Metropolitan Human Rights Commission

Proposal to Equity Foundation

Portland has been identified as highest in the nation for anti-gay bias incidents as reported by the victim assistance program. The Measure 9 fight has left lasting divisions among groups that should be supportive of each other in fighting oppression (see attached articles). The number of recent articles supporting true diversity is an indication of the need to revitalize the commonality of the struggle for freedom from oppression.

The Metropolitan Human Rights Commission (MHRC) is applying to Equity Foundation to fund a Harvey Milk poster, one of a series of posters honoring Human Rights Activists. This series, which will include Martin Luther King, Jr., Mohandras Ghandi, Abigail Scott Duniway, Harvey Milk and other human rights activists from the Hispanic, disabled and other populations, will be a visible demonstration of their common fight for Human Freedom.

MHRC intends to seek funding for the other posters from organizations and corporations, and hopes to be able to use the Equity Foundation example of funding as a marketing tool.

The Harvey Milk poster project will acheive the following objectives:

1) Provide a vehicle for MHRC to reach out and show respect, in a tangible way, to the gay community.

2) Provide a means of keeping the MHRC phone number and address before the metropolitan community.

3) Provide a means of recruiting volunteers to work on MHRC projects. As people call or come in to acquire the poster, they will be added to our mailing list, and will be sent information on MHRC mission and projects.

4) Provide the metropolitan community with a public servant role model from the gay community.

5) Raise some funds to expand the MHRC's ability to carry out its mission.

6) By highlighting the fact that this is a series on Human Rights advocates, who shared their commitment to this cause, the divisions between the various minority communities will be lessened.

The $1,200 request includes all costs of producing the art, typesetting and printing of the poster. The Harvey Milk Poster (2,000 copies) will be produced in time for Gay Pride Day, June 19, and will be an additional point of publicity for that event. The funds from Equity Foundation will be needed within 30 days of the poster printing. Acknowledgement of the Equity Foundation grant will be printed on the poster.

Multnomah County

1120 S.W. Fifth Avenue
Room 516
Portland, Oregon 97204-1989
(503) 796-5136 Voice/TDD

City of Portland

Application Cover Sheet

(Please complete all sections and attach to your proposal)

Application Date: April 8, 1993

Helen Cheek — Director
Project Director — Title

Metropolitan Human Rights Cmmsn
Applicant Organization

1120 SW 5th Ave Room 516
Address

Portland — OR — 97204
City — State — ZIP

(503) 823-5136
Telephone

Fiscal Agent if other than applicant

Contact Person

Fiscal Organization

Address

City — State — ZIP

( )
Telephone

Annual operating budget of the applicant organization $ 809,360,182

Total project budget $ 1,200

Amount requested from Equity Foundation $ 1,200

IRS Tax Exempt Status *(of applicant or, if there is one, of the fiscal agent)* 501 (c)(1)

Project Title Harvey Milk Poster

Project Duration 1 year — Beginning Date 6/19/93 — Ending Date 7/19/94

Project Summary:
(Limit to space provided)

Dr. Martin Luther King, Jr., Ghandi, Abigail Scott Duniway and Harvey Milk. All were strong advocates of human rights, not just for the minority to which they belonged, but for all people.

The Metropolitan Human Rights Commission (MHRC) is a City of Portland and Multnomah County agency whose mission is to aid in achieving the goal of embracing and celebrating diversity, eliminating bigotry, and enhancing a sense of community. The MHRC Executive Committee has approved this grant application.

MHRC is requesting a grant of $1,200 to produce 2,000 posters (similar to the attached) honoring Harvey Milk, as one of a series honoring human rights advocates. MHRC has been in contact with the estate of Harvey Milk to secure their support of this project. The Dr. Martin Luther King, Jr. poster has been very well received (almost 2,000 distributed). The Portland School District will be placing one in each classroom. A second printing is planned.

