in property devaluation.

### The Urban League Offers You:

- Programs and services to debunk the myths supporting segregation in housing.
- Educational materials for the enlightenment of yourself and friends, to help you become a better citizen.







**RESTRICTED**

AN  
**UNAMERICAN**  
WORD!

FOR  
**SALE or RENT**

ONLY THOSE OF MY  
RACE AND FAITH MAY  
APPLY. OWNER

LIVE and LET LIVE ANYWHERE  
without regard to  
**RACE or RELIGION**

DISTRIBUTED BY

URBAN LEAGUE OF PORTLAND  
506 DEKUM BLDG. PORTLAND, OREGON



142

COMMUNITY WORKSHOP  
ON  
EQUAL OPPORTUNITY IN HOUSING

Saturday, March 1, 1958  
First Christian Church  
Portland, Oregon

SPONSORED BY  
URBAN LEAGUE OF PORTLAND  
CITY COMMISSION ON INTERGROUP RELATIONS

- 9:00 Registration - First floor, Education Building
- 9:30 Coffee and get-acquainted period-Activity Room (3rd floor,north)
- 10:00 Opening General Session - Sanctuary (2nd floor, south end)

Presiding, George D. Dysart, President, Urban League  
Invocation, Rev. Harold Glen Brown

Keynote Address: "Housing Discrimination, Portland's Number One  
Challenge in Race Relations"

MAYOR TERRY D. SCHRUNK  
Presented by Dr. DeNorval Unthank

- 11:00 "Debunking the Common Myths Regarding Nonwhite Housing"

RUSSELL A. PEYTON and JOHN S. HOLLEY  
Presiding, Mark A. Smith  
(Questions and discussion: 11:40 - 12:00)

- 12:00 Luncheon - Fellowship Hall (1st floor)

Presiding, Norman O. Nilsen  
Grace by Rev. O. B. Williams

Address: "What Oregon Visualizes for its Citizens in  
Fair Housing Opportunities"

GOVERNOR ROBERT D. HOLMES  
With Remarks by Clarence F. Hyde

- 2:00 Panel: "Is Nondiscrimination in Housing a Good  
Business Practice?"

Presiding, Herman C. Plummer  
WARD H. COOK, Mortgage Bankers Association  
JOHN A. McLEOD, Portland Home Builders Association  
CHARLES KEN CUMMINGS, Portland Realty Board  
OSCAR PEDERSON, Federal Housing Administration  
(Questions and discussion: 2:40 - 3:00)

3:00 Discussion Groups: "What Can Oregon Citizens do to Assure Freedom of Choice and Freedom of Movement in Housing?"

Groups A, B, C, D, E, and F will find rooms on 2nd floor  
Groups G, H, I, J, and K will find rooms on 3rd floor

Discussion leaders: Theodore Baugh, Mrs. Kathryn Bogle, Rev. David Fosselman, Robert W. Fritsch, Sadie A. Grimmett, Cloyd V. Gustafson, Wilton Hartzler, John A. Hepler, E. Shelton Hill, William A. Hilliard, Mrs. Marion Hughes, Mark M. Infante, Russell A. Peyton, Gerald Robinson.

4:00 Closing General Session - Sanctuary

Group reports and conclusion  
Presiding, William H. Boone

4:30 Adjourn

# # # # # # # # # # # # # # # #

#### WORKSHOP PERSONNEL

#### Speakers:

Terry D. Schrunk, Mayor, City of Portland  
Russell A. Peyton, Field Representative, Civil Rights Division, Oregon  
John S. Holley, Director of Community Services, Urban League  
Robert D. Holmes, Governor, State of Oregon  
Clarence F. Hyde, Real Estate Commissioner, Oregon  
Charles Ken Cummings, Cummings Realty, Incorporated  
Ward H. Cook, Ward Cook, Incorporated  
John A. McLeod, Building Contractor

#### Chairmen:

George D. Dysart, President, Urban League of Portland  
Mark A. Smith, Chairman, Urban League Housing Committee  
Norman O. Nilsen, Labor Commissioner, State of Oregon  
Herman C. Plummer, Vice-President, Urban League  
William H. Boone, Executive Director, Urban League

(continued on back page)



