

Metropolitan Human Relations Commission

Multnomah County • City of Portland
Meeting of: February 21, 1989

M.H.R.C. COMMISSION MEETING MINUTES

The meeting was called to order at 12:35 p.m.

PRESENT: John Heflin, Sid Galton, Janet Chandler, Sho Dozono, Carolyn Leonard, Jaime Lim, Luis Machorro, Paulette Peynet, Don Schwehn, Cathy Siemens.

ABSENT: Adriana Cardenas, Karen Powell, Ramona Soto Rank, Kitty Purser.

STAFF: Gregory L. Gudger, Executive Director (absent); Jan Campbell, Disability Project Coordinator; Robert Cowan, Secretary.

GUESTS: Anita McLellan, MHRC Intern; Betre Melles, Ethiopian Community Organization; Abdi Hassan, Portland State University student; Maureen Leonard, Multnomah County Commissioner Rick Bauman's staff; Greg Rikhoff, City of Eugene Human Rights Analyst; Al Dean, Portland Police Bureau; Lynn Roberts, U. S. Forest Service; Peg Caliendo, S.E. Uplift; Charles Ford, N.E. Coalition of Neighborhoods; Marsha Palmer, S.E. Uplift Neighborhood Program; Joan Weil, American Jewish Committee; Chuck Sullivan, Portland State University student; Loren Christensen, Portland Police Bureau; Ollie Smith, Assistant to Mayor Clark; Dan Noelle, Deputy Chief of the Portland Police Bureau; Georgia Owens, MHRC Contractor; Nevill Eschen, Oregon Public Broadcasting, Sylvia Stinson, KPTV 10 O'Clock News.

SUMMARY

Chairperson John Heflin said the Commission had a very impressive audience, and he thanked the citizens for taking time to attend the MHRC meeting.

APPROVAL OF MINUTES

Commissioner Sid Galton moved that the minutes of the December MHRC meeting (no MHRC meeting was held in January) be approved as mailed. The motion was seconded by Commissioner Paulette Peynet and approved by unanimous voice vote.



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EXECUTIVE DIRECTOR'S REPORT

In the interest of time, Chairperson Heflin asked Commissioners to refer to the Executive Director's written report, which was distributed at the Executive Committee meeting, and mailed to other Commissioners.

COALITION FOR HUMAN DIGNITY

Chairperson Heflin deferred to Commissioner Cathy Siemens for a presentation by the Coalition For Human Dignity. Mr. Heflin noted that there were several individuals in the audience representing organizations or representing themselves, who have been active in the coalition.

Commissioner Cathy Siemens said Commissioners were given a 2-page memo outlining the coalition's name and mission statement, its structure, and some of the supporters of the coalition, along with a statement of current needs. Commissioner Siemens said several representatives of the coalition will speak, and she introduced the first speaker: Charles Ford from the Northeast Coalition of Neighborhoods and the Youth Gangs Task Force.

Chairperson Heflin recommended that speakers state their name and the organization they represent for the record.

Charles Ford: Northeast Coalition of Neighborhoods and the Youth Gangs Task Force.

Charles Ford thanked the Commission for allowing the coalition to participate in the Commission meeting on such short notice. Mr. Ford said he came before the Commission with mixed feelings about where the community is, and efforts that have been made since the death of Mulugeta Seraw.

Following the death of Mr. Seraw, Mr. Ford said the Northeast Coalition of Neighborhoods met with the Southeast Uplift Neighborhood Association and they decided to hold a press conference involving organizations from the Portland Metropolitan Area to increase the public awareness about the situation.

The group of organizations then held a rally at the King Neighborhood Facility that was attended by more than 300 people. At the rally it was decided that a coalition would be formed, and it has now been named the Coalition For Human Dignity. Mr. Ford said about

76 people attended the first meeting of the coalition, and subsequent meetings have been somewhat smaller. He noted that the smaller groups have been able to move the agenda along somewhat quicker than the larger groups.

Mr. Ford said members of the coalition have come before the MHRC to stress their desire to be in the forefront of what is happening in the City of Portland, Multnomah County and the Metropolitan Area -- mainly relating to sensitivity about Skinhead issues. He said the Northeast Coalition of Neighborhoods feels a real need to address these concerns, and they will continue to address them. Mr. Ford said coalition members want to make sure they are on the same wavelength as the Metropolitan Human Relations Commission, with one objective in mind -- addressing issues that deal with human rights and dignities.

Mr. Ford said he feels Portlanders have not grasped the real seriousness of the Skinhead/Aryan Nation activities within the City, and he gave some statistics on the number of attacks against minority people in the past few months. He said it is extremely important to keep the issues in the public eye, and to deal with the Skinhead situation very openly and publicly. Mr. Ford said it has been reported that Oregon is one of the states that has been targeted to be a home-base for Skinheads, and said it has also been reported that heavy Skinhead recruitment is taking place within the City of Portland.

Mr. Ford said U.S. Representative Ron Wyden has been asked to write a letter to the F.B.I. asking them to meet with the coalition to give an update on the activity of the Skinheads in Portland, and in Oregon.

Chairperson Heflin noted, for the benefit of the audience and new Commissioners, that MHRC was very active in the Northwest Coalition Against Malicious Harassment about three years ago. Because the Northwest Coalition has a regional scope, organizations in the Portland area decided to create a local organization to address the same issues as the Northwest Coalition. He said the MHRC was very influential in establishing the local task force, under the leadership of former Executive Director Reymundo Marin. Since that time the task force ceased to operate. Mr. Heflin said Mr. Ford was very active in the task force in its initial stages, and said he would like to discuss some linkages between the former task force and the Coalition For Human Dignity.

Joan Weil, American Jewish Committee

Joan Weil said she represents the American Jewish Committee, Portland Chapter, and that she is the director of the organization. Ms. Weil said a few years ago her predecessor Rosalyn Borg helped found the Northwest Coalition Against Malicious Harassment. Ms. Weil said the Northwest Coalition has sought out the participation of human relations organizations, and she said the organization has been very successful in getting groups from five states to join with the coalition in fighting discrimination.

Ms. Weil said she sees the Coalition For Human Dignity as a smaller version of the Northwest Coalition Against Malicious Harassment. She said the Coalition For Human Dignity is focusing on the same problems, but in much more of a local way. Ms. Weil called Commissioners' attention to a list of the coalition's needs, which include photocopying, postage, phones, and some staff support. She noted that the basic needs of the coalition relate to members being able to keep in touch with each other. Ms. Weil said the coalition came before the MHRC first because it is dedicated to the same goals as the Coalition For Human Dignity, but she noted that other organizations would also be contacted for assistance in other areas.

Vice Chair Sid Galton said that Ms. Weil would be approaching other groups for assistance in other areas, and asked if it was possible to identify what those areas would be, or if it would be for similar types of things. Ms. Weil said other organizations would be asked for similar types of assistance.

Betra Melles, Ethiopian Community Organization

Betra Melles said he is with the Ethiopian Community Organization and the Coalition For Human Dignity. Mr. Melles said he was before the Commission to address the pressing issue facing the city and the state, since the brutal and racially oriented murder of Mulugeta Seraw. He said there has been a lot of media attention and public support from Oregon and also throughout the nation.

Mr. Melles said the incidence of racially oriented harassment and attacks has increased since Mr. Seraw's death, even with all the media coverage. Mr. Melles said community members need to do more than give lip service, and he was referring to all members of the community.

The Coalition for Human Dignity was formed for one reason, according to Mr. Melles. The goal is to lesson and eliminate attacks based on racism and hatred, and the eliminate the bad name that now labels the community. He said the coalition needs financial assistance, moral assistance, and media attention to further its cause. He called on the MHRC, the Mayor's office, the Governor's office, and other organizations, to assist the coalition.

Mr. Melles said the issues of racism and hatred constitute a deep rooted problem for the community. He said chapters of the Ethiopian Community Organization from around the country have sent messages of appreciation to the Portland community, and they also expressed their concern about the situation. Mr. Melles read a portion of a letter sent to Governor Goldschmidt regarding the murder of Mulugeta Seraw.