The posters will not only highlight Harvey Milk's commitment to human rights, but will also serve to publicize the mission and phone number of MHRC (which will increase volunteer recruitment) and will clearly demonstrate that the official City and County policy is to support human rights and diversity.

Target date for poster production is May 24, to allow time for distribution by June 19, Portland's Gay Pride Day, so that publicity will be generated for gay rights, MHRC, and Harvey Milk as a public servant role model.

The Harvey Milk poster will be distributed to City/County agencies to be posted on bulletin boards in June, and it will be available at a nominal cost (approx. $5) from MHRC, which wil be used to carry out the MHRC mission. Equity Foundation will be credited on the poster, which will enhance the Foundation's visibility in the community.

The success of the poster will be evaluated through sales of the poster and by tracking inquiries to MHRC for a 3 month period following poster distribution. Where appropriate, callers will be asked how they heard of MHRC (some of the calls curently received at MHRC are from people in extreme emotional distress, and such questions may be inappropriate).

Checklist

IRS Tax Letter attached: ☒ — List of board members attached: ☑
Non-discrimination certification attached: ☑
Applicant organizations' Mission Statement attached: ☑
Applicant Classification: Public organization/institution ☑;
Private organization/ institution ☐; Individual ☐
Previous proposal submitted to Equity Foundation: ☐ yes ☑ no
Prior funding received from Equity Foundation: ☐ yes ☑ no

Equity Foundation
PO Box 5696
Portland, Oregon 97228-5696
503/220-0628

June 7, 1993

Steve Freedman
Metropolitan Human Rights Commission
1120 SW Fifth Avenue, Room 516
Portland, Oregon 97204-1989

Dear Steve;

The revised acknowledgment you provided for Equity Foundation on the Harvey Milk poster is acceptable as we discussed.

It is our understanding that the Equity logo will be at 50% of the MHRC logo size and that the wording preceding the logo will be sized proportionately to what is shown on the sample and will read:

This poster is made possible by a grant
from Equity Foundation of Oregon

The conditions set forth for this grant are: 1) printing of the Equity logo on the poster in a size that is acceptable to the Foundation; 2) receiving a signed original of the poster for display in the Equity Office; and 3) authority to reproduce the poster in Equity publications: i.e. newsletter, annual reports, or brochures used for the conduct of business of the Foundation.

The Board of Directors of Equity Foundation is very positive about the poster and the work of the Metropolitan Human Rights Commission and is pleased to support your work.

Sincerely,

Thomas D. Aschenbrener
Executive Director
281-2466
281-8844 (FAX)

METROPOLITAN HUMAN RIGHTS COMMISSION
1120 SW Fifth Avenue, Rm. 516
Portland, Oregon 97204-1989

June 3, 1993

Thomas D. Aschenbrener
Executive Director
Equity Foundation
POB 5696
Portland, OR 97228-5696

FAX of 2 pages

Dear Thomas,

Attached is a revised mockup of the Harvey Milk Poster, with the Equity Foundation logo enlarged to 50% of the MHRC logo.

When blown up to full size, (18' x 24") both logos are very visible.

It would be greatly appreciated if Equity Foundation would permit us to accept the grant using approximately the attached layout and acknowledgement. Exact placement will be done by the artist.

Also, the condition allowing Equity Foundation to reproduce the poster in its publications is acceptable, as long as the entire poster including the MHRC logo is reproduced. The Estate of Harvey Milk, however, requires that we not allow other organizations to reproduce the poster for distribution.

I am sure that the poster's current layout will achieve both organizations' goals, and will effectively recognize Harvey as the courageous Human Rights Activist he was.

Thank you for your consideration.

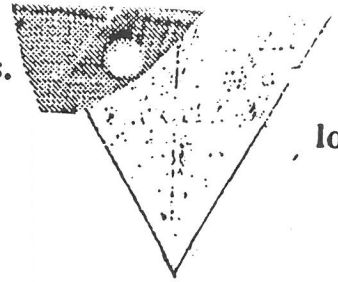
Celebrating Diversity,

Steve Freedman

Steve Freedman

cc: Peter Gray
Karen Keeney
Greg Asher

Maybe I see dragons where there are only windmills.
But something tells me the dragons are for real
and if I shatter a lance or two on a whirling blade,
maybe I'll catch a dragon in the bargain.
So I'm asking you to take a chance
and ride with me against the windmills --
and the dragons, too.