## Workshop Personnel (Cont'd)

### Hostesses, Urban League Guild:

Mrs. Ruth VanArnam, Chairman, U.L. Guild  
Laverne Bagley  
Myrtle Elmquist  
Mrs. Marvin Klinger  
Mrs. Cecile Oliver

### Registrars:

Marcheta Allen  
Mrs. Ruth Flatberg  
Mrs. Polly Hamilton  
Mrs. Ruth O. Holley  
Mrs. Carry Ann McCoy  
Mrs. Helen Sadamoto

### Time Keeper:

Sidney B. Shaifer

### Volunteers:

Lena McMillan  
Mrs. Lucille Poole

### Ushers:

Pete Loftus  
William Smith  
McCoy Barnes  
Fred McCoy

Program Coordinator, John S. Holley

Urban League of Portland  
506 Dekum Building  
519 S. W. Third Avenue  
Portland 4, Oregon  
CA 7-2697

Grateful acknowledgment is extended to all Workshop personnel and to First Christian Church for use of its facilities.

Other educational literature on housing  
discrimination is available from

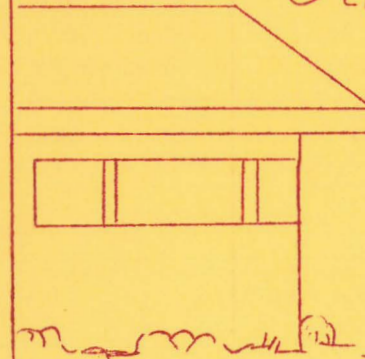
URBAN LEAGUE OF PORTLAND  
506 Dekum Building  
519 S. W. Third Avenue  
Portland 4, Oregon  
CApitol 7-2697

George D. Dysart  
President

William H. Boone  
Executive Director

# RACIAL RESIDENTIAL RESTRICTION

*An Un-Christian Practice*



A Message to All Church Folk  
from  
THE URBAN LEAGUE OF PORTLAND



"Ghetto living, to which we condemn our minority people, cannot be defended in a democratic society, and it violates all Christian principles."

--The Rev. Mark A. Talney,  
Executive Secretary, Oregon Council of Churches

"Right now, adequate housing is a primary problem for minority groups. Therefore, right now discrimination in housing is just about the worst sin one could commit against the virtue of social justice."

--Rt. Rev. Msgr. Thomas J. Tobin,  
Vicar-General, Catholic Archdiocese of Portland  
in Oregon

"Segregation as practiced in some areas is repugnant to the whole idea of progressive religions of the world. Those whose ethical standards find their basis in Holy Scriptures of the Old and New Testament should champion the rights of all men, regardless of race, religion or color. And this should apply in the church as well as the school. A decent, law-abiding person should receive the place in life which his intelligence and industry merit, and should not be shunted into inferior jobs or repelled from first-class neighborhoods."

--Rt. Rev. Bishop Benjamin D. Dagwell,  
Episcopal Diocese of Oregon

I do not believe in racial segregation in housing or anywhere, because I believe in God. What sort of God would he be who wanted Aryans to be the superior people and the colored races to have the left-overs? Social and racial patterns will not change until citizens assume more personal responsibility. God give us Wisdom to see that a new day has dawned for every man, that curtains of every kind must come down, and that there is no better place to begin than here at home."

--Bishop A. Raymond Grant,  
Bishop, Portland Area, Methodist Church

"The Urban League is to be commended upon its efforts toward eliminating discrimination in housing for minority groups. Any organization set up for improving human relations would be a mechanism without soul and hence without life and fecundity unless its charter proclaims and effectively prescribes respect for human dignity in all men and access to whatever is necessary for respecting that dignity."

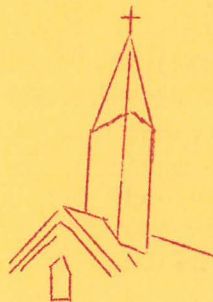
--Most Rev. Edward D. Howard, D.D.  
Archbishop, Catholic Archdiocese of Portland  
in Oregon



RACIAL DISCRIMINATION IN HOUSING SALES AND RENTALS is an evil of which few of us are aware, yet which the majority of us are a party to, in some fashion. Most of us are uninformed--or misinformed--as to the nature and extent of this injustice! Such practices are a violation of Christian principles AND a breach of human rights.