Chairperson Heflin asked Mr. Melles how the Ethiopian Community feels about the local situation. Mr. Melles said he feels there is a lot more that can be done about the racial/hate group attacks that have occurred in Portland. The Ethiopian community has recently been involved in the issues because of Mulugeta Seraw was killed, according to Mr. Melles. He said the criticism lies on all people in the community, and it is up to the whole community to get involved in the situation.

Mr. Melles said step one for the Coalition For Human Dignity was to establish a mission and form. Its next step is to solicit help from the MHRC and other organizations, and then seeking financial assistance to hold seminars. The fourth step is working with institutions such as Portland State University, Lewis and Clark College, or high schools. Mr. Melles said people should not be discouraged by not having quick results, since it has only been three month's since Mr. Seraw's murder.

Ollie Smith, Assistant to Portland Mayor Bud Clark

Ollie Smith said the reason he came before the Commission is to let Commissioners know of his involvement with forming the coalition. He said he was present at the first meetings following the death of Mr. Seraw. Mr. Smith said it is very encouraging to see that there were organizations in the community that were addressing the resurgence of overt racism within the community. He said he is very pleased the Coalition has come before the MHRC to request assistance, and he said the Mayor's office is also pleased that the coalition has looked beyond government

to other organizations who can also assist it in its efforts.

Mr. Smith said he encourages the MHRC to provide whatever assistance it can to the coalition, especially given the fact that the coalition will approach other organizations throughout the community such as private businesses and neighborhood organizations. Mr. Smith said he felt very privileged to represent the Mayor at the City of Unity Rainbow Rally, where he saw people of all colors, all faiths and all interests together dealing with the issue of racism.

Mr. Smith said he heard the request from the Coalition For Human Dignity, and he will take the request back to the Mayor's office. He said he would also speak with MHRC Chairperson John Heflin about what can be done through the MHRC in dealing with the resurgence in overt racism that has touched the local community and the nation.

Commissioner Paulette Peynet asked how the Coalition For Human Dignity communicates its message. She asked if the organization has a newsletter that describes its mission, what has been done, what the goals are, and what the opportunities are for participation. Mr. Smith said the organization is still new, and although there have been a number of meetings already, more meetings will be held to decide how to get the message out. Mr. Smith said she could address Commissioner Cathy Siemens, Executive Director Gregory Gudger, and Charles Ford, who have all been very active in the creation of the Coalition.

Commissioner Peynet noted that she is the Chair of the MHRC Public Information Committee, and the committee is responsible for the Commission's publications. She raised, as an item for discussion, the suggestion that MHRC might provide one page of its quarterly newsletter to the Coalition, for a period of time. Commissioner Peynet said unless people read what the coalition is doing, and have an understanding of how they can participate, people will not come forward. She also said the general media probably won't help enlist active participants and advocates. Commissioner Peynet said she hopes the MHRC and the coalition can do something collectively, and the MHRC newsletter seems to be very appropriate.

Mr. Smith said Commissioner Peynet's suggestion is very encouraging, and said the coalition is requesting whatever type of assistance the MHRC can provide. He also said he is sure members of the coalition will be in touch with the MHRC as to how the Commission can be

involved.

Commissioner Luis Machorro said Mr. Smith is in a unique position being a member of the Coalition For Human Dignity and also an assistant to Mayor Clark. Mr. Machorro said Mr. Smith is probably more familiar than the previous speakers with the MHRC's charter and role in the community. Commissioner Machorro asked if Mr. Smith had specific suggestions on what the MHRC can do to assist the coalition, since he is familiar with the MHRC's charter and limitations.

Mr. Smith said he is sure the coalition will draft suggestions as to how MHRC can become involved given its limitations. He said he is very pleased that the coalition came to the MHRC first, since it is the paramount organization that should take the lead in dealing with the situation in the community.

Commissioner Carolyn Leonard asked if there has been any effort to tap into the resources of churches and community entities, to provide office space and other assistance.

Mr. Smith said the Joan Weil noted earlier that other organizations will be contacted for assistance, but the MHRC is the first organization that is being approached. He said the coalition will be contacting businesses, churches and other community based organizations.

Commissioner Leonard asked if there is a post office box address for the coalition, and asked how citizens could contact the organization if they wanted to find out more. Mr. Smith said he didn't think an address had been established at this point, and he noted that the organization is still in its beginning stages. Commissioner Leonard said she feels there are probably a lot of people who want to support the coalition's efforts, and said once there is a post office box, or a temporary address or phone number for the organization citizens will begin to rally around the coalition's efforts.

Charles Ford came forward and said he wanted to make sure there was an address for the organization, and said the Martin Luther King Community Center address could be used as a temporary address. Mr. Ford gave the address: 4815 N.E. 7th Ave., and the phone number is: 280-5835. He said the coalition will look into a permanent address and phone number in the near future.

Vice Chair Sid Galton said he is excited that the coalition is before the MHRC. He also noted that the

MHRC was recently brought into Mayor Clark's portfolio, and he suggested that the City Attorney's office be contacted to provide an opinion about what the MHRC can do, financially or staff-wise on a nuts and bolts basis, so the Commission is aware of what it can do for the coalition. Mr. Smith said he would do that. Vice Chair Galton said the information on the coalition suggests that an ongoing liaison position could be established (from the MHRC) to help facilitate the sharing of information. Mr. Galton made a motion.

Vice Chair Sid Galton moved that an ongoing liaison position be established with the Coalition For Human Dignity, and that Commissioner Cathy Siemens be named to that position now. The motion was seconded by Commissioner Carolyn Leonard, and passed by unanimous voice vote.

Abdi Hassan, Portland State University student

Abdi Hassan said he represents student groups at Portland State University. Mr. Hassan noted that Portland hasn't been following the national trend. He said that in most cases when members of hate groups have been apprehended or convicted of violent crimes the level of violence decreases. Mr. Hassan said according to The Oregonian newspaper there have been 32 incidents since the death of Mulugeta Seraw.

Mr. Hassan said he is appalled about the level of incidents, and he hopes MHRC and other organizations can help address the issue. He also announced that Portland State University student groups along with the Coalition For Human Dignity is organizing a concert called "Rock Against Racism," slated for April 14. Mr. Hassan asked if the MHRC would be able to help publicize the event.

Commissioner Paulette Peynet said this is a good example of the point she is trying to make. She said the MHRC newsletter could carry information about such calendar events, if it is something that is appropriate for MHRC to be doing. She reiterated that the MHRC and other community organizations need to come together on this issue, and get the word out.

Chairperson John Heflin said his fellow Commissioners asked some very good questions. Mr. Heflin said when he was approached by Commissioner Cathy Siemens about the coalition, he suggested that the issues be brought before the MHRC Executive Committee, and then the full Commission. He said the MHRC will do everything it can

do, working within its current staffing level. Mr. Heflin mentioned that he recently had conversations with the Executive Director of the Human Rights Commission for the City and County of Los Angeles. The two were talking about staffing levels and budgets, and Mr. Heflin asked the Los Angeles Commission's Executive Director how many staff people they have. His reply was they only have 20 (Twenty) staff members now. Mr. Heflin said the MHRC has a staff of three, and has gone through budget cuts each of the last five years. In plotting the staffing and funding of the MHRC on a graph, Mr. Heflin said at this rate the MHRC will probably not exist in five to seven years. In this year's budget cycle the MHRC is being asked to propose a 5% plus 5% cut. Mr. Heflin said he wonders where Portlanders and people of Multnomah County put human and civil rights on their agenda, and he said for him it is a non-negotiable item if we're serious.

Chairperson Heflin said to Mr. Smith that the Mayor and other members of City Council have to be approached to see if they are prepared to examine their budgets and kick in more money for the MHRC. He said the MHRC is working under some severe fiscal and human resource limitations. Even with the constraints, Mr. Heflin said the MHRC will do what it can within its budget and human resource constraints to work cooperatively with the Coalition For Human Dignity. He said he wanted to leave discussion on the coalition having a sense of reality, in terms of available resources.

