

Employment

THE WASTE OF MANPOWER IN OREGON

The state's responsibility in a free enterprise economy to make full and efficient use of its manpower is not different from its responsibility otherwise to promote the health and welfare of its citizens.

The problem of discrimination in employment because of race, creed and ethnic origin is a national problem related to the general problem of American social attitudes.

The economic paradox of our times is the high degree of open job opportunities and the equally high total of jobless in a period of overall economic prosperity, plus the under-employment of a great many highly qualified workers.

Why is this paradox? One answer can be found in the simple fact--there are available job opportunities in which certain minority group members are not wanted.

In this regard the State of Oregon is not different from some others of our states.

I. DISTRIBUTION OF OREGON'S MINORITY POPULATION

Oregon's minority population is not as diverse as the population of states with larger total population.

There are certain population situations which are peculiar to Oregon:

- (1) The total state population is under 2 million.
- (2) The total foreign-born population is about 80,000 and has been decreasing annually since the 1940 census.
- (3) The racial minority--totaling about 26,000--is broken down to be: Negro 12,000; Indian 6,000; Chinese 2,200; Japanese 3,800; all other 2,000.

According to the 1950 U. S. Census the number of foreign-born persons over twenty-one years of age decreased from 87,675 to 83,448 during the decade between 1940 and 1950. However, the Census shows that during this period the Mexican born increased from 361 to 618, the Asiatic-born increased from 588 to 972, the Americans of Chinese extraction increased from 2,086 to 2,102. American Indians within the state increased from 4,594 to 5,820 while the number of Japanese-Americans declined from 4,701 to 3,660.

In contrast, the Negro population of Oregon, numbering 2,565 in 1940, reached a total of 11,529 in 1950.

Non-white persons constitute only about 1.6% of the population of the state as a whole.

While the City of Portland in Multnomah County, one of Oregon's 36 counties, contains less than 25% of the state's population, more than 50% of Oregon's non-white citizens live there. These include about 85% of the Negro population.

II. EMPLOYMENT PRACTICES AND MANPOWER

Oregon Economic Statistics 1957

<u>A. Industry Employment</u>	<u>Persons</u>
1. Wholesale and Retail Trade	110,400
2. Government	84,500
3. Lumber Manufacturing	71,900
4. Services	57,100
5. Other Manufacturing	46,400
6. Transportation	32,700
7. Construction	22,500
8. Finance, etc.	18,100
9. Food Products	18,000
10. Communication, etc.	14,900
11. Agriculture	<u>78,700</u>

Total employed labor force 656,800

It is estimated that about 85% of Oregon business and industry firms have fewer than 20 employees. Less than 50 firms have a personnel of 500-999, and only about 25 have a personnel of 1,000 and over.

The distribution of wage earners are computed as follows:

	100.0%
Trade	24.1%
Transportation, Communications & Utilities	17.9%
Other Manufacturing	16.1%
Construction	15.1%
Finance, Insurance, Realty	14.0%
Food & Kindred Products	6.6%
Lumber & Wood Products	6.2%

It is important to note that although about 2/3 of the firms in the last two employer groups listed employing 500 or more workers in their operations and they represent the two largest Oregon industries, they employ only 12.8% of the work force of the state. Also, seasonal layoffs occur in these two industries to a considerable extent.

A majority of these firms are located outside the Multnomah County area of highest non-white minority population.

Minimum job opportunities for the non-white minority group workers are reflected in that the large employers in Multnomah County are found principally in the manufacturing, transportation-communication and other public utilities fields and in the wholesale-retail trade establishments which have been slowest in opening to the non-white minority.

In the fields which have been most rapidly opening up to them (construction and service) seasonal factors predominate.

In spite of the current manpower shortages in such job categories as power machine operators, stenographers, machinists, electronic technicians and waitresses and the declining supply of draftsmen, engineers, laboratory technicians and order fillers, the racial minority members are not finding the way to these job opportunities in any great numbers.

In addition, underemployment of a great many of the Oregon non-white group workers is a disgraceful waste of actual and potential skills.

The chances are the non-white worker is underemployed wherever he may be working. There is nothing approaching maximum use of the actual or potential skills of this group in any occupational field in Oregon business or industry, even in the case of the well-educated who has improved himself for a better job.

