

METROPOLITAN HUMAN RELATIONS COMMISSION

Minutes of Regular Meeting of January 15, 1975  
3:00 P.M., Conference Room 321, City Hall

ROLL CALL

Present: Dave Abram, Lowell Curley, Julie Sterling,  
Ben Talley, Charles Williamson, Marlene  
Bayless, William Jackson, Richard Hughes,  
Sister Mary Louise Volk

Excused: David Van Wagner, Frank Rivera, Rose Marie  
Scott

Guests: Alyce Marcus, Personnel, City of Portland;  
Sister Francella Mary Griggs, CISCO

CORRESPONDENCE

Vern Summers read the following:

1. Letter from Commissioner Don Clark regarding the Commission vacancy (County) in which he stated he would act on the matter after January 1, 1975.
2. Letter from Peggy Eckton (S. E. Quadrant Manager) to Walt Sakai requesting MHRC consider holding its first 1975 meeting at the S. E. office.
3. Letter from Mrs. Donna Murray, President, Sabin Community Association, to the Mayor relating that MHRC had been a subject of discussion at their November 18 meeting. While their members are familiar with certain aspects of the Commission, they were surprised to learn of the small staff utilized to cover the wide range of responsibilities and urged continued support of MHRC.

Chairman Marlene Bayless stated that she would like to see the City and County move rapidly on filling the Commission vacancies and requested the staff to look into this, since it is vital to MHRC's work that there be full membership.

MHRC ROLE AND WORK PLAN

Marlene explained the circumstances surrounding the rewriting of the work outline. MHRC must present a work plan to Commissioner Jordan before the end of January. Commissioner Jordan must then present his recommendations to the City Council before the end of February.

Vern reviewed the work outline in detail. A discussion followed concerning maintaining records (Sec. I, item B-1 -- Monitoring the Home Town Plan). It was felt that MHRC should not be the primary record keeper for the Home Town Plan. Ben Talley suggested item B-1 be changed to read: Review employment statistics of signatory contractors and maintain records of each review. The suggestion was accepted.

Alyce Marcus, the City's Affirmative Action Officer, said that she felt it would be beneficial for a citizens' committee to assist when the AAO is unable to resolve complaints filed. She stated further that she felt a citizens' board would be helpful in providing impetus to the AA program.

A motion passed to add the words "and human relations" in Section I, item C-3, to read: Make available affirmative action and human relations training and materials when requested.

The following changes were made in Section II, item D:

1. The Commission will cooperate with agencies in:
  - a. Examination of lending policies of private institutions.
  - b. Auditing of local real estate and rental practices.

NOTE: Underscore denotes changes made.

Charles Williamson recommended that the City Council be approached regarding introduction of legislative bills. Commission members should lobby on their own to the extent that their time will allow.

In Section III Casework, Marlene indicated that in discussing the outline, the Personnel committee decided that the total Commission should study the section and make recommendations. It was decided by the Commission that requests for information should go to the Information Coordinator, and as many complaints as possible should be referred to the appropriate agencies or bureaus.

The types of complaints received by the staff and information requested are as follows:

### III Casework

#### B. Classification

##### 1. Complaints

- a. Against a City or County agency.
- b. Involving an individual or household.
- c. Relating to individuals in private firms.
  - 1) Utilities.
  - 2) Tenant-Landlord.
- d. Against government agencies other than City and County.
  - 1) Welfare.
  - 2) Food Stamp Program.
  - 3) Social Security.

##### 2. Request for assistance. (Refer to appropriate agency.)

- a. Food, clothing, shelter, fuel.
- b. Information about where to seek help.
- c.

Marlene said that since the City Council did not want an ombudsman and one-third of MHRC staff time is devoted to casework, the Commission should ask the Council if they wish MHRC to continue this activity; and if so, request that this charge be delivered to the Commission. Kal recalled that in corresponding with other Commissions around the country he found the situation concerning time spent on casework similar in most instances. These Commissions could not abandon casework completely but had to be very selective in accepting complaints or other requests for service.

A motion passed that the Commission approach the City Council requesting authority to respond to requests for assistance and in the event authority is not granted to MHRC, ask who would be given this responsibility.

#### RULES AND REGULATIONS FOR CONTRACT COMPLIANCE PROGRAM

A new draft of the Rules and Regulations was prepared, with input from Associated General Contractors and the Portland Chamber of Commerce. Kal suggested that since there will be a public meeting January 28, 1975, at 7:00 p.m., in the Council Chambers, the panel be appointed and Commission members review the rules and regulations on their own and contact him regarding questions or comments or address the public meeting. Dave Abram was selected as Chairman. He will be assisted by Marlene Bayless, Ben Talley, and Charles Williamson.

#### OTHER BUSINESS

Marlene would like to revise the committee structure to include participants from the community. She suggested task forces be selected to deal with specific groups such as Black, Chicano, Clergy, Women, etc. These task forces would be chaired by Commission members and would be composed of interested citizens from the community. In this way, there would be a constant awareness of the needs of the community -- and the community would be aware of MHRC's activities and needs.

Sister Mary Louise Volk commented that there is a need for exchange of inter-cultural information leading to growth and human liberation. She recommended task forces be organized as rap sessions working together to share ideas. She also suggested a womens' group as a model task force to meet in various areas of Portland. Marlene will appoint committee chairpersons when the new Commission members are appointed.

The possibility of holding future meetings in different parts of the City was discussed. Vern said this would give the community an opportunity to participate and voice their concerns. MHRC staff will contact Peggy Eckton to make arrangements for the March meeting to be held during the evening at the S. E. Quadrant office.

Vern briefly described the activities connected with the birthday of Dr. Martin Luther King. He thanked Richard Hughes for coordinating participation by the clergy. Julie Sterling and Dave Abram commended the staff and committee for their part in organizing the activities.

Marlene stressed the importance of attendance at Commission meetings and said that Commission members missing more than two consecutive meetings could expect to hear from her.

The information contained in the November 20, 1974 minutes pertaining to the functions of the Tulsa, Oklahoma Human Relations Commission was furnished by Mrs. Mary Edwards, Regional Director, National Conference of Christians and Jews.

The meeting adjourned at 5:00 p. m.

METROPOLITAN HUMAN RELATIONS COMMISSION

Minutes of Regular Meeting of February 19, 1975  
3:00 P.M., Conference Room 321, City Hall

ROLL CALL

Present: Julie Sterling, David Van Wagner, Charles Williamson, Marlene Bayless, Frank Rivera, Richard Hughes, Sister Mary Louise Volk

Excused: William Jackson

Absent: Lowell Curley, Ben Talley, Rose Marie Scott

Guests: Lillie Walker; Jo Ann Armstrong, Bettie Lou Overton, Albina Womens' League; Carol A. Bryant, Tri-County Community Council; Joe White, Dept. of Public Safety; Sandra Moore, The Community Press; Mary Edwards, National Conference of Christians and Jews; Rebecca Marks, The Albina Action Center; Hildress Benson

MINUTES

The minutes of the January 1975 meeting were approved as mailed.

FORMAL ADOPTION OF RULES AND REGULATIONS

A motion passed adopting the rules and regulations for the Contract Compliance Program. Marlene Bayless informed the Commission that at the public meeting on January 28, Dave Abram commended the staff for their efforts. Considerable time was spent in gathering input from the community, and most people seemed to be in agreement with these rules and regulations.

STATUS OF CONTRACT COMPLIANCE

Vern explained the details of a proposed schedule for implementation. Copies were distributed. He also prepared a performance indicator chart which would show progress on a month-by-month, year-by-year basis.

BUDGET TASK FORCE

Marlene appointed Sister Mary Louise Volk, Bill Jackson, and Rose Marie Scott to assist the staff in preparing their 1975-76 budget. They will hold a series of meetings prior to the budget meeting March 5.

## STATUS OF MHRC

Marlene gave a brief report on the Commission's status. Commissioner Jordan will present his recommendations to the City Council the end of February. There are four possibilities:

1. that MHRC continue to function as is.
2. that MHRC continue in an advisory capacity but without a staff (utilize personnel from another City bureau such as Bureau of Human Resources).
3. that MHRC be abolished.
4. that MHRC continue in its present form but with some staff changes.

The Commission has been actively pursuing continuance with its own staff. A member of the audience, Ms. Bettie Overton, stated that she hopes MHRC will continue to exist without staff changes.

## NEW BUSINESS

Vern received a call from John Angell, Study Director of the Police Consolidation Project, who would like to meet with the Commission at its March meeting. An invitation will be extended to Mr. Angell.

Marlene received a request for action from a member of the Japanese-American community regarding a recent article in the Northwest section of the Sunday Oregonian by Gerry Pratt titled, "Only Japs Ate Shiners." Several Japanese-Americans have expressed their concern over the use of the word "Jap." Julie suggested a letter be prepared concerning the insensitivity of this reference. Sister Mary Louise felt that the timing of this action is important in terms of credibility and suggested that the letter be written immediately so as not to delay the issue. Marlene will send a letter regarding MHRC's objections to the article.