**OFFICER LOREN CHRISTENSEN AND DEPUTY CHIEF DAN NOELLE
PORTLAND POLICE BUREAU**

Chairperson John Heflin said he wanted the discussion to be like family, that speakers and the Commissioners should talk to one another. He noted that former Police Chief Jim Davis appeared before the MHRC, former Police Chief Penny Harrington has appeared, and there is a history of people from the Police Bureau who have spoken to the Commission. Mr. Heflin talked for a moment on a study submitted to the National Institute of Justice, U.S. Department of Education, and is entitled: The Response of the Criminal Justice System to Biased Crime: An Exploratory Review. Chairperson Heflin said we know we have good data, noting that the Commission receives civil rights and harassment complaints, the Police Bureau gets a certain amount of complaints, and he said Multnomah County might also be cataloging data. He said it would be instructional and helpful for the different organizations involved to talk to one another about the different problems, and how they are being handled. This would give all groups

a better view of the collective reality, according to Mr. Heflin.

Chairperson Heflin said he has received a luke-warm approval from fellow MHRC Commissioners about doing an annual report on hate groups, and crime, and the Commission needs a statistical base to accomplish that goal.

Deputy Chief Dan Noelle began by saying the Police Bureau has several mechanisms that they use to look at the different types of activity. He said right now gang activity and racist activity has been lumped together in the bureau's statistical base. Deputy Chief Noelle said the activity of the white gangs, such as the Skinheads, is different than other gang activity, however. He said they almost seem like more of a political movement rather than a gang as the Police Bureau would normally categorize them. This has caused the bureau difficulty in terms of law enforcement, in tracking, and in determining in which area to put the bureau's available resources.

Deputy Chief Noelle said the Police Bureau is extremely concerned about the increase that seems to have occurred, even after a vicious brutal killing. He said the Police quickly arrested three suspects in the crime, but desecration of temples, and attacks on minority people are continuing.

Mr. Noelle introduced Officer Loren Christensen, who he described as the expert on white racist gang activity. Mr. Noelle said Mr. Christensen is probably one of the most knowledgeable people in the Pacific Northwest about what is occurring in the State of Oregon. Deputy Chief Noelle added that even the F.B.I. consults Officer Christensen on matters relating to white racist gangs.

Officer Loren Christensen said he works out of Central Precinct, directly under Captain Roberta Webber. He said he is, in effect, a one-person intelligence unit for Central Precinct. He said his title used to be Crime Information Officer, but for the past 13-14 months it has also been Gang Information Officer. Officer Christensen said he also works black gangs and asian gangs as their activity pertains to Central Precinct. He said incidents a few and far between during the winter months.

Officer Christensen said about a year ago most of the white gangs operated downtown, so he was assigned to watch their activities. He mentioned another officer, at North Precinct, who watches the black gangs, and two

other officers in East Precinct watch the asian gangs.

Since Skinhead (white gang) activity has now spread throughout the City, Officer Christensen said he monitors their activity no matter where it is. He said the topic of white racist gangs is a hot media item, and he described some contacts from other cities, states, and other countries, asking for interviews or information for stories.

Officer Christensen noted that he was originally asked to give a rundown of how the Police Bureau collects its information. He said when an officer takes an incident report on the street that involves some kind of gang activity, or an individual who belongs to a gang, the officer flags the report as involving gang activity. When the reports go to the records division, according to Officer Christensen, the report is sent to the Gang Enforcement Team (GET) unit out of North Precinct, along with duplicate copies that go to Larry Siewert in Intelligence, and to Officer Christensen. Mr. Christensen said he, and Larry Siewert, receive phone calls from citizens about what they have seen in their neighborhoods. He said some people are afraid to make official police reports, and he said he respects that fear, because the gangs are known to retaliate. He said if citizens don't want to make an official report he doesn't push it, but he does ask them for details about the incident so he can keep track of it.

The Skinhead situation first got Officer Christensen's attention in 1986 when he was working in the Old Town district as a patrol officer. At first he thought the Skinheads were just part of the punk rock movement, and they didn't really get into any trouble. Later in 1986 there was a murder in Old Town in which three Skinheads murdered a man, not over philosophical differences, but over a bad drug deal. Officer Christensen identified one of the perpetrators of the murder as a man named Dave Stout, also known as "Basher Dave". Mr. Christensen said B.A.S.H. stands for Bay Area Skinheads. He said the murder caused police officers to question what the Skinhead movement was all about. Still later in 1986 or early 1987 there was a confrontation between Police and a group of Skinheads at the Confetti Club. Officer Christensen said at that incidents the Skinheads were carrying baseball bats.

There was little or no activity the Police Bureau was aware of until February 1988 when the "Chen" incident occurred, in which three Skinheads attacked a Chinese man (Mr. Chen) and his family. Mr. Christensen said three Skinheads were arrested for that crime, and were also accused of previous incidents that occurred.

Following with the national trend, things calmed down in Portland for awhile following the "Chen" incident, according to Mr. Christensen. He said police interviewed people at Pioneer Courthouse Square and other places where they hang out, and a lot of the people were from California (specifically San Diego). People who were interviewed by officers said they were up in Portland to start a race war with the black gangs, or to get Portland on the map.

In the summer of 1988 there was a confrontation at Pioneer Square where there were 15-20 Bloods against 15-20 Skinheads, according to Officer Christensen. He said police arrived in time to stop the confrontation.

In the following months there were assaults, fights, and acts of vandalism involving Skinheads throughout the city, but mostly downtown. Then in November 13, 1988 Mulugeta Seraw was murdered. Officer Christensen said he thought things would quiet down after the murder, but incidents actually escalated instead. He said there was an increase in assaults and vandalism, including major acts of vandalism against Synagogues.

Before the murder of Mulugeta Seraw, Officer Christensen said the majority of the victims of the Skinheads were white. Following the murder the victims were more mixed (different races). He also said the trend in the past few weeks has been that the majority of victims have been white. Mr. Christensen said he isn't sure why most of the victims have been white, but he said it probably has to do with the spontaneity of the attacks. He noted that several people have mentioned that they thought the number of incidents would decrease following the murder, but he said that isn't the way the Skinheads look at it.

Officer Christensen gave an example of a Skinhead who had been taken into custody, and was in the Central Precinct as he was leaving to come to the MHRC meeting. The young man in custody had a shaved head, the flight jacket, boots, and fit the basic Skinhead image. Officer Christensen said the young man was sobbing like a three year-old child, wondering what was going to happen to him now. Mr. Christensen said this is typical of the gang mentality, noting that, when they are alone gang members are nothing -- they need the gang to be strong. In the large number of incidents that he has tracked, Officer Christensen said he doesn't have one that was perpetrated by one Skinhead against one victim. He said there are usually three or four Skinheads, and often as many as 20, who will go after a victim.

In September there were a number of assaults, according to Mr. Christensen, where there were 15 or 20 Skinheads against two or three victims. He said the Skinheads see a glamor in the homicide, and all the attention that has been brought to their cause because of the homicide.

Officer Christensen said Tom Metzger, who heads the White Aryan Resistance (WAR), has a son who is the head of the youth movement. He described the son, as a 20 year old good looking blond kid, who looks like a surfer. The son heads the White Aryan Resistance Youth, which used to be called the Aryan Youth Movement, and he is the direct contact with the "warriors," according to Officer Christensen. He described the "warriors" as the Skinheads, and other types who are on the street. The White Aryan Resistance Youth publish a newspaper, according to Mr. Christensen, which contains articles about music, activities and parties, and articles about people who have been arrested and put in jail. He said people who have been arrested are considered by the group to be prisoners of war, and other Skinheads are encouraged to visit them, and give them support.

Mr. Christensen said Tom Metzger doesn't directly advocate violence, but he encourages support of those who do, and backs those who do. He said Mr. Metzger has a number of message phones, with recorded messages about who the movement hates that particular week. Mr. Christensen said he has called some of the phone numbers, and one week the group hated Jews, another week it was Chinese, and another week it was the "fat bureaucrats in Washington, D.C."