III. UNFAIR EMPLOYMENT PRACTICES

The nature and extent of manpower waste not stemming from any directly conscious employment limitations and as a direct result of conscious discrimination:

1. The Racial, Religious and Ethnic Minority

The Negro is found to be the most restricted minority group worker in every occupational classification and job category except in those few which

agree fully with the traditional stereotyped assumptions concerning the mental, moral, physical and social characteristics of the group.

The racial minorities are more apt to be found in the jobs (1) requiring less education, training and special skills, (2) most subject to periods of recession, cutbacks and shutdowns, and (3) not protected by union agreements.

It is found that after a layoff period the non-white worker is unable to recover at an equal rate to the white worker. The non-white worker is usually the first to be laid off and the last to be rehired. Frequently, it is not possible for him to return to his old job when a white worker is competing for it.

Such periods of recession tend to wipe out considerable progress previously made toward equality of job opportunity and manpower use. Such situations mean an economic position which makes getting advanced education and training for a better job almost impossible. This lack of opportunity for advancement due to insecure income results in a waste of manpower resources.

Employers, to a great extent, continue to enjoy the very comfortable and easy practice of picking employees by race and color for certain jobs according to the traditional stereotype. For instance, a Negro is readily hired as a station redcap. But, the person picked as the baggage checker is invariably Caucasian.

A Negro expects to find an easy opportunity to be considered for employment in a job where other Negroes are employed but a very difficult chance to be hired to work along side a crew of all Caucasians.

Since enactment of Oregon's FEP Act in 1949, there has been a steadily growing acceptance and welcome of qualified minority group members into a variety of the state's business and industries. However, there are a great

many employers who are found to look at race and color, in particular, before ability and merit and raise the question in their minds, "What will happen if I hire Negroes?"

Let's take a good, long, hard, practical look at employment of the racial minority in Oregon industry:

- (1) His employment must be based primarily upon social considerations, not upon economic or moral or ethical considerations.
- (2) His employment is less frequently considered in terms of production of goods and services---how well he can do the job. The most important factor in industry is seldom to match the skill of a man with the job for maximum manpower use.
- (3) The color of skin or ethnic origin does not determine how well qualified a person is to fill a particular job. No matter what the level of the job a good worker, like a good neighbor, may be found among all races and colors of men. We find all degrees of competence in every ethnic group, but it's difficult to sell these facts to the average Oregon employer.
- (4) When he hires on the basis of anything except an applicant's qualifications for performing the job, then he is artificially reducing the size and the skills of his labor force. But he is generally too sensitive to traditions and his own insecurity to recognize this fact.
- (5) Qualifications are best determined on the basis of objective measures, such as past education, training, experience and ability to pass aptitude and job knowledge tests.
- (6) It is therefore both sound and practical economics to carefully and completely avoid discrimination in employment for any reason.
- (7) It is equally sound and practical for an employer to broaden to the limit of his ability the channels to the total labor supply of skills available to him.
- (8) To get these facts over to our employers is the difficult task of the staff of the Civil Rights Division of the Oregon Bureau of Labor.

I. Fair Employment Practices in Oregon is succeeding most rapidly in the following classifications of job opportunities:

- (1) All levels of Civil Service where chances appear best for fair play through competitive examinations, merit ratings and tenure, including opportunities for advancement.
- (2) Laborer-Service categories where chances appear best for traditional acceptance and longer steady employment.
- (3) The 3-H Jobs (Hard, Hot and Heavy) where the competition between the minority and majority group workers is less acute.
- (4) The Top-Skilled and Technical positions where the need for workers is greatest, such as in engineering, electronics, etc.

II. Fair Employment Practices in Oregon is succeeding slowest among the following classifications of employers:

- (1) Employers with the social-status and executive and supervisory positions and fast promotional jobs most completely closed in the past to certain minority group members.
- (2) Employers who must fear financial loss if they do not conform with customs, practices or pressures to which they may be subject.
- (3) Employers who are prejudiced toward the close proximity and social interaction of the races.

III. The major negative attitudes of employers which are affecting the use of minority group manpower are:

- (1) That the "dark-skinned" applicant is a potential personnel problem subject to causing "trouble" by creating employee and/or public resentment, while failing to recognize performance potentials.
- (2) That to be acceptable the minority group applicant should represent outstanding training, skills or experience qualification or high character and personality references and have a good appearance.
- (3) The doubt the ability of the average Negro to absorb learning or handle situations requiring wise judgment and tact. They are considered either very good or very bad in this respect.