CHURCH LEADERS OF ALL FAITHS NOW RECOGNIZE that racial segregation is a practice contrary to religious teachings. Many of them are now acting in the interest of the Brotherhood of man under the Fatherhood of One God, to eliminate this evil from our national life.

PEOPLE OF GOODWILL EVERYWHERE ARE BENEFITED by the removal of racial restrictions: an unnecessary burden upon freedom of conscience.



NATIONAL church bodies condemn segregation based upon race and color-- including neighborhood segregation.

Early in 1958, Protestant organizations with a total membership of 16 million announced plans for pilot programs in three cities "to develop public opinion favorable to desegregation in housing". Announced as pledged to work toward eliminating residential segregation were these national religious bodies.

- \* Council on Christian Social Progress of the American Baptist Convention
- \* Department of Social Welfare of the United Christian Missionary Society (Disciples of Christ)
- \* Board of Social and Economic Relations of the Methodist Church
- \* Department of Social Education and Action of the Presbyterian Church of the USA
- \* Council for Christian Social Action of the United Church of Christ

RAISE THIS FLAP AND READ WHAT LEADING OREGON CHURCHMEN HAVE TO SAY...

September 29, 1971

Mr. Bill Fritz  
Human Relations Commission  
729 San Pedro  
San Jose, California 95110

Dear Mr. Fritz:

In response to your letter of September 15, 1971 we are writing to let you know that fair housing, equal employment opportunity and public accommodations legislation are covered in Oregon under the State law. These laws are enforced by the State Civil Rights Division located at the State Office Building, Room 466, 1400 S. W. Fifth Avenue, Portland, Oregon 97204. Miss Gayle Gemmell is director of the Division.

While no thought has been given to enacting fair housing or public accommodations laws on the local level, the Commission is currently involved in preparing an affirmative action ordinance which City and County employment would be affected.

Enclosed is a copy of the State statutes on civil rights as amended by the 1969 legislature.

Perhaps this will be of some usefulness to you.

Sincerely,

Russell A. Peyton

RAP.gj





U.S. Department of Housing and Urban Development

Seattle, Office, Region X  
1321 Second Avenue  
Seattle, Washington 98101-2054

SEP 14 1987

Honorable J. E. "Bud" Clark  
Mayor, City of Portland  
Attention: Timothy Gallagher, Director  
Bureau of Community Development  
1515 S. W. Fifth Ave., Suite 800  
Portland, OR 97201

17 1987

Dear Mayor Clark:

SUBJECT: Community Development Block Grant (CDBG) Program  
Monitoring

Danielle M. Gaines of this Office's Program Operations Division participated in the team on-site monitoring review of City administration of the CDBG program on May 19 - 22, 1987. Much of this year's review was a follow-up to the concerns and findings made last year.

In monitoring City performance in the implementation of civil rights and equal opportunity requirements, Ms. Gaines met with City staff and community representatives, and reviewed documentation provided by the City. The following areas were monitored.

Benefits to Minorities

The legal basis for this area of review are: Title VI of the Civil Rights Act of 1964 (24 CFR Part 1), Section 109 (24 CFR Part 570), Age Discrimination Act of 1975 (24 CFR Part 570), Section 504, Rehabilitation Act of 1973 (24 CFR Part 570), Title VIII of the Civil Rights Act of 1968 (24 CFR Part 570), and Executive Order 11063 (24 CFR Part 107).

The monitoring review considers whether, over a period of not less than three years, the proportion of expenditures benefiting each minority group under each program activity differs substantially from the proportionate need of each such minority group for the program activity.

Last year, based on the three year period reviewed, July 1, 1982 through June 30, 1985, we had some concerns regarding a low participation rate by Hispanics and American Indians in direct benefit program activities.

A subsequent analysis by the City of recipients of direct benefit program activities for the period July 1, 1984 to June 30, 1986, showed minority participation rates by number of beneficiaries and by dollar amount met or exceeded minority representation in the population. We would agree that the minority participation rate increased in 1985 - 86, and that as a result the overall participation rate of minorities is satisfactory. However, we continue to be concerned that in several program areas such as the LID Street Subsidy and HCD Homesteading Programs, some racial and ethnic groups have low or zero participation rates. The City should be aware that this is an area of concern which will be reviewed closely in future monitoring.