Within the last few months there has been an effort to organize the entire movement. Locally, an organization called Oregon Skinhead Association (OSHA) was formed to be a link between Tom Metzger and different local Skinhead groups. The Northern Hammer Skinheads is a group that has been putting up posters on telephone poles and buildings in Portland neighborhoods, although they are based in the Beaverton area. The posters tell people where they can write to get more information about Northern Hammer Skinheads. The posters have also been filled with slurs against blacks, asians, homosexuals and Jews.

The movement has several levels, according to Mr. Christensen. He said the upper echelon includes the Neo-Nazis and the Ku Klux Klan (KKK), and other white supremacist organizations. He said the lower echelon includes some of the Skinhead groups. Officer Christensen noted that not all Skinheads are white

supremacist, or Neo-Nazi groups, but may choose to dress that way for a fashion statement. The Police Bureau calls those groups "No Cause Skinheads," because they don't believe in the "cause" of the other Skinhead groups. Not all people involved in the white supremacist movement are Skinheads, according to Mr. Christensen. He said there are probably more people involved in the movement who are not Skinheads, and he noted that many Skinheads have let their hair grow so they aren't as noticeable.

Mr. Christensen said the Skinheads tend to have a fascination with death, and often have tatoos of skulls, spider webs, and Skinheads. He also said there is a lot of in-fighting between different Skinhead groups, and that is another reason why some individuals have changed their appearance so they don't look like Skinheads anymore.

In both the upper and lower echelons of the white supremacy movement there is a common belief that Jews are the children of Satan, according to Officer Christensen. They also believe that all minorities are inferior, and have caused and will cause the destruction of the world. They believe that all Anglo-Saxons will survive only if they get ready for the world-wide race war. Officer Christensen emphasized that the different groups really believe there will be a race war.

The real hard-core Neo-Nazi type of Skinheads are against drugs, because they associate drug activity with black and asian gangs, and they don't want to be "loaded" when the race war comes, according to Mr. Christensen.

Officer Christensen identified some of the local groups, including: POWAR (Preservation Of White American Race), Youth of Hitler (out of Milwaukie, Oregon with about 20 members), East Side White Pride (although it is believed the Northern Hammer Skinheads are trying to move in on their territory), the Northern Hammer Skinheads, the No-Cause Skinheads, the LADS (Los Angeles Death Squad), and OSHA (Oregon Skinhead Association).

Mr. Christensen provided the MHRC with a general profile of a Skinhead. He noted that the profile has been changing. Typical Skinheads are between 13-25 years old, men and women are usually tattooed; wear jeans with braces (suspenders); men have shaved heads; women are mostly subservient to men in the movement although they also get into fights -- usually with other women; they wear bomber jackets with American

flags on them, and they are very "patriotic." Skinheads carry various weapons including: baseball bats, big knives, guns, and even canes that break down into swords. Their philosophy is "if you're not with them, you are against them." Skinheads "put someone down" to make an example of him/her. In putting someone down the Skinheads kick the victim with steel toed boots. Kicking someone is the ultimate form of degradation to Skinheads. Typical Skinhead victims are unarmed, outnumbered, and often defenseless, according to Mr. Christensen. On the other hand, Skinheads often claim they are acting in self-defense.

The musical group "Screwdriver," is a popular group that has a message directed at race/hate. Officer Christensen read the lyrics of one of Screwdriver's songs: "Nigger, nigger on the corner, Mexicans come across the border, government pays for gooks to survive, wealthy Jews control our lives." He said that when songs like these are played over and over it really has an impact on the young people in the Skinhead movement.

Officer Christensen said Tom Metzger, who is a former Grand Dragon of the KKK, is definitely the leader of the movement, and his son John Metzger is the leader of the youth movement.

As the movement has grown, some of the rules that used to apply to the movement have changed, according to Mr. Christensen. He said Skinheads are now known to use drugs and to carry weapons, when previously they said they were against both drugs and weapons. Skinheads are becoming more involved in armed robbery and other crimes that involve carrying concealed weapons. Their primary focus, however, is still to spread their hate, their violence and their revolution, rather than trying to make money.

Officer Christensen said the Portland Police Bureau is keeping tabs on Skinheads, and members of other groups, with the aid of a computer. He said Governor Goldschmidt has also assigned three State Police officers to help in the effort. The Police Bureau is keeping track of who is who in the Skinhead movement, where the crimes are happening, where the people live, and what cars they have.

Dealing with Skinhead activity is more difficult because it is so spontaneous, according to Officer Christensen. He said Skinheads often drink a few beers and then decide to go do something violent that they weren't thinking about five minutes before.

Chairperson John Heflin said on Wednesday, January 25 a forum on extremism was held in Southwest Portland. The forum, which was planned through City Commissioner Dick Bogle's office, focused on religious harassment, racial harassment, ethnic harassment and sexual orientation harassment. Mr. Heflin said it became evident at the forum that there isn't a strong data base of incidents of harassment or violence. He said the Executive Director either meets with Police Bureau personnel, or receives briefings on pertinent information. He also noted that the MHRC has its own intake process, when people call the office to complain about harassment, violence, or other discrimination. Mr. Heflin asked how the Portland Police Bureau was set up to gather information about such incidents.

Deputy Chief Dan Noelle said he sends MHRC a written briefing that he prepares. He said it is a summary of all activity in the City, but also includes a section on racial attacks and gang activity. Mr. Noelle said the summary includes reports of any of the major racial, sexual or other harassment incidents that have occurred. He noted that confidential information is not included in the summaries. The Deputy Chief also pointed out that sometimes incidents that may have racial overtones might not be reported as racially motivated initially because the major crime that someone is charged with is assault or something else.

Deputy Chief Noelle said it is sometimes difficult for the Police Bureau to go back through its records and pick out crimes that may have been racially motivated or motivated by other hate factors. He said the Police Bureau is trying to make the information available to MHRC through the summaries, and he also said the Police Bureau is willing to work on developing a better way of categorizing or flagging incidents that are motivated by race or hate.

Chairperson Heflin said he has been in contact with several Human Relations/Human Rights Commissions who collect data and publish concise, comprehensive reports on racially and hate motivated harassment and violence.

Commissioner Luis Machorro expressed concern about the publicity that is given to the Skinhead movement following acts of violence and harassment. He asked if there was any way to minimize the publicity, while not blocking the public's right to know. Commissioner Machorro noted that because of the "copy cat" mentality, when people see publicity about such acts they tend to imitate them.

Deputy Chief Noelle said there are two competing forces

that are beyond the Portland Police Bureau's ability to deal with. He said there is a need to protect the community in terms of the effect of the information on the community. He used as an example the situation in Northeast Portland. The Deputy Chief said there is a great deal of concern about the drug houses, the vacant houses, and the economic viability of the entire area. He said a lot of people have become afraid of having a Northeast Portland address. Mr. Noelle said the goal is to protect the City of Portland from becoming a racist center, or a homosexual bashing center.

The Deputy Chief said that while he may disagree with how the news media does their job, he feels it is an absolute need for law enforcement to be up-front with the news media. The Deputy Chief related an example of some visiting officials from Eastern Bloc countries who were asking a former Portland Police Chief how the Chief controlled the news media. He said the officials were told, "We don't." Mr. Noelle said the Police Bureau can ask members of the media to be responsible in their reporting, but it shouldn't be in a position where it can hold back information, or control what is done with it after it is released. He noted how the Geraldo Rivera show on the Skinheads probably served as an excellent recruiting tool for the Skinhead movement -- whether that was its purpose or not.

Officer Christensen said he has given 34 media interviews since the murder of Mulugeta Seraw. He said the majority of the reporters have been concerned about the issue of not providing the movement with excessive publicity.