Marlene read a letter which was prepared for her signature at the request of the Police Community Relations Committee regarding the cartoon which appeared in the February issue of "The Rap Sheet," published by the Portland Police Association. The letter was addressed to James Fleming, Editor. A motion passed directing that the letter be sent to Mr. Fleming for publication in their next issue. Ms. Overton expressed the hope that further action would be taken. Marlene replied that copies of the letter were being sent to Chief Baker, Sheriff Brown, Commissioner Jordan, and Stan Peters, President of the Portland Police Association; and if further incidents of this kind recur, she will request that meetings be held with those involved.

Marlene related that the PCR Committee is expanding to include interested members of the community and asked if Ms. Overton would like to serve. She will consider the matter. Ms. Overton at this time made reference to the fact that she had been asked if she would be willing to accept appointment to a vacant County position on the Commission. She stated that she had answered affirmatively, but that she was subsequently called by Chairman Clark who explained that he was asking her to withdraw her name from the list of potential appointees because of conversations he had

had with certain commissioners. Marlene Bayless replied that she herself had spoken with Mr. Clark and that while she was in favor of Ms. Overton's nomination to fill a (County) vacancy on the Commission, in her judgment it would not serve the best interests of MHRC to have appointed someone who had so recently been involved in a conflict with the City Council.

Ms. Lillie Walker felt the Commission should be composed of a broad cross-section of the community and expressed her concern that MHRC would back away from controversial issues even if those issues would not necessarily be popular. Marlene remarked that she would like the Commission to be free to pursue important matters but the present concern is the status of the Commission. Bettie Overton said MHRC should operate autonomously in order to function properly.

A motion passed directing that the matters relating to the alleged use of the word "nigger" by a police broadcaster and the cartoon appearing in "The Rap Sheet" be referred to the PCR Committee and a meeting be arranged with Chief Baker to discuss these issues. Richard Hughes will participate. Marlene directed Vern Summers to arrange the meetings.

Dave Van Wagner reported that a bill has been introduced in the House which would extend the Civil Rights Laws to include homosexuals. A motion passed endorsing HB 2637. A letter will be sent to Representatives Vera Katz and Stephen Kafoury. An attempt will also be made to seek the City's endorsement of the bill.

Charles Williamson and Kal felt that SB 314 (Tenant/Landlord) would destroy what has been accomplished so far in the area of tenant-landlord relations and should be opposed. HB 2149 gives tax relief for rehabilitated housing rented or sold to low-income people. This would be by way of a five-year tax break up to \$15,000 and should be supported by MHRC. A motion passed directing that the Commission oppose SB 314 and support HB 2149. The Commission will seek Don Barney's assistance in obtaining the City's support in its position on these two bills. Richard Hughes moved that the Commission go on record as being opposed to the restoration of capital punishment in Oregon. The motion passed unanimously as did a subsequent motion to oppose legislation relating to this matter.

Ms. Lillie Walker suggested that perhaps legislation needs to be introduced to protect the working poor. She was referring to the withdrawal of child care assistance to the working poor by the Children's Services Division to relieve a \$1.6 million deficit. A motion passed that the Commission go on record to support the working poor and oppose administrative regulations established by the CSD with regard to the withdrawal of child care assistance. MHRC will refer this to Don Barney. It was recommended that this also be called to the attention of agencies who work with this type of program. Charles Williamson will draft a letter in support of the 4-C's program.

Since Executive Session was called at 4:15 p. m. , the meeting was adjourned.

METROPOLITAN HUMAN RELATIONS COMMISSION

Minutes of Regular Meeting of March 19, 1975  
7:30 P. M. , Southeast Neighborhood Facility

ROLL CALL

Present: Marlene Bayless, Bill Jackson, Frank Rivera,  
Julie Sterling, Sister Mary Louise Volk

Excused: Rev. Neil Brown, Richard Hughes, David  
Van Wagner, Charles Williamson

Absent: Lowell Curley, Ben Talley

Guest: John Angell, Coordinator, Police Consolidation

MINUTES

The minutes of the February 1975 meeting were adopted as mailed.

MEETING TIME AND PLACE

Marlene remarked on the absence of Southeast area residents at the meeting, since the Commission was meeting in the neighborhood at their request. It was suggested that citizen attendance would improve if the Commission were to meet in a neighborhood when a specific issue of concern to that neighborhood was current. Vern mentioned that the Commission had been invited to hold a meeting in the Northeast area. It was decided, then, that the April meeting would be held in City Hall at 3:00 p. m. , and the May meeting would be an evening meeting in Northeast Portland.

POLICE CONSOLIDATION

Marlene introduced John Angell, Police Consolidation Coordinator, who had requested time on the Commission agenda to report on his project.

Mr. Angell reported that following rejection of the City/County Consolidation Charter by the voters, his staff had identified three options for consolidation of police services. The first option was complete consolidation. Under this option there would be one chief, appointed by the Mayor and the County Chairman. Portland police officers would be deputized for county-wide duties. Personnel administration would be by the City under a charter contract. The consolidation project staff estimated that this option would result in a savings of \$600,000. Option number two would be the creation of a Public Safety Support Agency. This agency would employ non-sworn personnel and would carry on communications, records, data processing, property control and other non-line functions. Police



line functions would remain separate, as they are now. The third option would be the ad hoc merger of support agencies such as communications, records, etc. This was identified as the least desirable of the three options because of lack of coordination among the projects and the competition for funds and use of equipment.

Mr. Angell went on to point out that regardless of whether or not any of the three options are presented, there exist elements of police service, identified by the consolidation staff, that are in need of improvement. These are listed as follows:

- Reduce police autonomy both from government and citizens. Promote cooperation of police and other government services and responsiveness to communities.
- Reorganize police to be consistent with goals and expectations set by City and citizens.
- Reduce management and overhead personnel.
- Increase direct service personnel.
- Reduce number of hierarchical levels.
- Reduce specialization in enforcement units.
- Increase use of racial minorities and women.
- Increase use of non-sworn personnel.
- Implement county-wide police personnel system.
- Allow greater employee and citizen participation.
- Coordinate service with other community service agencies.
- Re-draw service districts to correspond with community boundaries.

The third element of the report dealt with the reorganization of line functions. The consolidation staff recommended the formation of neighborhood teams of 20-25 officers, serving an estimated 30,000 citizens each. Each team would have a corresponding Neighborhood Policy Assistance Group. Officers would be expected to have weekly or bi-weekly meetings with this group to deal with issues such as allocation of police resources and development of police policy. The meetings would provide citizens with the opportunity to meet the officers working in their community and to bring complaints or requests for other services directly to those officers. The neighborhood teams would be organized under several decentralized Community Divisions. There would exist corresponding Community Policy Assistance Group that would help establish policy on a broader basis. The third level of organization would be an Assistance Group that would work directly with the head of the line function operation. The policies generated by this group would cover the whole City.

Mr. Angell commented that in terms of implementation, the attitude of the County Sheriff's response has been positive and it is moving ahead with the team concept. The middle-management level of the Portland Police Bureau, however, has taken the position that the Consolidation Project's recommendation will not improve police service and has asked that they not be accepted.

Discussion followed Mr. Angell's report.

## AGREEMENT WITH OFFICE OF FEDERAL CONTRACT COMPLIANCE (OFCC)

After a short discussion it was moved and passed to accept the agreement as drafted and mailed. Vern stated that the wording had been approved by the City Attorney. Staff was directed to follow up on the details.

## STATUS OF MHRC

Vern reported that the Commission's hearing before the Council's informal session had been postponed to March 25, 1975, because of the illness of the Mayor and Commissioner Jordan.

Marlene stated that the Commission had expected that Commissioner Jordan was going to make the presentation to the Council and that staff had received notification on Friday that the Commission itself was to make the presentation on Tuesday morning. She then suggested that the extra time provided by the postponement be used by the Commission to improve the presentation material. Discussion was opened on the work plan prepared by the staff.

It was agreed that for ease of evaluation and clarity of purpose, the goals and objectives be more specific and, as far as possible, quantified. Staff was assigned responsibility for this.

Sister Mary Louise requested that upon approval of the Commission's work plan and budget, allocation of duties and responsibilities among staff be identified and committed to paper for presentation to the Commission and for evaluation purposes. It was agreed that this was a good suggestion and would be carried out.

Marlene reported that Commissioner Jordan's memo to the Council stated that Commissions would present a time frame for their activities. This will be prepared for MHRC by staff.

Julie raised a question concerning Police Community Relations workshops described as part of the Commission's activities. She stated that since the PCR Committee had not yet discussed them, it might be better not to include them at this time. Sister Mary Louise suggested that it might be more appropriate for the Commission to prepare itself to conduct or participate in ad hoc, issue-oriented sessions. It was agreed that the Commission should develop this capability.

It was also agreed that certain advocacy roles and legislative efforts would be added to the presentation material.

## BUDGET STRATEGIES

Vern explained the City's budget process and stated that he felt it was appropriate to have a Commission member, preferably the Chairperson, make budget presentations. He further stated that Commission members should be more involved in the

actual preparation of the budget. Marlene explained that this was her intention in appointing the budget task force and that Commission members would have more direct input to future budget processes.

## COMMITTEE REPORTS

### Evaluation Committee

Frank Rivera reported that the Committee was gathering information necessary for an evaluation as well as continuing to develop the evaluation process. Marlene stated that she had asked Tom Sloan, former Chairman of the Commission and a personnel manager for Tektronix, Inc., to serve as a member of the Evaluation Committee and that he had agreed to serve. It was decided that the Committee will present its proposed evaluation process at the April meeting.