The young gay people ... the only thin
look forward to is hope. You have to gi
Hope for a better world, hope for a be
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Hope that all wi

**"IF A BULLET SHOULD ENTER MY BRAIN,
LET THAT BULLET DESTROY EVERY CLOSET DOOR."**

METROPOLITAN HUMAN RIGHTS COMMISSION
City of Portland ▪ Multnomah County ▪ 1120 SW Fifth Avenue, Rm. 516
Portland, Oregon 97204-1989
(503)823-5136/Voice/TDD Fax 823-0119

This poster made possible by a grant from EQUITY FOUNDATION

Many thanks to the Estate of Harvey Milk f

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METROPOLITAN HUMAN RIGHTS COMMISSION
1120 SW Fifth Avenue, Rm. 516
Portland, Oregon 97204-1989

Fax of 3 Pages (including cover)

If not received in its entirety, please call (503) 823-5136.

TO: Peter Gray

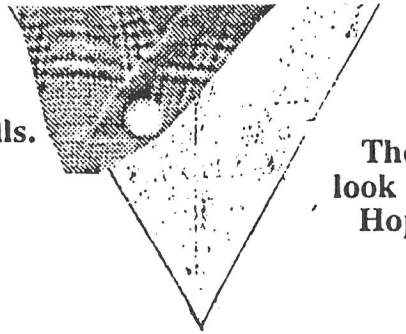
From: Steve Freedman

Please deliver immediately.

THANKS!

City of Portland ▪ Multnomah County ▪ (503)823-5136/Voice/TDD Fax 823-0119

Maybe I see dragons where there are only windmills.
But something tells me the dragons are for real
and if I shatter a lance or two on a whirling blade,
maybe I'll catch a dragon in the bargain.
So I'm asking you to take a chance
and ride with me against the windmills --
and the dragons, too.



The young gay people ... the only thing they have to look forward to is hope. You have to give them hope. Hope for a better world, hope for a better tomorrow, hope for a better place to come to if the pressures at home are too great. Hope that all will be all right.

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This poster made possible by a grant from EQUITY FOUNDATION

Many thanks to the Estate of Harvey Milk for its support.

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Stand Up.... (cont'd.)

As the citizens contribute their voices, businesses have contributed dollars, services and staff time. Notable among these are KOIN TV, KISN and KXL radio, *The Oregonian* and Fred Meyer.

As Portland comes together in community pride on Aug. 21, to take a stand and "Stand Up Portland," the message will be clear that community harmony is the highest priority.

If you would like to volunteer for Stand Up Portland, Contact Teresa LaHaie, Project Coordinator at 725-4467.

Oregon Civil Rights Laws - Where to Complain

The Bureau of Labor and Industries is the state agency responsible for enforcing the Civil Rights laws. Any person claiming to be harmed by an unlawful practice of discrimination in employment, housing, and public accommodations may file a complaint with the Civil Rights Division of the Oregon Bureau of Labor and Industries. The number in Portland is 731-4075.

The Bureau of Labor and Industries, commonly called BOLI, also contracts with the Federal government to handle certain complaints and is responsible for enforcement of the City's Civil Rights ordinance.

It is against the law to discriminate against someone because of membership in a protected class, however, the protected classes are not the same in the four categories of employment, housing, public accommodation and professional or trade schools.

The classes protected in all four categories are: race, color, national origin, religion, sex, martial status and physical or mental disability. In the City of Portland, discrimination because of sexual orientation and source of income are also illegal.

There is a time limitation on filing and settling of complaints making it imperative that complaints be brought to BOLI immediately. Details on the Civil Rights laws can be found in the booklet "Oregon Civil Rights Laws," available from BOLI for a small charge. To make the law work, citizens have the responsibility of filing the complaints.