Commissioner Cathy Siemens said she is unclear about how reporting is done, and said it sounds like some crimes that are entirely or partially motivated by hate, race, religions or sexual orientation might not be classified that way because they're classified under another crime. She said as she understands it, the motivation for the crime can then be pulled out as they become more obvious through an interview or other means. She asked if the Police Bureau separates its reporting of incidents into categories such as anti-semitism, or gay bashing, or if they all get lumped into hate crimes.

Deputy Chief Noelle said they are officially classified by the crime, and unofficially they are designated as gang activity. He said the gang activity category includes such things as racially motivated, or sexual orientation motivated intimidation crimes. Commissioner Siemens asked if incidents would be classified as gang activity even if they weren't

perpetrated by gang members. Officer Christensen said he also keeps track of non-gang activity unofficially, because they can become "official" later on, but he said they wouldn't initially be classified as gang activity.

Chairperson John Heflin asked if the MHRC, in working on an annual report on hate crimes and harassment, would be able to have access to Police Bureau information on incidents of harassment motivated by race/hate. Deputy Chief Noelle said the information could be pulled out from Officer Christensen's data, if MHRC could indicate what sort of information it needs.

Commissioner Cathy Siemens asked if the same kind of information is kept by Multnomah County. Deputy Chief Noelle suggested contacting Chuck Fessler, the Undersheriff of Multnomah County at 225-3600.

Commissioner Don Schwehn said information that is provided to the media could go a long way in helping people understand what to do about race/hate violence and harassment.

Officer Christensen said the Police Bureau has internal information they share with officers about the participants in such activities. Commissioner Schwehn said his question was actually about what the average citizen might do to combat this kind of activity. Deputy Chief Noelle said the Board of MHRC Commissioners is probably a better group to ask. He said the Police Bureau is responsible for dealing with the criminal conduct, but the problem of gang, racial hatred and religious bigotry are all community problems. Deputy Chief Noelle said it will take the involvement of local government, community groups, businesses, schools and average citizens.

Chairperson Heflin said the MHRC, by ordinance, has no enforcement power. He said the major things MHRC can do is to do reports, to conduct hearings, to use the mass media and to be advocates.

Vice Chair Sid Galton said as a citizen he wanted to thank Deputy Chief Noelle and Officer Christensen for their leadership and advocacy in this area. He said it means a lot when the hierarchy of the Police Department steps out and sets as good of an example as they are doing.

STANDING COMMITTEE REPORTS

Because the meeting was running well over time,

Chairperson Heflin asked committee chairs to give brief summaries of their reports.

Personnel/Nominating Committee

Sid Galton

Vice Chair Sid Galton said each Commissioner should have three packets from the Personnel/Nominating Committee. The first item is a memorandum dated February 17, 1989, along with copies of all the interest forms that have been received (for Commissioner vacancies) as of that date. He said the Commissioner also received information regarding vacancies and meetings. He asked if members of the Personnel/Nominating Committee could meet briefly following the MHRC meeting to set up a time for their next meeting.

Vice Chair Galton said the other two items that Commissioners received involve the process for conducting the Executive Director's evaluation, and he noted that they were not prepared by staff and are confidential.

Research Committee

Carolyn Leonard

Commissioner Carolyn Leonard said she is pleased to see there will be new people on the committee, and said the committee will meet the first Tuesday of each month at Blanchard Education Service Center. She said she met with the Executive Director and the City and County Affirmative Action Officers regarding the previous Equal Employment Opportunity evaluations, and to get their suggestions. She hopes to have a two page summary of the kinds of comments and suggestions that will be helpful in preparing future evaluations.

Advocacy Committee

Janet Chandler

Commissioner Janet Chandler said the committee met February 9, 1989. She said the committee received an update on the AIDS and Discrimination Follow-Up project from contractor Marsha Spellman. Commissioner Chandler said the committee also discussed the Translation/Model project. She said potential contractors attended the meeting, and it was noted that one proposal for the contract has already been received.

Advisory Committee on the Disabled

Don Schwehn

Commissioner Don Schwehn said the Advisory Committee

has three subcommittees, including one on Barriers, one on Legislative Issues, and Media. He said the Barriers Subcommittee is working with the Police Bureau and the Justice Services Center to increase awareness and understanding of persons with disabilities. The Media Subcommittee is working on monitoring the various newspaper reports, along with television and radio reports, as they refer to people with disabilities. The Legislative Subcommittee held a legislative forum that was attended by Multnomah County Commissioner Rick Bauman, and several other officials, who spoke about Oregon's legislative process and about specific legislation involving people with disabilities.

Public Information Committee

Paulette Peynet

Commissioner Paulette Peynet said the Public Information Committee met February 16, 1989, and they elected officers. She said she was elected Chair, and MHRC Vice Chair Sid Galton was elected Vice Chair of the Public Information Committee.

Commissioner Peynet said she represented the Commission at a meeting of the City Council that was held to clarify the structure of the Police Internal Investigations Auditing Committee (PIIAC). She said she also gave testimony. She noted that minutes of the Public Information Committee have been prepared, and will be copied and mailed to Commissioners.

Commissioner Peynet said she gave forms to Commissioners that can be used to add individuals to the MHRC mailing list. She asked Commissioners to try to identify interested citizens who might like receiving more information about the MHRC, and reminded Commissioners that the obvious people would most likely already be on the mailing list.

Ms. Peynet also highlighted proposed print promotions, including contracts for writing and producing the MHRC Annual Report, as well as bulk mailing services. She also said final evaluation from the Annual Awards Luncheon contractor has been sent to Commissioners, and the evaluation from the contractor who coordinated the Tubman Essay Competition has been received by the office and will be distributed. She said the Public Information Committee will recommend that the contracts for the Awards Luncheon and the Tubman Essay Competition be combined next time. She said the timeline will also be shifted to begin in the Spring rather than the Fall.

Meetings for the Public Information Committee are held

at Noon the day of the MHRC meetings, in Room C.

CHAIRPERSON'S REPORT

Chairperson John Heflin said he would table the Chairperson's report, in the interest of time. Mr. Heflin welcomed newly appointed MHRC Commissioners Luis Machorro and Don Schwehn, who were attending their first MHRC meetings. Chairperson Heflin noted, for the record, that the MHRC received a letter from Bill Wassmuth, Executive Director of the Northwest Coalition Against Malicious Harassment. Mr. Wassmuth said he is now located in Seattle, and said he supports the work of the Coalition For Human Dignity. Chairperson Heflin also noted that the Oregon Multicultural Education Association held its fifth annual meeting in Salem. Mr. Heflin said the professional association began as a result of a report that was prepared by the MHRC

The Chairperson recognized Commission Secretary Robert Cowan, who introduced Georgia Owens, who is the MHRC's Research Assistant on contract.

ADJOURNMENT

The meeting was adjourned at 2:40 p.m.

Metropolitan Human Relations Commission

Multnomah County • City of Portland

Meeting of: March 21, 1989

M.H.R.C. COMMISSION MEETING MINUTES

The meeting was called to order at 12:35 p.m.

PRESENT: John Heflin, Sid Galton, Janet Chandler, Carolyn Leonard, Luis Machorro, Paulette Peynet, Cathy Siemens, Karen Powell.

ABSENT: Adriana Cardenas, Sho Dozono, Ramona Soto Rank, Kitty Purser, Don Schwehn, Jaime Lim.

STAFF: Gregory L. Gudger, Executive Director; Jan Campbell, Disability Project Coordinator; Robert Cowan, Secretary.

GUESTS: Dan Noelle, Portland Police Bureau; Bruce Prunk, Portland Police Bureau; Irene Richman, Robert Phillips, Multnomah County.

INTRODUCTION OF GUESTS

Dan Noelle introduced Lt. Bruce Prunk, the new MHRC liaison from the Portland Police Bureau, who will be working with Executive Director Gregory Gudger and, particularly regarding incidences involving malicious harassment and similarly motivated behavior, with Research Assistant Georgia Owens.

Chairperson Heflin mentioned that the MHRC wants to prepare an annual report on hate crimes. One of the drawbacks seen is that we have a number of governmental and private agencies collecting data differently. Some networking is needed. The magnitude of hate crimes is targeted by the MHRC. Four public agencies to be involved include: MHRC, Police Department, Sheriff's Department, and the FBI.