### Nominating Committee

Copies of the Nominating Committee Report were distributed to those present. It was moved and passed that the names of Vern B. Pearson, Harry Ward, and Nick Barnett be submitted to the City as recommendations to fill the vacancy created by Dave Abram's resignation.

Marlene noted that only two names appeared as recommendations to the County to fill the vacancy created by the resignation of Rose Marie Scott. She asked Vern if he intended to submit Ms. Lillie Walker's name as the third. Vern replied that he had spoken to Ms. Walker and she informed him that she was anticipating surgery and did not think she would be able to serve. Marlene pointed out that it was necessary to have three names and asked for nominations. Frank Rivera nominated Al Batiste, with Al Powell, a member of the BPA Minority Advisory Committee, as alternate in the event Mr. Batiste declined the nomination. It was agreed that these two names should be added to the list.

### Police Community Relations Committee

Bill Jackson confirmed that all Commissioners had been mailed minutes of the last PCR Committee meeting. There was no discussion of the report. Marlene announced that Vern was arranging a meeting with certain individuals concerning the police killing of a 17-year-old youth earlier this week. Police Bureau personnel will also be in attendance. In response to a question from Julie Sterling, Marlene said that the letter to Ms. Overton concerning her complaint will be held by the Police until the matter of the above-mentioned shooting is resolved.

The meeting adjourned at 10:00 p.m.



JOHN ANGELL  
... defends report

# Police Merger Study Hit

3/6/75  
By JEFF WOHLER  
Journal Staff Writer

Recommendations made in the police consolidation staff report for Portland and Multnomah County are termed "shallow, general and unneeded" in a report prepared by the Portland Police Commanding Officers' Association.

The PPCOA report, distributed last week to members of the Portland City Council and Multnomah County Commission, was developed by an eight-member committee of the 40-member association made up of captains and lieutenants in the Police Bureau.

Among complaints offered the the PPCOA about the report are:

—That it contained inaccurate and misleading facts, statements and inferences;

—That the bureau was viewed by the report as a "typical police agency among 40,000 across the country" and not unique to Portland," and

—That little credit was given by the report for programs of the bureau, including ride-along programs, on-the-job training and overlapping patrol coverage during shift changes.

"The staff report presents a very false picture of the bureau as it is today," said Capt. Larry Brown, commander of the East Precinct and a member of the committee that wrote the report.

"We believe the Portland Bureau is a good, solid and honest police agency. It is progressive and recognized as such," he told The Journal Wednesday.

Ron Still, the bureau's assistant deputy chief, said the project report "doesn't even present an accurate picture of what activities we're doing today.

"This document, we feel, does not depict Portland, particularly in the goals it suggests. They seem more applicable to large Eastern cities."

Both Still and Brown said they feel strongly that sworn personnel should retain police management authority and that such power should not be given to governmental administrators, as the report recommends.

They said that if the project recommendations are implemented, one department chief for both city and county police would be reporting to two "bosses of equal authority — the mayor and the chairman of the County Commission."

According to the PPCOA report, "It is imperative that the authority and responsibility for the police be vested clearly in one elected official, directly accountable to the public."

The report also was critical of alternatives suggested in the consolidation report, claiming that a "status-quo approach also was an alternative, but not mentioned."

John Angell, director of the federally funded research project, said Wednesday that he had read the PPCOA report, but had not formed strong opinions about it.

"My general reaction at this point is that the statements and evidence in the staff report remain accurate," he said. "If anything, the PPCOA report convinces me even more of our accuracy."

As an example, Angell said, "we said in our report that police have great confidence in police experience as a guide to making decisions affecting the bureau's policy.

"And they start out their report by doing just that — claiming their membership encompasses 957 years of police experience, as though they are the only one capable of making such judgments."

Angell was hired by Portland Mayor Neil Goldschmidt to direct the consolidation study. He said Wednesday he will be leaving Portland March 23 upon completion of

METROPOLITAN HUMAN RELATIONS COMMISSION

Minutes of Regular Meeting of April 23, 1975  
3:00 P. M. , Conference Room 321, City Hall

ROLL CALL

Present: Julie Sterling, Charles Williamson, Marlene Bayless, William Jackson, Frank Rivera, Neil Brown, Richard Hughes, Sister Mary Louise Volk

Excused: Lowell Curley

Guests: Capt. William Taylor, Norm Monroe, Portland Police Bureau; Margaret Melvin, Commissioner McCready's Office; Sandra Moore, The Community Press; Sister Francella Mary Griggs, CISCO; Mary Edwards, National Conference of Christians and Jews; Joe White, Commissioner Jordan's Office; Eleanor Davis, Civil Rights Division, State Bureau of Labor; Keith Gowing, Chamber of Commerce

MINUTES

The minutes of the last meeting were approved as received.

CORRESPONDENCE

Vern Summers read the following:

1. Letter from James Loving of King Neighborhood Facility extending an invitation to attend a meeting at King School April 29 regarding occupying facilities in the Northeast Neighborhood.
2. Invitation to the Eleventh Annual NACD Conference to be held at the Portland Hilton, April 27 to May 1.
3. Notice of special meeting of the Home Town Plan which will be held in the Fremont Room of the Sheraton Motor Inn at 1:30 p. m. , April 30, 1975.
4. Notice of Portland Model Neighborhoods Workshop April 26 and 27 at the Travelodge. Vern has been requested to give a seven-minute presentation.
5. The MHRC 1975-76 budget hearing will be conducted between 2:00 and 4:00 p. m. , in room 106, City Hall on Monday, April 28. Marlene suggested that members who are able to attend do so.

## PUBLIC RELATIONS COMMITTEE

Marlene stated her intention to form a Public Relations Committee within the Commission and asked Julie Sterling if she would chair the committee. Frank Rivera questioned whether or not the Chair had the authority to create committees without delegation from the Commission. It was moved and seconded that the Commission delegate the Chair to create committees. After further discussion, the motion and second were withdrawn and it was agreed that the question of a PR Committee would be placed on the May agenda.

## POLICE COMMUNITY RELATIONS

Capt. William Taylor, Police Community Relations Coordinator, Police Bureau, discussed some of the programs of his department. He stated that the recent shooting incident precipitated the need for improved police community relations. Capt. Taylor reported that he and Norm Monroe had been meeting with various local groups such as the NAACP, Urban League, Albina Ministerial Alliance, National Conference of Christians and Jews, and the Civil Rights Division of the U. S. Department of Justice (Seattle). Members of some of these organizations are represented on the newly formed Black Justice Committee. Lengthy discussion was held on which organization should coordinate this project. A motion passed directing that MHRC act as the coordinator. Vern will be attending a meeting of the Black Justice Committee tonight where discussion will focus on the Committee's position on demanding a federal investigation into the shooting of Rickie Johnson, boycotting Radio Cab, etc. He will not take any position on these issues, although the Commission will reserve the right to take a position on related matters after study and at a later date.

## STATUS OF CONTRACT COMPLIANCE

Vern gave a brief review of the latest correspondence concerning contract compliance. A letter will be sent to the Mayor requesting funding for the CETA VI positions.

## EVALUATION COMMITTEE

The committee discussed the model evaluation form which will be ready by the June meeting.

## OTHER BUSINESS

It was generally agreed that major decisions should be made only during Commission meetings, which would occasionally necessitate calling special meetings (with three days notice). Sister Mary Louise Volk suggested that members be queried by letter as to the best times and dates to attend meetings.

The meeting adjourned at 5:45 p. m.

METROPOLITAN HUMAN RELATIONS COMMISSION

Minutes of Regular Meeting of May 21, 1975  
3:00 P.M., Conference Room 321, City Hall

ROLL CALL

Present: Sister Francella Mary Griggs, Eleanor Davis,  
Julie Sterling, Marlene Bayless, William Jackson,  
Richard Hughes, Sister Mary Louise Volk

Excused: Vern Pearson, Ben Talley, Charles Williamson,  
Frank Rivera, Neil Brown

Absent: Lowell Curley

Guests: Mary Edwards, National Conference of Christians  
and Jews; Elise Anfield, City of Portland, Paul  
Maxey, Portland Police Department; Antonio  
Castrejon, ORO; Peggy Haggerty, Mayor's Office;  
Capt. Bill Taylor, Portland Police Department;  
Rev. John H. Jackson, Albina Ministerial  
Alliance; Norm Monroe, Portland Police Dept;  
Carol Bryant, Tri-County Community Council

MINUTES

The minutes of the last meeting were approved as sent.

NEW MEMBERS

Marlene introduced Sister Francella Mary Griggs, who was appointed to fill the position vacated by Roy C. Hill. Eleanor Davis, who was appointed to replace Noreen Saltveit, was sworn in by Leon Beshear from the Auditor's Office.

FIREARM POLICY OF CITY POLICE OFFICERS

Bill Jackson, Chairman of the PCR Committee, stated that two Police Community Relations committee meetings were held at the Albina Action Center with Capt. Taylor and Norm Monroe to discuss the Committee's recommended firearm policy. Generally, reaction to the proposed policy was good. A motion was made to recommend the PCR Committee's proposed firearm policy to the Police Bureau.