A Chance to Serve

The Metropolitan Human Rights Commission provides a volunteer opportunity to deal with the most important issues of the day -- protecting human rights, eliminating bigotry and enhancing a sense of community.

The fifteen Commissioners, appointed by the Mayor and the County Chair serve three year terms. The Commission's function is to maintain dialogue with a broad range of community and cultural groups and to develop and implement policy based on that dialogue.

The present Commission is in its first year and has an exciting future planned.

Commission terms begin in September. Applications for appointments are available at the MHRC office. Helen Cheek, Executive Director, welcomes the opportunity to discuss the Commission with interested persons.

Since when do you have to agree with people to defend them from injustice?

Lillian Helman

METROPOLITAN HUMAN RIGHTS COMMISSION
1120 SW Fifth Avenue, Rm. 516
Portland, Oregon 97204-1989

Fax of 3 Pages
(including cover)

If not received in its entirety, please call (503) 823-5136.

TO: Karen Keeney

From: Steve Freedman

Please deliver immediately.

Thanks!

May 27, 1993

Steve Freedman
Metropolitan Human Rights Commission
1120 SW Fifth Avenue, Room 516
Portland, Oregon 97204-1989

Dear Steve,

After reviewing your letter and discussing it with the Equity Foundation Grants Committee Chair I am proposing the following layout for the Equity acknowledgment on the Harvey Milk Poster.

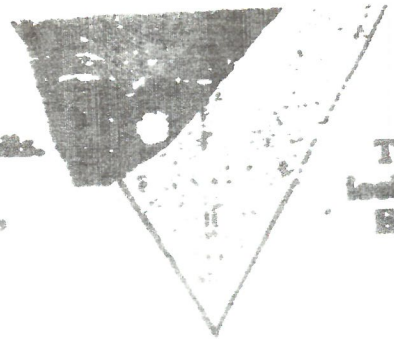
The conditions set forth for the grant you requested from Equity Foundation are as Peter Gray relayed them to you: 1) printing of the Equity logo on the poster in a size that is acceptable to the Foundation; 2) receiving a signed original of the poster for display in the Equity office; and 3) authority to reproduce the poster at Equity Foundation cost in its entirety, without modification.

The Board of Directors of Equity Foundation is very positive about the poster and the work of the Metropolitan Human Rights Commission and is pleased to support your work.

Sincerely,

Thomas D. Aschenbrener
Executive Director
281-2466
281-8844 (FAX)

395035



Maybe I see dragons where there are only windmills.
and something tells me the dragons are for real
and if I shatter a lance or two on a whirling blade,
maybe I'll catch a dragon in the bargain.
so I'm asking you to take a chance
and ride with me against the windmills --
and the dragons, too.

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1120 SW Fifth Avenue, Rm. 516
Portland, Oregon 97204-1989
City of Portland • Multnomah County • (503)823-5136/Voice/TDD Fax 823-0119

Many thanks to the Estate of Harvey Milk for its support.

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Maybe I see dragons where there are only windmills.
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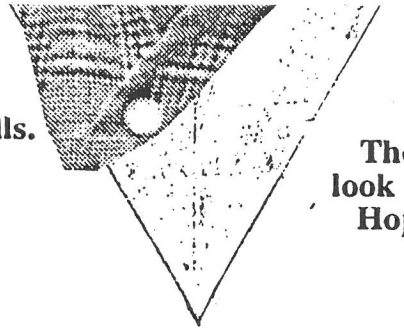

The young gay people ... the only thing they have to look forward to is hope. You have to give them hope. Hope for a better world, hope for a better tomorrow, hope for a better place to come to if the pressures at home are too great. Hope that all will be all right.

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This poster made possible by a grant from EQUITY FOUNDATION

Many thanks to the Estate of Harvey Milk for its support.