- (4) That it is unnatural and unwise for an employer to be different, to be the first to take the step to integrate the work force.
- (5) That the social handicap of Negroes is comparable to the physical handicap of cripples. The company cannot afford the financial risk involved in employing them.

IV. The major negative practices of employers which are affecting the use of minority group manpower are:

- (1) Methods of recruiting that restrict applications to the majority group.
- (2) A negative hiring policy or no clear-cut hiring policy or direct communication of policy throughout firms.
- (3) Screening out of unwanted minority group applicants through biased interviewing or testing or evaluation.
- (4) Biased job placement, restricting minority group workers to lower-level jobs hiring on a "token" basis, and hiring in locations only where a substantial part of the clientele is of the same minority group.

V. Minority group faults which are affecting their manpower use are:

- (1) Reluctance to apply for job opportunities equal to their highest skills and abilities.
- (2) Lack of know-how in getting a suitable job, keeping a suitable job and advancing on the job.
- (3) Lack of currently useful or needed training and skills.
- (4) Reluctance to file complaints when unlawful employment discrimination is experienced.

Regarding the Jewish minority as well as the Negro: "Judging from what I can observe," reports Seymour H. Kaplan, Pacific Northwest Regional Director, Anti-Defamation League, "it does seem rather patent that minority group representatives of darker complexion than mine are not being utilized in many situations. All one has to do is observe the number of graduates from our high schools and colleges and then observe the number of employees

in white collar and other status jobs. I am certain there are many more qualified people than are represented in the work force. Where are they and what are they doing?

"It can safely be said that many Jews are self-employed, either in business or in the professions. A pressure which has helped develop this picture is employment discrimination. Not being able to obtain jobs in the banks, executive positions in the insurance companies, etc., many Jews turn to areas of self-employment. Though lessening in intensity, I think these same types of discrimination still exist. Again, all one has to do is look around and one will not find a Jewish employee in a bank or in the executive levels of the insurance companies."

2. The Marginal Unskilled and Migrant Laborer

The South Moves North and West

During the 8 years between April 1950 to April 1958, according to the Census Bureau, over 1/2 million persons left the farm areas of the United States. In each of the 3 years between April 1953 and April 1956, an average of $2\frac{1}{4}$ million moved from one region to another. In these movements the largest were from South to the North Central area and to the West.

This means that on the West Coast we are receiving annually a growing number of the nation's unskilled workers. Tests of this trend can be made by contact with the State Employment Service, the State Unemployment Compensation Office and the State Public Welfare Commission. Additional knowledge of this can be had through contact with the private social welfare agencies.

One barometer of the problem of growing unemployment among the unskilled is in the increasing figures of (1) nonpayment of debt payments,

- (2) foreclosures on installment payments, (3) tenant eviction cases, and (4) wage garnishments.

The marginal unskilled among the increasing number of migrant laborers is a major problem in the Oregon economy.

3. Discrimination Because of Age

It is precisely at those moments in history when the pace of technological progress tends to put man into a state of spellbound awe and bewilderment, that he ought to remember the uniqueness and irreplaceability of his own creative human power.

New inventions may produce substitutes for natural resources where natural resources are scarce, but there are no substitutes for human resources and never will be. The process of automation will and should mean a transfer of human activity to a higher level of skill, perfection and creative responsibility. Nothing else and nothing less.

Of all natural resources, the one that dwells within man remains the most valuable. It must be neither abused nor wasted.

And yet, we know that this is exactly what takes place. And we also know that only too frequently ignorance and prejudice are the reasons.

But because we cannot afford this waste, neither morally nor economically nor politically, we equally cannot afford--were we even prepared to tolerate it--discrimination; neither morally, nor economically, nor politically.

It is with reference to discrimination in employment because of age that I wish to address you briefly. Among the printed materials which are for free distribution, you will find a short text with the caption "Age and Efficiency". As its subtitle explains, this is an excerpt from a report on labor efficiency in Oregon; these are findings of an inquiry among new and

expanding industrial establishments in my state, conducted by the Research and Information Division of the Oregon Bureau of Labor. The full report will be out shortly, but I thought a preview concerning one particular detail: The effect of age on the adaptability of workers, as witnessed through actual experience by the personnel men in charge, will be of interest to you. The report points out that just because the inquiry probed into personal qualities and attitudes of workers generally, and tackled the question of age almost casually, the answers may be assumed to contain a minimum of that twist and shading which respondents often, intentionally or unintentionally, administer to replies when questioned directly and explicitly on problematic issues.