In reference to the question whether the firearm policy should contain a directive that officers are to "shoot to stop," Julie Sterling felt it should be stated. Capt. Taylor concurred and said there is no written policy; however, during officers' training, they are taught to use firearms in order to "shoot to stop," not necessarily to kill -- generally for their own safety. There is a restriction to shoot as a last resort. Rev. Jackson said that while he had no objection to the policy, he was concerned about those who execute the policy.

Discussion followed pertaining to the definition of a juvenile. The proposed policy defines juvenile as a youth 16 years of age or younger. Eleanor Davis suggested eliminating the word "juvenile." Norm Monroe said this would force the police into selective firing of a pistol and preferred to draw the line with the definition of "juvenile." Rev. Hughes said the Commission needed to reach a consensus as to the classification of a juvenile. Eleanor Davis suggested that perhaps the policy could be adopted with a change of wording in the juvenile clause. A motion passed to delete the last sentence on page 3, item 3c: "A juvenile is defined as a youth sixteen (16) years of age or younger." Joe White commented that he would rather see a more stringent policy regarding when to shoot; he felt that if it is clear, the statement "shoot to stop" is not necessary. The motion adopting the proposed firearm policy, which will be recommended to Chief Baker, passed.

Captain Taylor introduced Officer Paul Maxey, who reviewed the results of a survey pertaining to the carrying of shotguns in regular patrol cars. The survey covered 13 cities and included comments on whether shotguns were used, how long, public reaction, problems encountered, types of locks used, and criticism. Officer Maxey stated that there has been an increase in the number of robberies, etc., with seven or eight guns checked in a day. He also said a shotgun policy and guidelines will be recommended to Chief Baker. At present, shotguns are issued by ranking officers when they judge there is a need. It is being recommended that they be carried at all times in patrol cars. Rev. Hughes said more attention should be focused on a clearer understanding of circumstances when shotguns would be used rather than if they are going to be carried. Officer Maxey replied that they are recommending guidelines which the Police Bureau has not yet adopted. He will provide the Commission with copies of the proposed guidelines. Sister Mary Louise Volk remarked that she would like to support the police and that police community relations are at a very low ebb in Southeast Portland. She also said Rev. Harper Richardson is very interested in these matters. Marlene said Ms. Mary Edwards, of the National Conference of Christians and Jews, and Rev. Richardson have been invited to attend the Commission's PCR meetings. Marlene felt this shotgun policy was most important and perhaps the Commission would want to study it further. She also stated that MHRC is very much aware of the part the police are playing in protecting the community.

#### ORIENTATION WORKSHOP FOR COMMISSION MEMBERS

Since there are several new members, Marlene thought it would be helpful to hold a workshop to review the By-Laws and Agreement. She said Commissioner Jordan would also like to meet with the Commission to review its goals. It was suggested that the workshop be held over until all vacancies are filled. Gale will call Commission members to determine the best time and date to hold the workshop.

#### BUDGET

Marlene reviewed briefly the circumstances resulting from the budget hearings and stated that because of this, there is a need to become more visible in the community. She felt that due to the work being done in police community relations,



the Commission is making headway. Another area in which MHRC can effectively become involved is a project concerning public meetings to give quasi-government bodies (such as Tri-Met, School District, etc.) an opportunity to present their views on affirmative action. The possibility of obtaining expertise from the Black Students Union at Portland State was mentioned. This issue will be explored at the workshop.

#### STATUS OF CONTRACT COMPLIANCE

Implementation of the contract compliance program has been shifted from MHRC to Purchasing. Vern will meet on May 22 with members of that department.

#### MULTNOMAH COUNTY AFFIRMATIVE ACTION PROGRAM

A memo from Berna Plummer, Multnomah County Affirmative Action Officer, was received regarding the proposed County Affirmative Action Plan, which will go before the County Board on May 27. Vern sent a memo to Ms. Plummer with his comments. There is no reference to the ordinance passed by the County Board December 23, 1971. The language in the proposed plan is similar to the original but does not provide for MHRC's participation in the implementation of the plan. Vern is scheduled to meet with Ms. Plummer May 23. Eleanor Davis was concerned that the proposed plan did not identify affirmative action as being a means of correcting the effects of past discrimination. She felt that an affirmative action plan's objectives should state more than an effort to prove equal employment opportunity. By consensus, the Commission authorized Vern Summers to relay its concerns regarding the proposed plan to Berna Plummer.

The meeting adjourned at 5:10 p.m.

METROPOLITAN HUMAN RELATIONS COMMISSION

Minutes of Regular Meeting of June 18, 1975  
3:00 P.M., Conference Room 321, City Hall

ROLL CALL

Present: Vern Pearson, Marlene Bayless, William Jackson, Keith Gowing

Excused: Sister Francella Mary Griggs, Julie Sterling, Ben Talley, Charles Williamson, Neil Brown, Richard Hughes, Sister Mary Louise Volk

Absent: Eleanor Davis

Guests: Norm Monroe, Capt. William Taylor, Portland Police Bureau; Peggy Haggerty, Mayor's Office; Bill Hassler, Multnomah County Sheriff's Office; Sandra Moore, The Community Press; Alyce Marcus, Personnel - City of Portland; Jennifer Wilcox, Comm. McCready's Office; Berna Plummer, Multnomah County

APPROVAL OF MINUTES

Due to lack of a quorum, approval of the May 1975 minutes will be set over to the July meeting.

CORRESPONDENCE

The following letters were read:

1. Letter to the Mayor from the Urban League School-Community Program expressing disappointment in the proposed elimination of MHRC.
2. Letter from Rep. Stephen Kafoury expressing thanks for letter regarding the failure of the gay rights bill.
3. Letter from Ellis H. Casson, President of the Portland Chapter NAACP, voicing concern over the lack of participation of Black women on MHRC.
4. Memo from Capt. Reiter, North Precinct, regarding potentially dangerous gambling situations in Northeast Portland.

STATUS OF CONTRACT COMPLIANCE

Kal Szekely reviewed briefly what has transpired regarding the contract compliance program. He spoke with Ken Hammon, Finance Officer, who expressed enthusiasm for the program. Mr. Hammon has drafted proposed changes for the ordinance and

rules and regulations and is concerned with identifying roles MHRC would still play in the implementation of the ordinance -- specifically conciliation and complaint investigation. Kal said it is most encouraging that Mr. Hammon and his staff are anxious to see the program fulfill its purpose. MHRC staff will study the proposed draft.

#### AFFIRMATIVE ACTION WORKSHOP

Marlene suggested the Commission consider meetings with public agencies such as Tri-Met, Port of Portland, School District, CRAG, etc. to obtain their views on affirmative action. This will be discussed further at the July meeting. Suggestions are open regarding other agencies to meet with the Commission, procedures, etc. Alyce Marcus and Berna Plummer agreed that there is a definite need to train City and County managers and supervisors so that they may become familiar with the EEO laws and affirmative action and requested MHRC to provide that training.

#### CASE HISTORIES

Kal Szekely and Darnell Lowery reviewed two recent cases with which they have been involved. These cases were examples of the time and effort expended in responding to requests for assistance.

#### POLICE COMMUNITY RELATIONS

William Jackson, PCR Committee Chairman, reported that the committee held three meetings to discuss the proposed shotgun policy and the possibility of proposing a local gun control ordinance. Norm Monroe and Kal Szekely have been assigned to obtain information concerning gun control. Norm gave some interesting statistics regarding use of handguns. The committee made the following recommendations to the Commission:

1. That a mini precinct be established in the Model Cities area with the ultimate goal of establishing a full precinct in the future as funding will allow, providing there is community acceptance.
2. That the staff present a report and recommendation on the proposed shotgun policy to the PCR committee one week prior to the July Commission meeting. The PCR committee will then recommend action to be taken by the Commission at the regular July meeting.
3. That the Commission request the staff to conduct research on gun control, to be submitted one week prior to the July meeting.

Since there was not a quorum, members will be polled by phone on the above recommendations.

## NOMINATING COMMITTEE

Marlene reported that the Nominating Committee made the following recommendations:

1. To fill the unexpired term of Lowell Curley:

Hazel Hays, Manager, Albina Multi-Service Center  
Carol Bryant, Assoc. Planner, Tri-County Community Council  
Lillie Walker, Director of Albina 4-C Program

2. To fill the unexpired term of David Van Wagner:

Jack Kalinoski, Associated General Contractors  
Ken Allison, Gay Community  
John D. Petroff, Internat'l Assoc. of Machinists & Aerospace Workers

3. To fill the unexpired term of Frank Rivera:

Carol Clark, Outreach Supervisor, Urban Indian Program  
Sidney Stone, Director, Native American Rehabilitation Association  
Steve Johnson, Indian Education Program, Portland Public Schools

The Nominating Committee also nominated William Jackson to fill the position of Vice Chairman vacated by Frank Rivera.

Due to lack of a quorum, Commission members will be polled by phone on the above recommendations.

## EVALUATION COMMITTEE

Marlene reported that due to the pressure of commitments at BPA, Committee Chairman Frank Rivera has resigned from the Commission. Evaluation forms were distributed and will be sent to members not present so that they will have a chance to review and make recommendations at the July meeting. Marlene suggested the evaluation form could be altered from time to time as the duties of the staff allow.

Keith Gowing suggested new members be given copies of the MHRC Agreement and By-Laws.