#### Grantee Employment

Section 109 of the Housing and Community Development Act of 1974, as amended, is the basis for review in this area. The grantee is monitored to determine the extent to which employment policies and practices are consistent with the equal employment opportunity and affirmative action requirements of the grant agreement and performance standards established by the Department. An examination is made of the extent to which persons of various racial and ethnic groups and females are employed in City Bureaus administering programs funded in whole or in part with CDBG funds. A determination is then made whether the City has achieved results in providing equal opportunity in employment to minorities and females. To demonstrate adequate performance in equal employment opportunity, the City must show that minorities and females are reasonably represented and have equal employment opportunity in Bureaus receiving CDBG funds.

Racial, ethnic and female data developed by the State of Oregon Employment Division, and the 1980 census of general population data for the City of Portland, were used as a measurement of City performance in employment. State of Oregon Data for minority and female representation in the City of Portland civilian labor force is as follows:

Blacks	6.4%
Hispanic	1.9%
Asian	3.2%
American Indian	0.7%
Females	44.7%

Minority and female representation as reported in the 1980 census general population data is as follows:

Blacks	7.4%
Hispanic	2.1%
Asian	3.2%
American Indian	.9%
Females	52.1%

As a result of last year's monitoring review, major deficiencies were found in City performance in providing equal employment opportunity to minorities and females. This office prescribed that the City take specific corrective actions to improve employment performance. Foremost of the required actions was that the City develop an affirmative action plan with goals and timetables and that responsibility for plan accomplishment be specifically assigned.

Although the City has undertaken a number of actions to address the findings made last year, little real progress has been made.

*now it does* The City still does not have an affirmative action plan, although a process for its development has been established. An EEO Coordinator's Committee, with representation from all City of Portland Bureaus receiving CDBG funds, has met regularly for the past year to accomplish specific tasks necessary for the development of an affirmative action plan. The tasks include identification by each Bureau of barriers or impediments to minority employment and the development of quantitative and qualitative goals by each Bureau. This information will be used to establish aggregate goals for the City's affirmative action plan. Alan R. Momohara and Associates, a Seattle based consulting firm, has been hired to complete the City's affirmative action plan under the direction of the City's Affirmative Action, Training, and Organizational Development Officer. The plan is scheduled for completion by August 1, 1987.

This Office also required that the City provide training in affirmative action and equal employment opportunity to all City staff, particularly to the selecting officials of Bureaus receiving CDBG funding. A number of EEO Coordinator training sessions have been conducted by the City during the past year. However, attendance at these training sessions has been on a voluntary basis.

While this Office recognizes that the City is in the process of developing an affirmative action plan, we must examine progress in providing equal opportunity in employment to minorities and females in the year that has elapsed since our initial findings.



A review was made of performance in providing equal employment opportunity by all City Bureaus receiving CDBG funds. State and Local Government Information Reports (HUD/EEO-4) were used for this review for the three year period ending June 30, 1986. There were 13 City Bureaus receiving CDBG funds in 1984 and 1985, this number was reduced to 12 in 1986. The review resulted in the following findings.

#### Findings

1. The overall combined performance by City Bureaus receiving CDBG funds in providing employment to minorities has remained relatively constant at about 7.7% from 1984 to 1986. This differs significantly from minority representation in the Portland civilian labor force and general population.

2. The overall combined performance by City Bureaus receiving CDBG funds in providing employment to females has averaged approximately 30% for the three year period examined. This is significantly less than female representation in the Portland civilian labor force and general population.

3. The City was unable to provide data to show results of affirmative actions in employment to include the number and percentages of minorities and females promoted, terminated, and selected for training. The City was not able to provide this information last year. The maintenance of such data is a recordkeeping requirement pursuant to Title I Regulations, 24 CFR Part 570.602(f)(3).

4. A special examination was made of the four CDBG funded City Bureaus which employ the largest number of persons and had the most opportunities to hire, to see what progress has been made over the past three years in providing equal employment opportunity to minorities and females.