As a follow-up to a preceding question about increases in production output by individual workers, close to one hundred personnel managers and owners of successful industrial establishments in Oregon were asked this:

"In your actual experience, over the last three years, did any particular age group among workers show greater ability and adaptability in acquiring necessary skills? - If so, to what age group does this apply?"

Thus, approached in what may be called, a detached but factual manner, the respondents were neither caught unaware nor did they "feel prompted."

The result was remarkable indeed. Based on actual experience -

56 per cent of the respondents stated that no particular age group among workers showed greater ability or adaptability in acquiring the necessary skills, - while

44 per cent asserted that certain age groups proved to be better suited for some jobs and more able in acquiring the necessary qualifications.

At this point let us make it unmistakably clear that we are speaking here not about skills and know-how which a certain age group may or may not possess, but whether the ability to adjust and to acquire such skills and know-how is depending on any particular age level or bracket.

This difference is of importance, because it implies a specific answer to a specific question.

It was this question which was brought up at the Fourth Annual Pacific Northwest Industrial Health Conference, in Portland in September 1957, by the personnel supervisors of one of the largest paper manufacturing companies in the nation. He stated that he had directed letters of inquiry to the personnel directors of nine of the companies plants and all the replies emphatically confirmed that the employed workers in the age group of 45 to 65 had proven valuable and efficient.

However, to the crucial question whether workers in that age group should be hired, eight out of nine personnel managers expressed themselves against such practice.

In explaining their position, they stated that newly recruited workers in that age bracket were not "up to standard". They elaborated on this by asserting that "foreign skills", acquired by older workers in other occupational fields, made them hard to fit into the company's methods of operation.

The speaker, quoting these statements, then concluded his presentation to the conference with a remark which characteristically aimed at sidestepping the actual problem under consideration; he said the generally asked question, "Are you hiring workers of 45 to 64?" should be phrased more correctly: "Are you employing such people?"

Here then we had the contention by a man representing the personnel policy of one of the foremost industries in the Pacific Northwest - and in the nation for that matter - to the effect that workers of 45 years or more were not sufficiently adaptable and were allegedly handicapped in acquiring the new skills necessary in the company's operation. This contention as we see, was rather general and unspecified in character.

And now, two years later, the majority of a panel of close to one hundred management representatives of successful and expanding industrial establishments, in the same area, declared they did not see any marked relation between workers' adaptability and any particular age group.

And furthermore, the indications of lower and upper age limits for what the 44 per cent of "age conscious" respondents considered the most suitable age group were certainly remarkable, too.

Based on the average of all quoted age brackets, the "ideal" group, as far as job ability and adaptability are concerned, may be drawn from workers between 24.9 and 38.3 years of age.

This selection, with its tendency to pass up the "bright young men" under 25 and extending the upper limit beyond the traditional stop signal of help-wanted ads: 35, shows again that an evaluation based upon actual experience is apt to produce "unusual results" . . .

Significant, too, was the finding that 45 per cent of those panel members who did stress age as determinating factor, preferred to hire applicants between 20 and 35 years, while 55 per cent went in their choice beyond the ominous 35-year mark.

As a by-product of the Inquiry into Labor Efficiency in Oregon, these mentioned results may prove a successful, albeit modest, contribution to the discussion of the problem of the older worker in Oregon.

This is of particular significance since Oregon, in the meantime, has enacted, as the first of the Western states, two laws against discrimination in public as well as in private employment because of age.

Numerous studies have time and again pointed up the fallacy of the most commonly used excuses for not hiring a person above an arbitrarily chosen age limit--such as allegedly reduced productivity, absenteeism, and high accident rates.

In the gradual process of abandoning those shopworn props for prejudice the accent may shift to new lines of defense. Today we heard of one such instance and of its refutation.

As I have said before, as a nation we cannot afford, either morally, economically or politically, the waste or abuse of our human resources.