The meeting adjourned at 4:05 p.m.

METROPOLITAN HUMAN RELATIONS COMMISSION

Minutes of Regular Meeting of July 16, 1975  
3:00 P.M., Conference Room, 321 City Hall

ROLL CALL

Present: Sr. Francella Mary Griggs, Eleanor Davis,  
Julie Sterling, Marlene Bayless, William  
Jackson, Rev. Neil Brown, Keith Gowing,  
Rev. Richard Hughes

Excused: Vern Pearson, Ben Talley, Charles  
Williamson, Sr. Mary Louise Volk

Guests: Capt. William Taylor, Norm Monroe, Portland  
Police Bureau; Peggy Haggerty, Mayor's  
Office; Harry C. Ward, NAACP & Model Cities;  
Ellis H. Casson, NAACP; Rev. John H.  
Jackson, Albina Ministerial Alliance; Sandra  
Moore, Community Press; Lois Stranahan;  
Berna Plummer, Multnomah County AAO;  
George Kontanis, Socialist Workers Party;  
Herschel Soles, Concordia Community Assoc.;  
Wally Priestly; Stevie Remington, ACLU;  
Carla Thompson, Oregon Journal; Leslie  
Williams, Urban League PCR Comm. Chmn.;  
Carol Bryant, Tri-County Community Council;  
Alyce H. Marcus, City AAO; Nathan  
Nickerson, Urban League of Portland;  
Joe White, Public Safety

APPROVAL OF MINUTES

The minutes of the May and June meetings were approved as sent.

CORRESPONDENCE

Marlene read a letter from County Board Chairman Don Clark recommending that Carol Clark, Outreach Supervisor, Urban Indian Program, be appointed to fill Frank Rivera's unexpired term. This matter will be presented at their July 17 meeting.

Correspondence included the following:

1. Letter from Chairman Clark stating that Jewell Goddard, Director of Human Services, will assign a staff person from that department to serve as liaison with county government and MHRC.

2. Letter and report from the Boys and Girls Aid Society requesting support for their program. Marlene requested that Eleanor Davis, Chairperson of the Legislative Committee, pursue this.
3. Letter from Peter Wolmut expressing concern regarding proposed placement of shotguns in police vehicles.

#### AFFIRMATIVE ACTION REVIEW

During previous meetings, Marlene suggested the Commission consider meeting with various agencies such as Tri-Met, CRAG, Port of Portland, Public Schools, etc. to obtain their views and measure their progress on affirmative action. Rev. Neil Brown suggested beginning with a study of the affirmative action plans in Multnomah County and the City of Portland. This was agreed to by the Commission. In response to a question by Mr. Casson, Marlene stated that data collected would be analyzed and that if appropriate, recommendations for improvement would be made by the Commission. She stated further that the Commission would attempt to keep the public informed of its activities in this project through the news media.

#### STATUS OF CONTRACT COMPLIANCE

Joe White reported that since the responsibility for implementing the Contract Compliance Program was transferred to Purchasing, Ken Hammon and his staff have been working on revisions of the Ordinance and the Rules and Regulations so that they will fit into their procedures. Mr. White has submitted his recommendations for changes in the Rules and Regulations. Marlene met with Mr. Hammon and was very pleased with the progress being made.

#### POLICE COMMUNITY RELATIONS COMMITTEE

Bill Jackson said that since no decision was made at the July 10 PCR Committee meeting as to the staff report regarding gun control legislation, there will be a committee meeting Thursday, July 31 at 12:00 noon in the MHRC office.

In response to Marlene's request that Norm Monroe prepare recommendations on restrictions on the use of shotguns, Capt. Taylor said shotguns would only be used when an officer enters a situation where there is danger of a firearm being used or actually being used, or in a situation where the use of a shotgun would be the safest method. He emphasized that shotguns would not be removed from their locks on routine calls. Regular firearms rules will be enforced. Capt. Taylor said Chief Baker is studying the Commission's recommendations. Rev. Hughes was concerned whether it is appropriate for MHRC to consider the gun control issue.

A portion of the meeting was devoted to members of the audience. Representatives from Black organizations and other concerned citizens voiced opposition to police cars being equipped with shotguns. Rep. Wally Priestly reviewed Multnomah County's gun control policy and said that 14-16 cars are equipped with shotguns and locked devices.

Ellis Casson, NAACP President, commented that the group wished to go on record as opposing shotguns. He had some concern about the staff recommendations and felt that if implemented, distinct modifications would be necessary. He also stated there were enough problems with handguns. Mr. Casson said NAACP is opposed to the staff recommendations.

Rev. John H. Jackson, President of the Albina Ministerial Alliance, argued the theory that psychologically, the presence of shotguns would serve as a deterrent to crime. He said those who support this theory are not aware of the rebelliousness of young people in the Black community and that shotguns merely arouse them.

Harry Ward referred to a letter from the Model Cities Citizens' Planning Board opposing shotguns. Mr. Ward said that as a private citizen, he is unalterably opposed to shotguns and that there is a different attitude in Albina about the police than in any other area of Portland.

Nate Nickerson, Urban League of Portland, agreed with Rev. Jackson's statement that shotguns do not deter violence and is opposed to their use.

Leslie Williams, Chairman of the Urban League PCR Committee, is against the use of shotguns but felt the police also have a right to protection.

Stevie Remington, ACLU, said there is not enough information on internal police firearms investigations and urged MHRC to become concerned about the use of firearms.

Capt. Taylor remarked that at no time did he want the Commission to feel he and Norm Monroe are advocates for the use of shotguns and that they have tried to remain neutral and present both sides of the issue. There was support for this statement from the Commission.

Lois Stranahan expressed opposition to shotguns and said that the police were doing a superb job. She also said they do not need shotguns.

George Knotanis, Socialist candidate for Mayor, agreed with the statements of other citizens present. He related that six Blacks and no Whites have been shot in the past six months by police and that the real issue was racism. He said the police have carried out a continuous campaign of harassment and recommended that all police be removed from the Black community and a safety squad be appointed, with the approval of the Black community.

Herschel Soles, Concordia Community Association, said he hoped the Commission would take a stand against shotguns and distributed copies of a recent Time magazine article stating that crime was reduced after the number of shotguns issued was lessened.

Mr. Priestly felt that the Police Bureau does not provide any rationalized study indicating crime would be reduced and the police would be protected if shotguns were carried in patrol cars. He agreed with Rev. Hughes' concern about whether it was appropriate for MHRC to issue a statement on the shotgun policy.

A motion passed to table the shotgun issue until the next Commission meeting. This will allow sufficient time for members to study it further. The meeting will be held September 17, with adequate public notice so that interested citizens will have an opportunity to provide their opinions. It was suggested that a larger room be used for this meeting.

#### EVALUATION COMMITTEE

Keith Gowing was appointed Chairman of the committee, replacing Frank Rivera.

#### COMMITTEE APPOINTMENTS

Marlene suggested that if Commission members knew of anyone interested in serving on a committee, they submit the names for addition to the committee roster. She asked that Walter Sakai be approached for possibility of chairing the Russell A. Peyton Award Committee.

#### WORKSHOP

Marlene discussed plans and suggested Wednesday, September 10 for the forthcoming workshop. She asked Kal Szekeky to proceed with the arrangements.

The meeting was adjourned at 5:20 p.m.



METROPOLITAN HUMAN RELATIONS COMMISSION

Minutes of Regular Meeting of September 17, 1975  
2:00 P.M., Water Service Bldg., 1800 S. W. Sixth Ave.

ROLL CALL

Present: Hazel Hays, Sr. Francella Mary Griggs,  
Eleanor Davis, Julie Sterling, Larry Copeland,  
Charles Williamson, Marlene Bayless, William  
Jackson, Carol Clark, Neil Brown, Keith  
Gowing, Richard Hughes

Excused: Ben Talley, Sr. Mary Louise Volk, Vern  
Pearson

APPROVAL OF MINUTES

Minutes of the July meeting were approved as sent. There was no Commission meeting in August.

CITIZEN DISPUTE SETTLEMENT CENTER

Mary Ann Buchanan, Multnomah County District Attorney's Office, asked the Commission's endorsement of a citizen dispute settlement center designed to settle family and neighborhood disputes. The proposal includes assignment of a deputy district attorney to preside at the hearings, and recruitment of interning law students. If sufficient feedback is received, a concrete proposal will be prepared within three weeks. A motion passed endorsing the concept of the center as described by Ms. Buchanan.

POLICE-COMMUNITY RELATIONS COMMITTEE REPORT

William Jackson, PCR Committee Chairman, reported that at the September 12 meeting, the committee reaffirmed its decision reached at the July 31 meeting whereby they recommended that MHRC "record its opposition to any plan to extend further the use of shotguns by the Police Bureau." Following public testimony, a motion passed adopting the PCR Committee report.

USE OF SHOTGUNS IN POLICE VEHICLES

The remainder of the meeting was devoted to public testimony concerning the issue of shotguns in police vehicles. Those testifying included many representatives of Black organizations, one Indian, and several other concerned citizens. Fourteen people voiced opposition, and three stated they were in favor.