During 1986, the Bureau of Buildings employed 100 persons, the Bureau of Transportation Engineering 113 persons, the Bureau of Parks 276 persons, and the Bureau of Police 956 persons. Persons employed by these four Bureaus represent 83% (1445 jobs) of the 1739 jobs in City Bureaus receiving CDBG funds. As a result of this special examination, we make the following additional findings.

a. Minorities and females are not represented in all job categories.

b. Where minorities and females are employed in a job category, their numbers are considerably less than is their representation in the civilian labor force and general population.

c. Females are poorly represented in non-traditional job categories.

d. There appears to be a pattern in some Bureaus, that minorities are hired one year and terminated the next.

e. Over the past three years, the total number of employees in the four Bureaus reviewed has increased, however the percentage of minority and female employees has remained relatively constant, or in some cases, has decreased.

#### Required Corrective Actions

As was indicated earlier, we recognize that the City has taken some actions to address the findings made in employment last year. However, we are very concerned that no substantial progress has been made in the employment of minorities and females in all job categories in numbers commensurate with their representation in the civilian labor force and general population. We are further concerned that the City has not completed an affirmative action plan in the year since the last monitoring review. Therefore, the following actions are required.

1. An affirmative action plan which establishes goals, timetables, and assigns plan accomplishment accountability, to correct the deficiencies identified, particularly in Bureaus receiving CDBG funding, to be submitted to this office by October 5, 1987.
2. Mandatory training in affirmative action and equal employment opportunity requirements for all City supervisory personnel. Provide a schedule for the required training to this office by October 5, 1987.
3. Develop an applicant pool of minority and female candidates for all job categories. This information must be available for review at the next on-site monitoring review.
4. Establish an aggressive outreach, recruitment, and training program to attract minorities and females into non-traditional job categories. Provide a program outline for minority and female recruitment to this office by October 5, 1987.

5. Develop and maintain a system to show results of affirmative actions in employment which will include the numbers and percentages of minorities and females promoted, terminated, and selection for training. Provide this office with quarterly reports on personnel actions by race, ethnicity, and gender for permanent-fulltime employees to include new hires, promotions, terminations, and selections for training. Reports should be submitted for the periods ending September 30, 1987; December 31, 1987; March 31, 1988; and June 30, 1988.

#### Fair Housing Actions

The monitoring Review in this area is based on Section 104(b)(2) of the Housing and Community Development Act of 1974, as amended.

The City has continued fair housing actions such as the New Horizons Program Project with Multnomah County. A HCD staff member serves on the Portland Community Housing Resource Board. It has continued the on-going public information and fair housing counseling programs. City performance in this area is satisfactory.

#### Program Generated Employment

The legal basis for monitoring in this area is based on Section 109, Housing and Community Development Act of 1974, as amended.

#### Finding

In reviewing CDBG funded economic development activities generated by the Portland Development Commission (PDC), there was no information available as to the actual number of jobs created by each economic development project. Nor was racial, ethnic, and gender data available for the persons who received the jobs. Manpower recruitment and training for PDC economic development projects is done by the Portland Private Industry Council (PPIC).

#### Required Action

PDC must establish a system to maintain racial, ethnic, and gender data for persons receiving jobs created by CDBG funded economic development projects. This information must be submitted to this office with the next annual GPR.

#### Recordkeeping

Recordkeeping requirements are specified by the following authorities. Title VI, Civil Rights Act of 1964, and Title VI regulations at CFR Part I; Executive Order 11063 and implementing regulations at 24 CFR Part 107; and Title I of the Housing and Community Development Act of 1974 and Title I regulations at CFR Part 570.506.



Based on the review of the Grantee Performance Report (GPR) and the on-site monitoring review of records of data on the extent to which each racial, ethnic group and single-headed households (by gender of household head) have applied for, participated in, or benefited from, any program or activity funded in whole or in part by CDBG funds we have the following findings.

#### Findings

1. City is unable to provide data on promotions, terminations, and selection for training for minorities and females. This is a repeat finding from last year's monitoring.

2. City is unable to provide racial, ethnic and gender data for persons employed in jobs created by economic development activities.

#### Required Corrective Actions

1. Establish a system to maintain data on promotions, terminations, and selection for training for minorities and females.

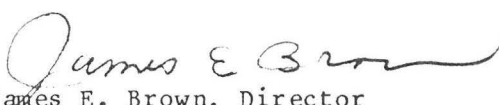
2. Establish a system to maintain racial, ethnic and gender data for persons employed in jobs created by CDBG funded economic development activities.