Lt. Prunk, just prior to coming to the Chief's Office, was assigned to Central Precinct where he worked with Officer Loren Christensen who dealt frequently with hate crimes. Prior to that he worked with Drugs and Vice Division and worked on gang issues. He feels that the annual report on hate crimes is a very achievable project. He stated that the offices could get together to establish parameters for the data needed and he would give his support as liaison with the Portland Police Bureau in providing information.



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His phone number is 796-3016. He will be in Nigeria from April 6 to May 16 on a group study exchange. He is also liaison with the City's Interagency Task Force. He interacts with other city agencies such as Parks, Traffic, and the School District.

APPROVAL OF MINUTES

Commissioner Sid Galton moved that the minutes of the February MHRC meeting be approved. Commissioner Paulette Peynet motioned to table the vote on the minutes approval until the next MHRC monthly meeting and it was seconded.

EXECUTIVE DIRECTOR'S REPORT

Executive Director Gregory Gudger summarized that the staff continues to be involved in monitoring race/hate group activity by working with other organizations and other individuals who have expressed an interest in putting time and energy to help address the problem. He cited one particular individual who is an attorney taking a leave of absence from her practice for a year. She is interested in developing educational resources to assist school districts in developing a curriculum regarding racism, enhancing student knowledge of racism and enhancing appreciation of the diversity of the community. He has met with her to discuss this project and referred her to individuals who could be of assistance to her. Executive Director Gudger requested that the committee read the report and he would respond to any questions.

Chairperson John Heflin asked Executive Director Gudger if there were any central themes or trends in the report that he would like to leave with the Commission. Mr. Gudger stated that there are a number of organizations and individuals who are volunteering time and making connections with key organizations and groups to help address the problems of race/hate activity. He said that the media has gotten involved. He mentioned the distribution of race/hate literature particularly in Southeast Portland, and how we as representatives of government cannot encourage or ask people to remove literature that is posted simply because of the message included therein because of the prohibitions against restricting free speech.

A letter and copies of some of the race/hate literature was sent to the newspapers in the area. They were asked to add a counterpoint to the marketplace of ideas and provide individuals an opportunity to adopt a more appropriate and constructive philosophy in relating to neighbors and others in the community. The Oregonian and Willamette Week have written editorials that counteracted the literature that had been distributed.

Chairperson Heflin asked about the status of staff evaluations. Mr. Gudger responded that staff was been provided with written evaluations and he has requested feedback in writing to the evaluations. He plans to have discussions with staff after he reviews their responses.

Vice Chair Galton asked about the period of time the evaluation covers and about having input from the Commissioners. Mr. Gudger said that it basically covers the last 19 months to include September 1987 and that the Commissioners did have direct input on the evaluation instrument but not the evaluation itself.

Vice Chair Galton wondered if there would be information shared about the budget later and on the documentation received at the meeting. Chairperson Heflin commented that the chair was open in terms of whatever a Commissioner's needs were. Not having time to review the documentation, he felt that it would be helpful to have preliminary figures on one page and the Commission could inspect those.

Chairman Heflin deemed it appropriate to address the budgetary process and the messages coming from the Mayor's office under the Executive Director's report. Executive Director Gudger referenced the March 31 memo from Commissioner Bogle's office addressed to Julie from John Legry who is the Administrative Assistant from the Office of Neighborhood Association with whom MHRC deals relative to budgetary issues. The Mayor is proposing a \$15,000 cut from the target level of funding on the City side.

Information regarding the budget was also received from Linda Alexander, Department of General Services, Multnomah County, in a memo dated March 14 that the County Chair is recommending a 5% increase above current funding level. That amount comes to \$115,945. The document dated March 21 is a combination of all of that information in the process stages that they happen to be in. If approved as proposed, MHRC's budget would be decreased by 4.3% from the current funding level, therefore, MHRC would be losing \$9,652.

Relative to the target figure that MHRC had to submit to the City, from which we had to base our budget, MHRC would lose \$13,695 which amounts to a 6% cut.

Commissioner Chandler said that John Legry is indicating that the \$15,000 decrease from the City budget should be removed from Professional Services and asked if that is a procedure MHRC had to follow. Executive Director Gudger said that is what he suggested and this was just a proposed budget. The cuts from Professional Services are consistent with the 5 plus 5 percent cut strategy that we submitted to the City in our budget proposal.

Commissioner Galton thought that the City and County either by ordinance or agreement pay the same amounts. What would that mean for MHRC's budget if the City pays a lesser amount? Would the County pay a lesser amount too? Would the loss be even greater than 6%? Mr. Gudger's response was that it was an issue that has to be determined. Commissioner Chandler asked if this was an ordinance or a past practice, and if historically, this is the way it has been so there is a theoretical possibility it could be unlinked. Mr. Gudger said that according to the City and County agreement City and County fund the MHRC equally. Chairperson Heflin thought that recently in the budget history there has been at least one fiscal year where there was some unevenness and we may have to research this for accuracy. Mr. Gudger said he thought there has been at least one occasion of uneven funding.

Commissioner Machorro wanted Mr. Gudger to explain his recommendation that the MHRC use a particular line item if we had to take a cut. Mr. Gudger explained that with approximately \$59,000 in Professional Services, cuts would come out of that money based on the target the MHRC submitted to the City of Portland. To come up with the target, money was taken from other areas.

Chairperson Heflin stated that we are talking about cutting back on the funds available to the contracting services, for example Commissioner Leonard's appropriation for this past fiscal year, just in round figures.

Commissioner Machorro referred to the Executive Director's report on a man being denied medical treatment and asked what had been done. Mr. Gudger said that he was given the proper referral and explained how MHRC tries to get information from complainants regarding post-referral disposition of complaints to ensure that result-oriented referrals are being made.

STANDING COMMITTEE CHAIR'S REPORTS

Personnel/Nominating:

Vice Chair Sid Galton reported that the committee had met twice, once exclusively on nominating issues and once on personnel issues. The committee voted 5 to 0 to recommend Irene Richman's appointment to former Vice Chair Page's seat on the City side and that was endorsed at the Executive Committee Meeting. Irene Richman's experience includes having served as President for a major Jewish congregation as a counselor in the handicapped/disability area. The Personnel Nominating Committee moved adoption of the recommendation by the full Commission to the City of Portland regarding the appointment of Irene Richman for position number seven with the term to expire 12/31/91.

Chairperson Heflin called for a discussion. Commissioner Chandler wanted to know what the duties of a President of a Congregation entailed. Irene Richman responded to the question about the Presidency by saying, they, at that time, oversee the national search for a new Rabbi and to coordinate the activities of all the various groups within the congregation; is also the spokesperson for the congregation, and oversees the administration of the church. Chair Heflin asked if the congregation had any social action committees. Ms. Richman said it did, and was involved with the Neighborhood Coalition, SE Asian community and fund raising for Cascade Aids Project. A motion was passed unanimously by the commission to recommend the appointment of Irene Richman as a commissioner.

Commissioner Galton requested time to discuss recommendations for the 15th slot which would fill the unexpired term of Albert Skip Collier. It is a county seat and the term expires 12/31/90. He requested assistance from commissioners to fill the position and noted that the commission will be meeting soon with additional information sheets. At the committee meeting applicants were divided among the five people at the meeting. Each applicant will then be contacted for personal or telephone interviews. When the 15th slot is filled, the committee will then send out a formal letter to everyone who filed an application stating that their application will be kept on file and they will be considered for future vacancies. The terms of Commissioners expire every three years. If they wish to update their application they may do so at any time.

Chair Heflin expressed concerns regarding the structure of the interest form. Is the form being evaluated? Commissioner Galton said the form is antiquated and difficult to execute regarding the areas of interest section. One of the goals after filling the 15th slot is to update and revise the form. For the record, Commissioner Galton said that the committee did receive the application from Steve foreman.