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METROPOLITAN HUMAN RIGHTS COMMISSION
1120 SW Fifth Avenue, Rm. 516
Portland, Oregon 97204-1989

May 24, 1993

Thomas D. Aschenbrener
Exec. Director
Equity Foundation
POB 5696
Portland, OR 97228-5696

FAX of 3 pages

Dear Thomas,

Thank you for taking the time to discuss the Human Rights Advocates Poster series with me. We are gratified that Equity Foundation has agreed to provide a grant to produce the Harvey Milk poster.

One of the purposes of producing the posters as a series is to demonstrate the moral universality of the commitment to Human Rights.

There is, however, a difficulty with the condition regarding the size and placement of the Equity Foundation acknowledgement on an equal size/line with the logo of the Metropolitan Human Rights Commission.

The design of the main part of the poster series will, of necessity, vary, depending on the picture of the specific Human Rights Advocate, any symbols (such as the pink triangle Harvey's picture is in), and the amount and nature of the quotes that are used.

The unifying features of the artwork were intended to be the headline of the name of the Advocate, a central quote, and the Metropolitan Human Rights Commission logo at the bottom.

Including the Equity Foundation logo on an equal size basis would remove the artistic integrity of the design, and would set a precedent for having to include other logos (such as the League of Women's Voters for the Abigail Scott Duniway poster we intend to produce). Other contributors, like the Estate of Harvey Milk, and Rink Photo could also ask for "equal billing" and this would require re-opening negotiations with them. This could delay or prevent production of the poster in time for Gay Pride Day. It would detract from the visual message of Harvey's quotes and the other purpose, which is to spread the word about MHRC's role in our area.

Most of the posters I have seen that are sponsored by other groups include a sponsor line similar to the ones we have proposed.

It would be greatly appreciated if Equity Foundation would permit us to accept the grant using

approximately the attached layout and acknowledgement. The estate has also asked us to include an additional line protecting their copyright. It should be remembered that the actual size of the Equity Foundation logo will be larger on the poster, which is 18" x 24", and would be clearly visible.

Also, the condition allowing Equity Foundation to reproduce the poster in its publications is acceptable, as long as the entire poster including the MHRC logo is reproduced.

The positive reaction we have received from people who have seen the mockup of the poster indicates that it will have strong acceptance and distribution throughout our community.

Thank you for your consideration.

Celebrating Diversity,

Steve

Steve Freedman

Equity Foundation has received your application for funding for the project:

Harvey Milk Poster

Project Director: Helen Cheek, Director

Date Proposal Received: April 8, 1993

Equity Foundation Proposal Number: 93-115 P

You may expect to receive a response from Equity Foundation by: June 1, 1993

If you have any questions about your application, you may contact Thomas Aschenbrener at 503/220-0628 or 503/281-2466.

April 1, 1993

Scott Smith
Executor
Estate of Harvey Milk
3930 17th St
San Francisco, CA 94114

Dear Scott,

Thank you for taking my call last week. As we discussed, the Metropolitan Human Rights Commission is a City of Portland and Multnomah County (Oregon) agency charged with fostering tolerance, diversity and the recognition of basic human rights.

We are interested in doing a poster to honor Harvey Milk as a human rights advocate, and would like to get permission to use his likeness and quotes on the poster. I have enclosed a copy of the Martin Luther King, Jr. poster we produced. We also intend to do additional posters honoring Mahatma Ghandi and a diverse group of other human rights advocates.

We intend to distribute some of the posters free of charge, although it is possible that we may want to recover the costs of production. Any funds raised above that would be used to further the cause of human rights. We are willing to put an acknowledgement on the poster that the likeness is used with the permission of the Harvey Milk Estate.

We will, of course, send you some of the posters for your use. Having these posters available and widely distributed will create an atmosphere in which diversity is celebrated, and the debt all of us owe to human rights leaders, like Harvey, is recognized.

It would be wonderful to have the posters available in mid-June to coincide with Gay Pride Day in Portland.

Please let me know how we can accomplish this.