#### Summary

The major findings in this year's monitoring is the City's continued lack of performance in providing equal opportunity in employment to minorities and females. In the year that has elapsed since this finding was made, little real progress has been made in correcting the problem. If the City would find it helpful, this Office can provide the analysis, by job categories, of the four Bureaus reviewed.

We appreciate the courtesy and cooperation shown by the City staff to Ms. Gaines during the conduct of the monitoring review. Should you have questions concerning the review, please contact Ms. Gaines at (206) 442-0358.

Sincerely,

  
James E. Brown, Director  
Office of Fair Housing and Equal  
Opportunity

cc: Richard Brinck, Manager  
Portland Office



CITY OF  
**PORTLAND, OREGON**  
BUREAU OF COMMUNITY  
DEVELOPMENT (HDC)

J.E. BUD CLARK, MAYOR  
Timothy L. Gallagher, Director  
1515 S.W. Fifth Ave., Suite 800  
Portland, Oregon 97201  
(503) 796-5166

RECEIVED  
OCT 7 1987  
HUMAN RELATIONS COMMS.

October 1, 1987

MEMORANDUM TO: Chris Tobkin, Mayor's Office  
Phil Thompson, Mayor's Office  
Julia Pomeroy, Commissioner Blumenauer's Office  
Karen Alvarado, Personnel Bureau  
Sue Klobertanz, Grants Compliance Division  
Gregory Gudger, Metropolitan Human Relations Commission  
Jeanne Staehli, Portland Development Commission

FROM: Martha McLennan *WCL*  
Bureau of Community Development

SUBJECT: 1987 CDBG Fair Housing/Equal Opportunity Monitoring Report

Attached please find a copy of this year's CDBG Fair Housing/Equal Opportunity Monitoring Report. Again this year the report emphasizes needed progress toward fulfilling equal employment and affirmative action obligations in grantee employment. The passage of the Affirmative Action Plan by the City Council on September 30, 1987 is a significant step in this regard. I will be preparing a preliminary response to this report and transmitting the Affirmative Action Plan within the week. An additional letter addressing corrective actions not covered by the Plan will be prepared during the next month.

I will continue to work with you and apprise you of communications and progress as we resolve this monitoring report. Should you have any questions, please feel free to call me at 796-5159.

McL:s



CITY OF

## PORTLAND, OREGON

BUREAU OF COMMUNITY  
DEVELOPMENT (HCD)

J.E. BUD CLARK, MAYOR  
Timothy L. Gallagher, Director  
1515 S.W. Fifth Ave., Suite 800  
Portland, Oregon 97201  
(503) 796-5166

November 12, 1987

RECEIVED  
NOV 14 1987

James E. Brown, Director  
Office of Fair Housing & Equal Opportunity  
U.S. Dept. HUD, Region X  
1321 Second Avenue  
Seattle, Washington 98101-2054

HUMAN RELATIONS COMMS.

RE: 1987 CDBG Fair Housing/Equal Opportunity Monitoring Report

Dear Mr. Brown:

This letter will serve as a follow-up response to the September 14, 1987 CDBG Monitoring Report. In addition, it provides information requested for the first quarterly report required under the findings relating to grantee employment.

### Concern - Benefits to Minorities

The September Monitoring Report refers to concerns regarding two programs; the LID Subsidy Program and the Homesteading Program. We believe that these concerns reflect a misunderstanding of these programs.

The LID Subsidy Program provides funding to low-income residents of Local Improvement Districts to pay for the assessed portion of the costs of street and sidewalk improvements. These grants are an entitlement of resident homeowners who fall within the 50% of median income guidelines. The participation within the program is a function of the composition of the neighborhood rather than any marketing effort or selection criteria. As we discussed in great detail last year, the neighborhoods where the street improvement program is currently most active have low minority representation. Since these are the neighborhoods of greatest need, there will probably be continued low participation in the LID Subsidy Program.

In regard to the Urban Homesteading Program we feel that there is some misunderstanding regarding the total number of program participants. The Urban Homesteading Program is funded through a combination of sources. Property acquisition funding is from the Section 810 Program, rehabilitation financing comes either from



James E. Brown  
November 12, 1987  
page 2 of 4

the Section 312 Program or CDBG. Whenever Section 312 funding is available and the client meets the underwriting criteria, this is our funding of preference. When there are no Section 312 funds available we use the CDBG funds to make 3% rehabilitation loans. In 1985-86 only eleven of the loans made were from CDBG funds.