Ellis Casson, President, NAACP, Portland Chapter, said the NAACP is opposed to the mounting of shotguns in all patrol cars. He repeated his earlier statement that there are enough problems with the use of handguns and said it would be ideal if the use of shotguns were done away with or a law with teeth enacted. He also said we live with the possibility of fear and sudden death on the part of police. The use of shotguns by police would only give a citizen his right to start using and carrying shotguns. They should have their time and place, but riding around daily in police cars is not the place.

Charlotte Williams, Spokesperson, Black Justice Committee, voiced opposition to the mounting of shotguns in public view in patrol cars. She also said the police have not demonstrated the maturity or respect for public property and that it was not in the best interest of public safety, especially with regard to minorities. She said this shotgun proposal is designed to scare and intimidate citizens. Ms. Williams suggested encouraging greater expenditures for increased recruitment of minorities in the police department, citizen participation, training, and more effective crime control in lieu of installing shotguns in police cars.

Rev. Austin Harper Richardson, Centenary Wilbur Methodist Church, spoke against the use of shotguns and said that he understood a basic premise as far as understanding a policeman's role is the preservation of human life. He questioned whether the use of shotguns enhances this image.

Charles Carter, Director, Albina Action Center, stated he is vehemently opposed to the use of shotguns in any way and suggested providing opportunities for the recruitment of women and minorities in the Police Bureau. He said all people are human and are entitled to full protection, but not under the guise of fear. He also stated there is no information which leads him to believe the kinds of guns being used pose a threat to police on the scene. He supports gun control relating to citizens and is opposed to the police firearms policy that does not put sufficient restraint on police officers' use of firearms.

Hildress Benson, citizen, representing poor, low-income senior citizens, is opposed to the use of shotguns. She said there is a better way other than the shotgun way and that shotguns are not the answer.

Dale Small, Portland businessman, felt the significant increase in crime in Portland and the increase in violence involving police officers warrants the use of shotguns. Special weapons units (such as SWAT) are not sufficient, and the police should have the option to use a more potent weapon in extreme cases -- thereby reducing danger to innocent bystanders. He said the best way to achieve gun control is through mandatory imprisonment and stiff sentences.

Tom Knight, citizen, is opposed to the use of shotguns and wants the arms race stopped.

Ed Mitchell, N. E. Quadrant Manager, Multnomah County, supports gun control laws and is against shotguns being carried in any way in police cars. He said the members of the N. E. Quadrant Advisory Board went on record stating they are against the use of shotguns in police cars.

Allen Mason, citizen, said he is sorry such an issue as simple as shotguns has deteriorated into a racial problem. He said the use of a shotgun by a policeman is no more lethal than his sidearm. He is in favor of gun control as far as handguns and said there is no valid reason for a handgun except to kill.

Louise Haverbush, representing the Portland Student Coalition Against Racism, joined the Black organizations in opposing the installation of shotguns in police vehicles. The proposal would only escalate the campaign of terror carried out by the police, and only by massive communication can it be stopped.

George Kontanis, Socialist Workers Party Candidate for Mayor, said the real perpetrators of crime are the social and economic conditions, and the real violence is the violence of poverty and racism. He felt the real issue is not shotguns but the racist attitude of police towards the Black community. He supports the Black organizations' stand in opposition to shotguns.

Roger Plymate, citizen, is in favor of the use of shotguns. He stated they would be a deterrent to shooting police officers but would not be a deterrent to crime.

Dick McGarrity, citizen representing the Northwest District Association, reported that shotguns would not be a deterrent to crime and is opposed to their use.

Ed Etmo, citizen, said the problem has existed throughout history and is opposed to shotguns.

Wally Priestly, State Representative, Portland, is opposed to shotguns and is alarmed with the role of police officers "participating in a political process" by going around to community associations seeking support for their proposal. Mr. Priestly said he hoped MHRC would support the PCR Committee's decision. He would like guns to be eliminated from society if possible. He said the question is not eliminating guns but to pass a law making guns illegal.

Steve Adler, representing the Fellowship of Reconciliation, felt the issue is a racial one and said those who want shotguns tend to be white. Those opposed are black and white. He said police have a right to personal security.

Bruce Wong, citizen, asked questions concerning whether the shotgun is an effective weapon, etc. Julie Sterling reminded him that MHRC is concerned whether escalation of weaponry would solve the problem and that the PCR committee is very sympathetic to the problem police officers face that they are not as well equipped to encounter certain situations.

Bill Todd, citizen, stated he resents the idea that a shotgun is pointed at someone due to his race. He felt it is pointed at the wrongdoer. He said if there were a guarantee that the wrongdoers would not have guns, then he is for eliminating shotguns. He suggested MHRC make recommendations to the City if shotguns are installed in police cars.

It was generally felt that there was not sufficient evidence to warrant further installation of shotguns in police vehicles as a deterrent to crime. After discussion, the Commission voted 11-1 to adopt the Police Community Relations Committee's report opposing the mounting of shotguns in police vehicles and that their use not be extended beyond the present level.

A motion passed to give Marlene authority to appoint a committee to work on committee guidelines.

The meeting adjourned at 4:50 p. m.

METROPOLITAN HUMAN RELATIONS COMMISSION

Minutes of Regular meeting of October 21, 1975  
3:00 p.m., Conference Room, 321 City Hall

ROLL CALL

Present: Vern Pearson, Eleanor Davis, Julie Sterling, Larry Copeland, Charles Williamson, Marlene Bayless, William Jackson, Carol Clark, Neil Brown, Keith Gowing, Richard Hughes, Sr. Mary Louise Volk.

Excused: Hazel Hays, Sr. Francella Mary Griggs, Ben Talley

Guests: Sandra Moore, The Community Press; Nora Coupe, Errol Hts. Improvement Assoc.; Mike Ryan, Commissioner McCready's Office; Edna Baskett, Ruth Spencer, Oregon Minority Educators Organization; Blair Babcock, Pacific Power & Light; Charles Jordan, Dept. of Public Safety; Jan Batiste, Dept. of Public Safety; Huntly Collins, The Oregonian; Alyce Marcus, City of Portland; Berna Plummer, Multnomah County; Betty Overton

APPROVAL OF MINUTES

The minutes of the September meeting were approved as sent.

Marlene Bayless, MHRC Chairman, expressed thanks to the staff for their efforts in coordinating the NAHRW 28th Annual Conference, held October 12-16 at the Sheraton Motor Inn. Vern Summers added special thanks to Sister Francella Mary Griggs.

Marlene announced that December 10 is National Human Rights Day and asked about plans for observing this forthcoming event. A motion passed that a committee be formed to develop plans for the observance of National Human Rights Day on December 10. The committee will consist of Sr. Mary Louise Volk, Chairman; Larry Copeland, Carol Clark, and Eleanor Davis. A report will be given at the November meeting.

It was suggested that the Russell A. Peyton Award, which is normally presented in December, be held over until January to coincide with the birthday of Dr. Martin Luther King, Jr. and the MHRC annual meeting. Sr. Mary Louise Volk reminded those present of the need for a PR Committee to take charge of such activities. Marlene suggested that Sr. Volk's committee submit a recommendation on the Peyton Award timing at the November meeting.

Marlene announced a change in the agenda; the Director's Report and conversation with Commissioner Jordan will precede the regular agenda. Keith Gowing moved to hear a report from the Oregon Minority Educators Association prior to any agenda items. Sr. Volk said that at the Education Committee meeting held in September with representatives of OMEA and Dr. Ernest Hartzog, Portland Public Schools, she had requested that Ruth Spencer and Edna Baskett be invited to address the Commission at its October meeting. Ms. Spencer, chairwoman of the group, briefly described their efforts toward achieving racial balance. A copy of a letter addressed to Dr. Blanchard from Herman R. Goldberg, of the Equal Educational Opportunity Office, HEW, was distributed which concerned the School District's application for assistance. In his letter, Mr. Goldberg stated that after reviewing the District's application, it was determined that the application could not be approved since the School District was assigning faculty in a discriminatory manner, and therefore did not meet the requirements for receiving federal monies. Ms. Spencer said 32 teachers were transferred from 8 schools. Since the transfer, there have been many complaints of racism. One-third of the minority teachers in Portland are non-black. The OMEA represents about 90 black teachers. Ms. Spencer remarked that the teachers are experiencing a great deal of racism and hoped for some kind of educational program which would also include parents. Ms. Spencer said there has been no evidence on the part of the school district that steps are being taken to correct this deficiency. She cited a suit filed by the NAACP against HEW which charged 22 cities in the U.S. (including Portland, Oregon) with being slow to enforce the regulations necessary to receive federal funds. She said the group does not believe in one-way integration and felt that black children, black parents, and black teachers are being used as political checkers to secure funds. The Oregon Minority Educators Association has been contacted by parents requesting their support of a suit regarding busing and said they would support such a suit.

Ms. Edna Baskett said the concept of busing is a good thing; however, OMEA objected to the discriminatory manner in which it was done -- and the schools stand to lose \$10 million if the ratio is not met. She referred to the Singleton vs. Jackson decision (December 1969). Ms. Baskett called the School District's Affirmative Action Officer several times and did not receive any response. She will write Dr. Blanchard. Marlene informed Ms. Baskett that the Commission has undertaken a review of affirmative action in the metropolitan area and expects to invite the School District as well as other agencies to participate in the review.