4. The Physically Handicapped

Employment of the physically handicapped is more than just a compliment to our capacity for humanitarianism and brotherly love; it is a compliment, also, to our good sense to make useful all the human resources available to the economy.

We can no longer treat any segment of the population as human rejects or confine them to prescribed avenues of employment. We can no longer assign the blind only to peddling brooms and pencils and shoelaces. Neither can we deny any longer to the lame, the deaf and the voiceless the broad opportunities of creative activity available to others in the community.

When individual merit is lost in the shuffle, our free enterprise system is in real danger.

You say it costs money, it's expensive, to teach soft or injured muscles to work again; to teach the blind to see, the deaf to hear and the voiceless to speak through other senses sufficient to perform more useful and rewarding work. But, it is less costly to waste their abilities and to make up the difference in subsidies by taxing the resources of the other people.

Business and industry in Oregon are in low gear because many of our employers are measuring men and women in terms of their handicaps and impediments rather than in terms of their talents and skills and capabilities.

The Keys to the Door of Efficient Use of Manpower

(1) The employer who controls the job

The manpower situation is not being given the top priority it should have by management, who tends to have the most to gain. The effort must be consciously made with a well defined and communicated policy.

(2) The labor union

With labor-management FEP agreements and a position of strong bargaining power.

(3) The employment agency and placement bureau

A major source of job referrals which needs strict licensing and policing of practices. Here the pilot placement can be at its best for all minorities.

(4) The training institution

Provides improved educational and training opportunities, North and South. Provides improved opportunities for apprenticeship training and guidance counseling.

(5) The Government

Strong state FEP laws and administration. A strong President's Committee on Government Contracts administrative authority.

- (6) The minority group member himself

Oregon's industrial future lies in the development of atomic energy and its other regional assets. This requires workers with training and skills. The minority group member motivated to seek better preparation and broader job opportunities to match his skills.

The Overwhelming Factors Motivating the Waste of Manpower

- (1) Lack of experience in operating in a new, untried, sensitive, uncertain area of manpower use.
- (2) Inertia of management grounded in vague fears and assumptions as to the financial and social status consequences of taking affirmative action.
- (3) The weak unorganized bargaining position of small craft unions.
- (4) Fear of government leaders of political repercussions.
- (5) The fear of the majority of a loss of the position of economic advantage.
- (6) The present inability of a larger number of the minority to take immediate advantage of the new job opportunities as they are opening up to him.

Finally, no important element of the community, including the pleaders for delay, is found exempt from a part in the waste of manpower.

The Rays of Hope

- (1) A vast majority of Oregon employers of minority workers say minority group performance is just as satisfactory and, in some cases, more satisfactory than that of others.
- (2) A vast majority of Oregon employers of minority workers say they favor a positive fair employment practices policy.
- (3) A vast majority of Oregon employers of minority workers say they have experienced no new problems.
- (4) A vast majority of Oregon employers of minority workers say they have experienced no financial loss because of their change in practice.

- (5) A vast majority of Oregon employers support the Bureau of Labor's Fair Employment Practices program of administration of the Oregon Fair Employment Practices Act.

Such satisfactory fair employment practice experience spreads rays of hope for more efficient utilization of minority group manpower in the future.

W. E. Kimsey
Commissioner

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The Occupational Status of the Negro Worker
In the Portland Area

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The Negro worker has been in the Portland area for more than seventy-five years. The United States census of 1870 records 346 Negroes in Oregon, the 1890 U. S. census reports 1886. ~~(The Smith report of 1938 states that practically all Oregon Negroes have always lived in Portland.)~~ During this period there was a movement of Negroes from the rural districts and small towns to the urban centers. In this shifting process, Portland, the largest city in Oregon, attracted the larger number. The specific factors in this growth of the Negro population in Portland may be summarized as follows:

1. Portland became a railroad and shipping terminal. Hence porters, dining car waiters, and snip attendants were recruited and took up residence here.
2. The laboring class of whites were so occupied fighting the Chinese, who had been brought in to build the railroads, that the Negro question was temporarily overlooked. During this period a number of Negroes Moved into the state.
3. Negroes who formed a section of the "underworld" were allowed to flourish without any interference, same as the major group, consequently their number increased rapidly.
4. Approximately seventy-five Negroes were brought from South Carolina and Georgia to Portland at one time by the manager of the Portland Hotel. Most of them sent for their families and took up permanent residence in the city.