Research:

Regarding the Research Committee and Contractor Selection Committee, Commissioner Leonard reported that the selection committee would be meeting this evening and is looking at the RFP's that have been submitted for the EEO evaluation. In comprising most of the Research Committee membership as well, the committee will also meet to discuss juvenile services and the efforts to do something in the Portland Public Schools.

Advocacy:

Commissioner Chandler stated that the Advocacy Committee is working on the AIDS discrimination project. The contractor is working closely with the Director of Cascade AIDS Project. There is a tentative plan to have an AIDS discrimination awareness week

May 15-19. The activities would be a forum - a media event with speakers from the state and federal levels. Regarding the Hispanic Migrant Model, two proposals were received for the project: A one person contractor submitted her interest and a team of two people acting as one contractor, who are located in Portland, submitted another. The committee met and requested the three contractors to see if they can work together. A modified proposal is to be submitted by this coming Thursday.

Commissioner Chandler also noted later that Commissioner Leonard allowed, and the commission by phone poll approved, the transference of \$1500 from Research projects to the Hispanic Model Project. Commissioner Chandler thanked Commissioner Leonard for the record.

City/County Advisory Committee on the Disabled:

Regarding the Disability program's activities, Jan Campbell reported that she spoke to the University of Oregon Health Sciences Center School of Nursing regarding treatment of people with disabilities. She also attended a workshop on legislative issues regarding people with disabilities and will be receiving information on AIDS which will be passed on to Marcia.

The Disability Coordinator Campbell reported that she finalized a draft to the Bureau of Buildings regarding Pioneer Place access for hearing and visually impaired people; spoke on behalf of the committee to the City Council which passed a city wide policy requiring as a public benefit inclusion of adaptable design features in at least 20% of apartments applying for the 10-year property tax exemption and submitted an article for the newsletter thereon, and will be working with the City Council in including adaptable unit requirements in all city subsidized housing programs; received 400 requests for curb cuts, which were prioritized to 120; will be speaking at the Fair Housing Conference about how the amendments affect disabilities, and was elected as Vice Chairperson for the City/County Advisory Committee on Transportation which monitors Tri-Met services to people with disabilities and the elderly, including access to buses, light rail and door-to-door service. The committee has recommended that Tri-Met create more accessible stops: some which were established as part of a pilot project have proven very useful. Chair Heflin asked about the prioritization of curb cuts and Ms. Campbell explained the research process to identify priorities.

In response to the Chair's question regarding statutory authority for the disability programs activities, Ms. Campbell stated that the Rehabilitation Act of 1973 on statutory/legal authority requires a coordinator and a committee made up of people with disabilities. As to reviewing plans submitted to the Bureau of Buildings, the city resolution and state resolution require somebody within those municipalities to review the waivers for accessibility.

Commissioner Chandler asked Jan Campbell about adaptable design features in apartments. Ms. Campbell explained that although the adaptable design standards of the Fair Housing Act amendments have not been established, design features deal with access, i.e. ramp access, the height of kitchen counters or restroom access. An article featuring design features will be given to Commissioner Peynet by Ms. Campbell to include in the MHRC newsletter.

Public Information:

Regarding the Public Information Committee, Commissioner Peynet explained that MHRC expressed condolences to Jan Campbell and Gregory Gudger for the passing of Jan's mother and Gregory's father respectively. Memorial gifts are to be made to the charity/organization of the staff member's choice. She also stated that the newsletter always includes something on disability. Commissioner Peynet said these articles are good and speak for our work and what we do and speaks well of the City Council. Deadlines for the next issue are coming up rapidly and the annual report is due out soon which needs information on committees. Special sections will be devoted to committee work. The annual report will be produced at a cost of \$1500. However, this does not include mailing or printing. Also, \$1500 will go for the Tubman Essay contract to get the word out in April. Commissioner Peynet said we need one contractor to do the awards luncheon and the essay contract with the exception that the guidelines and the judging process need to be updated and be more consistently in line with similar high caliber essay contests done around the state. She stated that the Oregon Council of English Teachers could be contracted for \$1500. (Note: No contract has been written.) They will develop contest guidelines to conform with other similar high caliber contests and develop judging guidelines to conform. Commissioner Peynet met with Executive Director Gudger and worked through the basics of what will go into the human relations training package.

Chair Heflin asked if the committee had set out timelines for submitting information for the newsletter. Commissioner Peynet responded that establishing and communicating such timelines would be appropriate. Chairperson Heflin will be reviewing composition of the ad hoc committee and will be adding some members to the committee. With respect to the Oregon Council of Teachers, he will also recommend identifying some people who have some sensitivity to the substance of multi-cultural education. He said members should also include teachers involved in social studies and other areas who have a strong commitment to multi-cultural education. Commissioner Peynet said the main goal is to develop contest guidelines and judging

guidelines. The Commission does not want to have judges who do not have proper and adequate English skills to do the judging. The objective of the essay contest is that they should also be adequate writers. Chairperson Heflin stated that the objectives were to develop social studies skills and to develop language arts skills.

Motion to receive the standard committee reports was made, seconded and approved.

UNFINISHED BUSINESS

Chairperson Heflin stated that the Coalition for Human Dignity appeared before the MHRC last month with a request. For the record, there is a letter being prepared in draft form to the Coalition for Human Dignity asking the coalition to submit a specific request if we are to make financial commitments. The essence of the letter states that we need to know more about the Coalition's program and, what do they want to do. For example, a proposal to do workshops, conferences, newsletters to the extent would be more specific. Chairperson Heflin said we can go along with Commissioner Peynet's recommendation to get information which can be included in the newsletter relative to the Coalition's activities. An article should feature some of the activities of the Coalition. The content is to be more focused on hate/crime activities or crime activity based on any other kind of physical category. After some discussion, the Commission voted to possibly do a double issue of the last newsletter of the year to include information regarding the Coalition for Human Dignity, with the production cost to possibly be borne by the coalition.

All other agenda items were tabled. The Commission meeting adjourned and the commission moved into Executive Session.

Metropolitan Human Relations Commission

Multnomah County • City of Portland

Meeting of: June 20, 1989

M.H.R.C. COMMISSION MEETING MINUTES

The meeting was called to order at 12:30 p.m.

PRESENT: John Heflin, Sid Galton, Adriana Cardenas, Janet Chandler, Sho Dozono, Carolyn Leonard, Luis Machorro, Paulette Peynet, Karen Powell, Irene Richman, Ramona Soto Rank, Cathy Siemens.

ABSENT: Jaime Lim, Don Schwehn, Kitty Purser.

STAFF: Gregory L. Gudger, Executive Director; Jan Campbell, Disability Project Coordinator; Georgia K. Owens, Research Assistant; Connie L. Jackson, Secretary.

GUESTS: Cheryl Calm, K103 FM News; Jonathan Mozzochi, Coalition for Human Dignity; Maya Blackmun, The Oregonian; Pat Kuin, KGW-TV News; Jeannette Pai, Salem Human Rights; Eunice Goetz, Hispanic Commission; Greg Rikhoff, Eugene Human Rights Programs; Blanche Schroeder, Portland Chamber; Tim Jacobson, KGW-TV News; Robert Phillips, Multnomah County.

Chairperson John Heflin welcomed the guests.

APPROVAL OF MINUTES -- February, March, & April 1989

Chairperson Heflin noted that the minutes from February, March and April had not been approved because of a lack of a quorum at the last few meetings. He asked if the Commission wished to vote on them individually or as a package. Commissioner Machorro said "As a package." Chairperson Heflin asked if there was any discussion needed. Commissioner Peynet pointed out that one of the sets of minutes which introduced Commissioner Richman (March 21, 1989) needed to be clarified. Commissioner Richman has served as both President for a major Jewish congregation and as a counselor in the handicapped/disability area. Executive Director Gudger said he would take care of that clarification. With that one clarification the February, March and April minutes were approved by unanimous voice vote.