Sr. Mary Louise Volk mentioned the process of recruiting teachers, which would be a way of modifying the given ratio and asked if OMEA was working with the School District. Marlene requested that Sr. Mary Louise and the Education Committee follow up on this issue, with written material from OMEA and invitations to School District personnel, and bring additional information to the November meeting. Charles Williamson suggested the following items be studied:

1. Request that an educational program be established for parents and children who encounter problems.
2. That busing become a two-way process.

A meeting of the Education Committee will be held Tuesday, October 28, at 7:30 p.m., at St. Francis School, 1131 S. E. Oak.

## STRATEGY FOR CONTINUANCE OF MHRC

Vern Summers, MHRC Director, offered his strategy for continued funding of MHRC by the City:

1. Request a hearing before the City Council November 12.
2. Enlist support by way of letters, phone calls, and personal contacts.
3. Presentation to City Council for continued funding.
4. Update MHRC work plan.

Vern made the following recommendations:

1. That the Chairman appoint a committee of five to correspond with supportive associations and groups to write letters of support.
2. That a committee of three (headed by the Chairman) be appointed to prepare a text for presentation to the Council.
3. That a committee of five work with the staff to update the present work plan and establish procedures for monitoring and evaluating its effectiveness.
4. That the Commission hold a special meeting in one week (October 28) for a progress report from the committees.
5. That the Chairman instruct each committee to meet immediately following today's meeting (October 21) to discuss preliminaries.

Commissioner Jordan met with the Commission and stressed that survival is the top priority item and emphasized the importance of holding special meetings due to the time element. He felt that the day-to-day activities (such as casework, tenant/landlord problems, etc.) were most important. He also said that he could not see Portland without a human relations commission and that without such a commission, it would set Portland back ten years.

Ms. Betty Overton raised the question regarding the situation at Roosevelt High School and the restraint placed on the Commission. Marlene replied that the restraint came from her as Commission Chairman in that the Roosevelt issue was another agency's jurisdiction and they indicated they felt their Community Relations Department under Dr. Ernest Hartzog was capable of handling the matter. Commissioner Jordan said it is important for the City to have a contingency plan. He also said his office would be available for assistance.

Vern Pearson requested clarification as to what is the Commission's function and what is its role. He felt if the Commission addressed every issue presented, it would never get anywhere and that it is important to show the Council exactly what the Commission's role is. Marlene reminded them that at the recent workshop, casework would be limited to situations involving intergroup relations and life style conflicts.

A motion passed adopting the plan as outlined by Vern Summers. The following committees were appointed by the Chairman:

1. Contacting associations and community groups for support.

|                        |                 |
|------------------------|-----------------|
| Keith Gowing, Chairman | William Jackson |
| Richard Hughes         | Julie Sterling  |
| Eleanor Davis          |                 |

2. Presentation -- development of text for Council.

Marlene Bayless, Chairman  
Charles Williamson  
Vern Pearson

3. Development of Work Plan.

|                         |                              |
|-------------------------|------------------------------|
| Neil Brown, Chairman    | Ben Talley                   |
| Sister Mary Louise Volk | Hazel Hays                   |
| Larry Copeland          | Sister Francella Mary Griggs |
| Carol Clark             |                              |

Sister Mary Louise expressed the necessity for an Executive Committee which would meet frequently with the Chairman, Director, and heads of committees to bring about more effective meetings. Keith Gowing agreed and said the committee would be able to screen issues or see that they are better presented to the full Commission.

A motion passed to appoint an Executive Committee consisting of three members including the Commission Chairman, Vice Chairman, and one member to be elected by the Commission, to meet with the Director and Commission Chairman to suggest agenda items.

A motion passed to elect the additional member to the Executive Committee. Those nominated were Keith Gowing and Sr. Mary Louise Volk. Sr. Mary Louise was selected as the third member of the Executive Committee.

A motion passed directing the Executive Committee to prepare an amendment to the By-Laws institutionalizing the Executive Committee's existence.

Sister Mary Louise asked whether it is appropriate for a small group to address the Commission. Marlene replied that it is important to hear both sides of each issue. Carol Clark said there is the possibility of an issue having more than two sides.

Alyce Marcus said MHRC is the one source people contact when they feel oppressed and hoped it would continue to operate in the same manner.

Berna Plummer recommended that when the Affirmative Action Programs are presented, the City and County reports be heard at the same time. Marlene extended apologies to Ms. Marcus and Ms. Plummer for the change in the agenda and thanked them for taking time out from their busy schedules.



Blair Babcock, Pacific Power and Light, said that if the Commission did not exist, there would be no one in a position to see if the Contract Compliance Ordinance is enforced. Vern Pearson, Chairman of the Employment Committee, reported on the latest developments pertaining to the Contract Compliance Program, with further word on the City Council action from Kal Szekely. Kal stated that the draft was brought to first reading October 16, with the third reading scheduled for October 23. The ordinance now has no mention of MHRC, not even in a monitoring capacity. In view of this, he said it is important to address the City Council. Vern Summers then reported that during informal session, the Council voted to delete the function of MHRC from the ordinance altogether. Mr. Babcock stated it was important to go before the Council to present a statement regarding MHRC's role in the Contract Compliance Program on October 23. He also stressed the urgency of enlisting outside participation in voicing objection to the Council's action. Marlene requested that Vern Pearson and Keith Gowing make the necessary contacts. Mr. Babcock said it is important that the community be made aware of the latest developments in terms of Commission survival and that public support would have a greater impact. Since time is of the essence, it was suggested that Commissioner Jordan request the matter be set over one week. Vern Summers will pursue this matter. Sister Mary Louise Volk felt it was better to simply meet the Thursday, October 23 deadline. Alyce Marcus said that when interviews were held for the position of Contract Compliance Manager, it was assumed by Personnel that MHRC would be monitoring the program. Vern Pearson was assigned by the Chairman to prepare a statement on behalf of the Commission for presentation to the City Council on October 23. Keith Gowing's committee on community contacts will enlist support of outside groups.

The meeting adjourned at 4:31 p. m.

METROPOLITAN HUMAN RELATIONS COMMISSION

Minutes of Regular meeting of November 18, 1975  
3:00 p.m., Conference Room, 321 City Hall

ROLL CALL

Present: Sr. Francella Mary Griggs, Eleanor Davis, Julie Sterling, Larry Copeland, Marlene Bayless, Carol Clark, Neil Brown, Richard Hughes, Sr. Mary Louise Volk

Excused: Vern Pearson, Hazel Hays, Ben Talley, Charles Williamson, William Jackson, Keith Gowing

Guests: Mary C. Edwards, National Conference of Christians and Jews; Nora Coupe, Errol Heights Neighborhood Assoc.; Norm Monroe, Portland Police Bureau; Bob Groshart, City of Portland - Contract Compliance

APPROVAL OF MINUTES

The minutes of the regular October meeting and the special meeting were approved as sent.

CORRESPONDENCE

Chairman Marlene Bayless read a letter addressed to the Mayor from Tom Brumm, Business Representative, Laundry and Dry Cleaning Workers Local 107, urging continued support for MHRC.

Marlene introduced Bob Groshart, City Contract Compliance Manager. He spoke briefly about his work, and Marlene invited him to return to discuss contract compliance at a future meeting.

COUNCIL PRESENTATION

Text - Marlene announced that the date of the Council hearing has been changed from November 19 to December 10, at which time all Council members will be in attendance. She distributed copies of the text she will present to the Council. After review, Commission members discussed the text. There were only a few changes made. Sr. Mary Louise Volk raised the question of possible change in the structure of the Commission. Norm Monroe commented that MHRC would lose much of its effectiveness if it were part of a Commissioner's staff rather than an independent bureau. Kal explained that if there were to be a change in structure, it would require an ordinance repealing an ordinance and would have to be filed with the Auditor by the Friday preceding the Council hearing.

Work Plan - Copies of the revised work plan were distributed. Neil Brown noted changes in the plan. He said a joint meeting between the Work Plan and Evaluation Committees is necessary before the Commission can adopt the plan. Marlene said the Commission can override the recommendation and proceed. Sr. Mary Louise commented that it is important for the Evaluation Committee to meet to determine, on the basis of the work plan, how to function. Kal Szekely replied that he could see no problem meshing current activities with the work plan and that the staff, with proper support, would be able to carry out the activities described. Sr. Mary Louise asked whether there was a way to update the work program as needed. Marlene indicated that it can be updated any time. Kal suggested expanding Goal #4 of the work program to include any activities that would be useful in promoting constructive responses to human relations problems. A motion passed to adopt the Work Plan, expanding Goal #4 to include any activities that would be useful in promoting constructive responses to human relations problems. Another motion passed directing the Evaluation Committee to formulate a training session for the purpose of describing roles and functions of the staff and Commission members. Sr. Mary Louise announced that Tom Sloan, Personnel Manager, Tektronix, offered the services of his office to provide technical assistance.

Sr. Mary Louise Volk, the third member of the Executive Committee, chaired the remainder of the meeting.

Contact Committee - In the absence of Keith Gowing, Vern Summers reported that many letters of support for MHRC have been received. He read a telegram from David F. Stahl, Regional Director, Anti-Defamation League of B'nai B'rith, addressed to the City Council and requesting their consideration for continued funding of MHRC. So far, three or four individuals are scheduled to testify. Mary Edwards indicated that she would ask Father Griffin to testify on behalf of NCCJ. Sr. Mary Louise suggested that perhaps he could also testify on behalf of the Priest Senate. James Brooks, Executive Director of the Urban League, will testify; also Fred Rosenbaum.