Sincerely,

Steve Freedman
Diversity Committee Staff

City of Portland
Vera Katz
Mayor

April 12, 1993

Thomas D. Aschenbrener
Executive Director
Equity Foundation
Post Office Box 5696
Portland, OR 972228-5696

Dear Mr. Aschenbrener,

Enclosed is the grant application from the Metropolitan Human Rights Commission, a City of Portland/Multnomah County agency, to produce a poster of Harvey Milk, honoring him as a human rights advocate.

I hope that the Equity Foundation will act favorably upon this request, so that this poster can be available by June 19, 1993, Portland's Gay Pride Day.

If any additional information is necessary, please let me know.

Sincerely,

Vera Katz

Office of the Mayor
1220 S.W. 5th Avenue, Room 303 • Portland, Oregon 97204-1995
(503) 823-4120 • FAX (503) 823-3588 • TDD (503) 823-6868

EQUITY FOUNDATION

RECEIVED
JAN 5 1993
HUMAN RELATIONS COMMS

January 2, 1993

Board of Directors

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John Grigsby, MD
Vice-Chair

Jeff Smith
Treasurer

Ann Bunnenberg
Secretary

Terry Bean

Charlene Carter

Jo Durand

Fred Elledge

Peter Gray

Jim Hanches

Mary Holley

Kathleen MacNaughton

Rick Schmidt

Jim Vegher

Floreid Walker

Ron Young

Staff

Thomas Aschenbrener
Executive Director

Dean Sidwell
Development Director

Helen Cheek
Metropolitan Human Rights Commission
1120 SW 5th, Room 516
Portland, Oregon 97204-19889

Dear Helen;

Thank you for your interest in Equity Foundation. Enclosed are the grant application materials that you requested for a project at the Metropolitan Human Rights Commission.

For 1993, the priorities for funding by Equity Foundation will be for projects that provide community education to promote tolerance and cooperation among all people regardless of sexual orientation, race, national origin, creed, gender, age or handicap.

Equity Foundation is a community foundation which is building a permanent endowment from money raised from individuals, private foundations and corporations in the community in order to support educational, health care, social service and arts programs within Oregon. It is the primary concern of Equity Foundation to support programs offered to meet the health and social services needs of lesbians and gay men in the State of Oregon, and to reduce barriers to their full participation in the community.

You may return the completed application to me at the address below. If you have any questions you may contact me directly at my office at 503/281-2466.

Sincerely,

Thomas D. Aschenbrener
Executive Director

Post Office Box 5696 • Portland, Oregon 97228-5696 • 503/220-0628

Questions regarding the Harvey Milk Poster.

If we commission an artist to do a rendering of a photo, (which may be a copyrighted photo), are we obligated to pay any royalties/fees for the use of the drawing?

May we use excerpts from published speeches without infringing copyright laws, if we quote them from a book or from newspaper articles? Do we have to list the source?

If we use quotes from a book, do we have to pay royalties if we list the source?

If we were to use a copyright photo, and sold the posters to recover costs, what mechanism should we use to pay for the use of the photo?

Does the estate have the right to expect to be paid royalties (e.g. Elvis) for this poster? Can they prevent us from publishing/selling the poster?

Madelyn Wenk
823-4047

If use as source for speeches no copyright infringement

823 3089

Mission Statement

Equity Foundation is an Oregon based perpetual, philanthropic fund. The Foundation exists to assure the prosperity of Gay and Lesbian health, cultural and service organizations and to promote a positive image of Gay and Lesbian people by making visible our contributions to the wider society.

To achieve this mission **Equity Foundation** will:

- build a permanent endowment for the funding of community programs, through the support of philanthropically-minded donors;
- set high professional standards for the management of charitable gifts;
- provide a range of giving vehicles and programs to accommodate donor interests;
- assess community needs throughout our service area and respond with leadership to address those needs;
- assist and cooperate with others in the effective application of charitable resources;
- communicate our activities and philanthropic achievements to the community at large.