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GUEST PRESENTATION

Gregory Gudger, Executive Director, introduced representatives of the Coalition of Civil Rights Commissions from throughout the State. Jeannette Pai, Salem Human Rights, said they had come to explain the "Citizens for One Oregon" and to invite the Metropolitan Human Relations Commission to join with them. Two others in attendance were Eunice Goetz of the Hispanic Commission and Greg Rikhoff of the Eugene Human Rights Programs. Jeannette listed the various groups who had been meeting since January and who had developed their name. They will propose to their respective Commissions, conducting five separate forums around the state beginning in September and running through December to gather a list of priority issues and to develop solutions. At the end of the forums, they intend to synthesize all the comments and develop a state-wide strategy to deal with the various civil rights issues to present to the Governor.

Vice-Chair Galton thanked the representatives for attending and explaining the intent of Citizens for One Oregon.

Commission Peynet asked how MHRC could help the Coalition. Jeannette Pai said it would be very helpful if the MHRC could appoint a couple of members to participate in the Coalition's meetings which they try to make as convenient as possible...They usually hold early evening pot-lucks at different locations. It would also be helpful if, when they start holding the forums around the state, MHRC would encourage their contacts to attend the forums.

MOTION: Vice-Chair Galton moved that MHRC formally agree to participate as a participating Commission. Second by Commissioner Peynet.

The question of participation including Executive Director &/or staff along with volunteer Commissioners was discussed. Commissioner Dozono felt it was important that the Commission clarify its expectations of the Executive Director and staff as it relates to such state-wide involvement. Chair Heflin agreed that was "wise council". He mentioned that one of the issues the Commission gets "strapped with" from a legal and fiscal perspective is an enabling agreement as to the scope of the Commission's jurisdiction. He stated that the Commission's business is really about Multnomah County and that the Commission has been willing in the past to provide technical assistance to Human Rights Commissions around the metropolitan area. Chair Heflin felt the Commission would have to take

a look with some degree of caution in terms of expectation/deployment of staff for such a state-wide organization. Chair Heflin felt that could be further clarified at an Executive Committee meeting or future full-committee meeting or even at the upcoming planning session.

Executive Director Gudger mentioned that he had indicated in previous Director's Reports that he had met with Jeannette earlier on, he was glad they were here to make a formal presentation. He was hopeful that the Commission would become involved with this important state-wide networking effort.

Chair Heflin further stated his interest in forming a State-wide Human Rights Commission and suggested that might be discussed at one of the Citizens for One Oregon gatherings.

ACTION: Chair Heflin called for vote. Motion was approved by unanimous voice vote

EXECUTIVE DIRECTOR'S REPORT

Executive Director Gudger stated that the Report had been distributed earlier and, rather than taking the time to reiterate, he would just be available for questions and/or comments.

Commissioner Chandler questioned the status of the budget. Executive Director Gudger stated that it had not been finalized, but it looked like the office would be getting around \$211,000.

Commissioner Galton asked if the items mentioned at the Executive Committee meeting had been handled. Executive Director Gudger mentioned one of the items was clarification of the reason why the contract for conducting advance work on the Tubman Essay Competition was not signed. Commissioner Peynet elaborated on that to say the Oregon Council of the Teachers of English withdrew from that because they felt it was in conflict with a policy which dated back to the 1970's. The OCTE identified a conflict of interest and a philosophical conflict. Some District staff offered the idea of MHRC providing an opportunity to do outreach to youth rather than the competition. Commissioner Peynet said the Public Information Committee would be taking a good look at this. Chair Heflin mentioned that both LA and Seattle were currently looking at some programs to involve the Schools and youth which this Committee might be interested in checking out.

MOTION: Commissioner Galton moved that the Executive Director's Report be modified as mentioned concerning the Tubman Essay Competition and that the

Executive Director's Report be accepted. The motion was seconded. Motion was approved by unanimous voice vote.

STANDING COMMITTEE REPORTS

Personnel/Nominating Committee

Vice Chair Galton said the Committee would be dealing with Personnel in Executive Session and, pending the retreat and other issues to resolve, there was nothing else to report.

Research Committee

Commissioner Leonard stated that most of what the Committee needed to know is already stated in the Executive Director's Report. They met with the EEO evaluator last week. There are no real changes to give at this time. All three evaluations (Juvenile Services, EEO and Equity for the 80's) are in progress and the Committee has scheduled meetings with each of the contractors.

Advocacy Committee

Commissioner Chandler stated that again most of the information is in the Executive Director's Report. The AIDS Discrimination follow-up has ended and was generally successful and well-attended. The contractor, Marsha Spellman, has drafted a report with summaries of and recommendations growing out of the information she gathered. That report will go to the Advocacy Committee to make a recommendation on approval who in turn makes a recommendation to the Commission. The interpretation/translation project is underway. There will be work on that through the summer and into the fall.

Commissioner Machorro asked if the Spanish language PSA's or commercials had been done as part of the AIDS follow-up. It was decided that had not been done, but was something the Advocacy Committee could look at and check out the possibility of assistance from the University of Portland and/or Rogers Cable. Commissioner Peynet complimented the work the Committee did on this project and PSA's which she felt were wonderful. Chair Heflin commented on Marsha's thoroughness.

Advisory Committee on the Disabled

Jan Campbell apologized for not getting notes out yet and thanked the Commission for their contributions to the Medical School in her mother's behalf.

In Commissioner Purser's absence, Jan Campbell gave an update for the Committee. The Committee had its annual meeting at the Galleria. At that time it reviewed its goals and timetables and in each MHRC Commissioners' packet a list of the Committee's important accomplishments was included.

The Committee did not set goals and timetables for 89-90 at that meeting. There are 7 new members that have asked to be on the Committee and it was decided to wait until the first meeting of the new year with new Committee members to set the goals and timetables for 89-90.

The Committee chose a new chair, Lori Sitten, and a new vice chair, Janine Delaunay.

On behalf of Commissioner Purser, Jan requested that the Commission and CCACD get together as a group during the new fiscal year for introductions, the opportunity to exchange ideas and to move more toward working together.

Also included in each Commissioner's packet is the finalized Adaptable Design Policy. This states that any housing the City puts money into, from now until the Adaptable Section of the Fair Housing Amendments of 1988 comes into effect, must be adaptable...not accessible, but adaptable.

Commissioner Peynet wished that Commissioner Purser were at the meeting today so the Commission could thank her for the tremendous work she has done for the Commission the past two years.

Public Information Committee

Commissioner Peynet mentioned that the Tubman Essay clarification had basically been discussed.

MOTION: Chair Heflin entertained a motion to accept in total the reports presented by each Committee Chair. So moved by Commissioner Dozono. Seconded by Commissioner Galton. The motion carried by unanimous voice vote.

TUBMAN ESSAY/PAULETTE PEYNET

No further discussion.

NEW BUSINESS

MHRC Retreat

After much discussion, it was decided to revise the agenda and the schedule. All the Commissioners would attend a 3 hour facilitated Planning Meeting and the staff would join them at 12 noon for one hour.

MOTION: Commissioner Galton moved that the Commission meet with Commissioners only 9 a. m. to 12 noon and with staff from 12 noon to 1 p.m. Seconded by Commissioner Cardenas. Chair Heflin called for a voiced vote. There was one (1) nay vote and two (2) abstentions. The motion carried.

Hate Crime Report

Chair Heflin mentioned that this had been a long meeting and in hopes of shortening the balance of the agenda he mentioned that the first draft of the Hate Crime Report had been sent out to the Commissioners. Rather than taking more of the Commission's valuable time, he wanted to call it to their attention and particularly recognize the work of Georgia K. Owens. Chair Heflin asked for a suggested timeline. Executive Director Gudger mentioned staff would like to have comments back so this report could be approved at the next regular Commission meeting. Chair Heflin asked that staff prepare a memo to the Commissioners giving them a timeline with a target date for final copy. (Possible approval at July 18 meeting)

CHAIRPERSON'S REPORT

This was eliminated due to time.

ADJOURNMENT

The meeting was adjourned at 2:00 p.m.

7-14-89
cj