#### SPECIAL REPORTS

Women's Agenda - Eleanor Davis explained the material on the U. S. National Women's Agenda and that the purpose was to bring the program to the attention of government bodies on December 12. A motion passed directing that letters and copies of the agenda be sent to Mayor Goldschmidt and Chairman Don Clark to make them aware of the importance of the Agenda that they may, hopefully, take action when the time comes for legislation. This matter will be followed up throughout the year. Eleanor will help prepare the cover letter.

Human Rights Day - Sr. Mary Louise reported that she and Larry Copeland met briefly and felt that due to the time element, the most that could be done would be to initiate the proclamation. This project will be coordinated by MHRC and the Portland Public Schools. Vern Summers will meet with Dr. Ernest Hartzog on November 24 to discuss ideas for a poster.

Director's Report - Several committee reports were incorporated into Vern Summers' report. He gave a brief rundown of the work accomplished by way of correspondence, personal appearances, budget presentation, complaints, and police-community relations work, among others. A firewood project, in conjunction with the Park Bureau, was implemented to provide wood for the needy during the winter months. Letters have been sent concerning the Russell A. Peyton Award. Training for staff and MHRC members by Community Relations Services, U. S. Department of Justice, Seattle, will take place November 21, with follow-up training to continue during 1976. A contingency plan will be prepared for submission to the Council. This is necessary for MHRC to realize its role in times of crisis.

Vern met with the Northwest Neighborhood Association, Corbett-Terwilliger Neighborhood Council, and the Downtown Association to discuss housing workshops. N. W. Neighborhood Association would like MHRC to coordinate tenant/landlord workshops on a Sunday afternoon after the holidays. He arranged for space to be provided in the schools without cost. Corbett-Terwilliger is working on a future workshop. Vern has been working with Dr. Sumner Sharpe and Dr. William Harris on racial steering in the housing industry and will make arrangements for them to discuss this at the next meeting.

The EEO Advisory Committee met twice. One complaint has been settled. The Portland Development Commission has no affirmative action plan and has been working under HUD regulations. They are in the process of formulating a plan. PDC has asked MHRC to assist.

#### COMMITTEE REPORTS

Nominating Committee - The Nominating Committee recommended reappointments of Commission members filling unexpired terms. The motion passed. Recommendations for the upcoming vacancy in position #5 when Julie Sterling leaves the Commission, will be presented at the December meeting. Sr. Mary Louise asked Mary Edwards, NCCJ, to serve on the Nominating Committee.

Executive Committee - Sr. Mary Louise reported that she met with Vern Summers and Marlene. They agreed to meet two weeks prior to each Commission meeting to discuss agenda items. The Committee instructed the staff to prepare an amendment to the By-Laws which would acknowledge the existence of the Executive Committee.

The amendment was passed as submitted to the Commission.

Police-Community Relations - Norm Monroe reported that drafts of the shotgun and firearms policies are being reviewed by the Mayor. The documents will probably be incorporated into one firearms policy which will include regulations for shotguns. MHRC will be advised when there is something definite.

The meeting adjourned at 5:00 p.m.

METROPOLITAN HUMAN RELATIONS COMMISSION

Minutes of Regular Meeting of December 16, 1975  
2:00 p.m., Conference Room, 321 City Hall

ROLL CALL

Present: Vern Pearson, Hazel Hays, Sister Francella  
Mary Griggs, Julie Sterling, Larry Copeland,  
Charles Williamson, Marlene Bayless, Carol  
Clark, Neil Brown, Richard Hughes,  
Keith Gowing, Sister Mary Louise Volk, Eleanor  
Davis

Excused: William Jackson, Ben Talley

Guests: Mary E. Henderson, Dr. Ernest Hartzog, Portland  
Public Schools; Michael Ryan, Dept. of Public  
Works; Alyce Marcus, City of Portland; Robert  
Wright, Multnomah County AA Office; Thomas  
Kennedy, Portland Development Commission;  
Berna Plummer, Multnomah County AA Office;  
Jerry Haggin, National Conference of Christians  
and Jews; Jo Brown, Schools for the City and  
EMO Community Ministries Comm; Huntly Collins,  
The Oregonian; Ron Anderson, Associated  
General Contractors

APPROVAL OF MINUTES

The minutes of the November meeting were approved as sent.

REPORT FROM CHAIRMAN -- COUNCIL HEARING

Chairman Marlene Bayless reported that at the Council Hearing, several people spoke in favor of continued funding for MHRC. The basic concern was raised by Commissioner Schwab, who felt that the Commission was lacking direction and had devoted most of the year to the homosexual and gun control issues. Marlene stated that the Council voted on the homosexual resolution October 25, 1974; she became MHRC Chairman on January 1, 1975. She also said that during her year as Chairman, MHRC has not dealt with the homosexual issue, although she felt it was an appropriate one in which to become involved. Regarding gun control, she explained that this issue is now before the Police-Community Relations Committee and has not yet come before the full Commission. The subject of gun control came about during the Ricky Johnson incident, at the request of several concerned citizens in the community.

Richard Hughes commented on the confusion at the Council hearing concerning the issue of placing shotguns in police vehicles and the issue of gun control. He also asked for clarification of the question of MHRC becoming involved in legislation. Sr. Mary Louise Volk said it was necessary to clarify the Commission's position on the issue and recommended reading the portion of the work program which states that MHRC views conflict as a potentially creative situation. Marlene said MHRC can recommend legislation to the Council, but whether to draft legislation for presentation to the Legislature needs to be clarified. She plans to check with the Council and County Board. Sr. Mary Louise suggested this be done in writing, with a request for response. Eleanor Davis said the MHRC Agreement is not restricted to dealing only with minorities.

#### EDUCATION COMMITTEE

Sr. Mary Louise introduced Dr. Ernest Hartzog, Portland Public Schools, who discussed the administrative transfer program, which provides for the voluntary transfer of minority students from one school to another to prevent racial isolation. He also commented on the teacher transfer question raised by Oregon Minority Educators at the last Commission meeting. Last fall, 26 minority teachers were transferred from predominantly black to white schools in order to comply with a request from HEW. Portland Public Schools was one of 60 named in a class action suit filed by NAACP against HEW which charged several schools in cities across the U.S. with being slow to enforce the necessary regulations to qualify for federal funds. Dr. Hartzog said about 40% of the transfers were voluntary. Sr. Mary Louise asked about the School District's posture with respect to minority teachers. He replied there is an affirmative action program to correct minority recruitment programs. Julie Sterling asked whether the School District knew the ruling was forthcoming, to which Dr. Hartzog answered there was no forewarning. He also said there was no choice, and many teachers did not want to be transferred. Eleanor Davis said that hopefully, Portland Public Schools would not be in such a position as to be faced with another suit. Dr. Hartzog said the School District is in excellent shape. Tom Kennedy asked whether PPS gave any endorsement of a joint effort with MHRC. Dr. Hartzog said this issue has been understood -- as far as he was concerned, the endorsement was there. Sr. Mary Louise, Chairman of the Education Committee, said it is important to work with Dr. Hartzog and his staff toward better understanding and process.

#### AFFIRMATIVE ACTION REVIEW

City - Alyce Marcus distributed copies of the City Affirmative Action Report and discussed the progress of the City Affirmative Action Program which was adopted in 1972. The plan has been accepted by the Mayor and City Commissioners, with the exception of Commissioner McCready, who is drafting a different plan. Commissioner McCready's department reports quarterly; the other bureaus submit reports on a monthly basis. In September, the EEO Complaint Procedure was developed, with forms designed to process complaints. MHRC staff will be involved in the investigation procedure if needed. Ms. Marcus said it is best to work within the system established

to assure complainants of every opportunity in order to prevent their filing a suit against the City with the Civil Rights Division or EEOC. She also gave a brief rundown of the cases solved and said it is encouraging that the bureaus are attempting to work with her -- it has taken a long time for the City to understand what affirmative action is all about.

County - Berna Plummer, County Affirmative Action Officer, said the Multnomah County Affirmative Action Program was established in 1972 but not implemented. The plan was revised and approved by the County Board July 31, 1975. Multnomah County does not have a Contract Compliance Ordinance; however, there is language in the Affirmative Action Ordinance which refers to compliance. Ms. Plummer said the County Board has pledged its support toward effective implementation of the plan.

#### NOMINATING COMMITTEE

Keith Gowing, Committee Chairman, reported that a meeting was held December 12 to recommend the following to the full Commission:

|                                      |              |
|--------------------------------------|--------------|
| Chairman                             | Vern Pearson |
| Vice Chairman                        | Keith Gowing |
| 3rd Member of<br>Executive Committee | Hazel Hays   |

The Committee decided to hold recommendations for the position (#5) to be vacated December 31, 1975 by Julie Sterling until there is an opportunity to study the background of each candidate. A motion passed adopting the recommendations of the Nominating Committee.

A motion, initiated by Rev. Richard Hughes, passed unanimously expressing appreciation to Marlene for her leadership during the past year under extremely trying circumstances.

The meeting adjourned at 4:40 p. m.