Minority participation in this program has been very high. The following chart shows program beneficiaries in the most recent program year and since the inception of the program. As can be seen every minority group has participated in this program in a higher level than they are represented in the population.

Group	FY 86-87	Total
Asian	9.1%	5.4%
Black	30.3%	31.5%
Native American	0.0%	0.8%
Hispanic	3.0%	2.3%
White	57.6%	60.0%
Total Minority	42.4%	40.0%

The Urban Homesteading Program Annual Report which was provided during the monitoring visit further details program structure and accomplishments.

While in this case there is additional participation information to be evaluated, we are somewhat distressed that the Monitoring Report would develop any conclusion concerning a program showing only eleven beneficiaries in a one year period of time. Portland's minority community is small, with the categories of Hispanic, Asian, and American Indians totalling less than 6%. In a program with eleven beneficiaries, participation by one individual from these combined groups would be higher than their representation in the community.

#### **Finding - Grantee Employment**

##### Training

The City has embarked on comprehensive training regarding affirmative action and equal employment opportunity requirements for supervisory and other personnel. The schedule of training from July 1, 1987 through December 30, 1987 is attached as Exhibit A.

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The Affirmative Action Office is currently developing an affirmative action and equal employment opportunity curriculum for City supervisory personnel. As a first step to determining the most effective format for this training it was necessary to identify the number of employees who are regarded as "supervisory." The poll recently completed show that there are 730 employees with supervisory responsibilities. Given this large number of supervisory employees a number of lecture and workshop series will be necessary. The first series is planned for January 11, 18, 19, 20, 25, 26, and 27. It is the intention of the Affirmative Action Office to provide these training opportunities for all supervisory personnel.

This training program has initially been developed under a voluntary model. The Affirmative Action Plan places responsibility for knowledge and performance on all levels of management and supervisory personnel. Employees who need to perform under the plan can receive the training that they need to carry out their responsibilities. It is expected that supervisors whose performance falls short will be strongly encouraged to obtain training to improve their performance.

#### Applicant Pool

Applicant pool data is now being collected and will be available for future monitoring reviews.

#### Recruitment

Please refer to the program outline incorporated into the Affirmative Action Plan. Section VII Qualitative Goals details the responsibilities of the Council, Bureau Managers, and supervisors in relation to the City's recruiting efforts.

#### Recordkeeping

Attached please find an Employee Movement Report for the period July 1, 1986 to June 30, 1987 (Exhibit B) an additional Report for the period July 1, 1987 to September 30, 1987 (Exhibit C), and a Workforce Composition Report for the period ending September 30, 1987 (Exhibit D). We will forward copies of these reports quarterly as required.

While we currently maintain records on training participation, analysis of training selection is much more difficult and involves a centralization of training decision-making and reporting. The City is involved in a comprehensive re-write of personnel rules. As a component of that project, the design of

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training programs are being evaluated and revised. As new systems are developed and reports become available they will be periodically forwarded.

**Finding - Program Generated Employment**

PDC has established a system to maintain data regarding program generated employment. This system will provide reports relating to racial, ethnic, and gender data for all persons employed under First Source Agreements. This data will be available for review at future monitoring visits.

I hope that this letter adequately addresses all remaining concerns and findings of the September 14, 1987 Monitoring Report. We will transmit the second quarterly report relating to grantee employment in late January. Should you have any questions, or require additional information please call Martha McLennan at (503) 796-5337.

Sincerely,

  
Timothy L. Gallagher,  
Director

Enclosures

cc: William Y Nishimura, HUD Regional Administrator  
R.C. Brinck, Manager Portland Area Office  
Mayor J.E. Bud Clark  
Commissioner Earl Bluemenauer  
John Woods, Personnel Director  
Karen Alverado, Affirmative Action Officer  
Sue Klobertanz, Grants Compliance Division  
Portland Development Commission: Patrick LaCrosse, Jeanne  
Staehli, Larry Brown  
Gregory Gudger, Metropolitan Human Relations Commission