All Negro workers were employed in service catagories. We have pointed out the increase in population from 1870 to 1890. We might also point out that for the next fifty years there was practically no increase, actually a substantial decrease when we take into consideration the normal birth rate. The 1940 census records 1937 Negroes in Portland.

To understand the Negro worker's present occupational status, we must know something of the social conaitions during the early period as related to

Negroes in Oregon. Oregon was long noted as an anti-Negro state. The desire to exclude all Negroes from the state is seen in the efforts of the Oregon state Constitutional Convention, which met August 18, 1857 at the Marion County Court-house, Salem, Oregon. When this act was passed regarding free Negroes and mulattoes, "No free Negro or Mulatto, not now residing in the state at the time of adoption of the constitution, shall come, reside or be within the state or hold any real estate, or make contracts, or maintain any suit therein; and the legislature shall provide by penal law for the removal by public officers all such Negroes and mulattoes and for their effectual exclusion from the state and for punishment of persons who shall bring them into the state or employ them."* (At the November 9, 1857 Territorial Election the vote was 8640 against, allowing free Negroes to come into the state - 1031 in favor of them coming in.) Section 6 of the act read: "That if any such free Negro or Mulatto shall fail to quit the county as required by this act, he or she may be arrested upon warrant issued by some Justice of the Peace, and, if guilty, upon trial before such Justice, shall receive upon his or her bare back not less than twenty nor more than thirty-nine stripes, to be inflicted by the constable of the proper county." Section 7 reads: "That if any free Negro or mulatto shall fail to quit the country within the term of six months after receiving such stripes, he or she shall again receive the same punishment every six months until he or she shall quit the country."

The Legislature of 1862 provided in the penal code for the removal of Negroes and mulattoes from the state, and for their effectual expulsion.**

An example of public opinion in Oregon was expressed by the newspaper Oregon Statesman, October 2, 1865: "We do not believe that any Democratic or Republican form of government can successfully govern two separate and distinct races of people in large numbers with equal political rights to both races."

When Negroes were finally permitted to live in the state each Negro in Portland had to pay a ten dollar head tax and had no civil rights whatever.***

This anti-Negro attitude was reflected in the period from 1920 to 1924, when the Ku Klux Klan was at its height in Oregon.

At the time Negro workers were permitted to be brought into the state by the railroads and hotels it was an unwritten agreement that no other employers would employ them. Several of the restaurants who employed Negro waiters later replaced them with Chinese. As a Negro worker became unemployed he usually left the city for Washington or California where attitudes were more favorable. There was practically no change in the occupational status of the Negro worker in Portland from 1890 to 1942. An industrial survey taken of Negro workers in 1941 shows Portland Negro workers employed as follows: 98.6% railroad industry in some capacity such as waiter, cooks, porters, redcaps and shop laborers; 1% in private industry and domestic service; and, .4% in business and professions. However during this period a number of Negro children of Portland parents graduated from these Oregon colleges: Oregon State, University of Oregon, Linfield, Pacific University, Eastern Oregon Teachers College, North Pacific Dental College and Western States College of Chiroprathy. All of these graduates had to leave

*Oregon State Constitutional Convention, August 8, 1857, Pg. 10

**C.H. Carey, "History of Oregon", Pg. 154

*** History of the Negro in Oregon - Sociology Dept., Linfield College.

Portland for employment due to the employment attitude. In 1942 came the great industrial migration. War workers were recruited for the shipyard industry in the Portland area. The Negro population increased to 25,000 by 1944. Because of the acute labor shortage, war pressure and war-time Fair Employment Practices Commission, Negroes were hired freely in all shipyards except the Albina Shipyard which was locally controlled. They were accepted in the training program for shipyard skills and admitted to unions covering shipyard crafts, except the Boilermakers' and Steamfitters' Unions.

During the war period a number of Negro Workers were employed in private industry holding war contracts. At the close of the shipyards, the Negro worker was faced with the old attitude of the employers, plus the fact that there was a surplus of white workers. By 1946 the Negro population dropped to 9500. However, there were now in the community several agencies interested in the Negro worker and seeking to improve race relations generally. Prominent among these were the Portland Urban League, the Office of Vocational Opportunity, the Committee on Inter-racial Principles, and Practices. Through the consolidated effort of these forces and other community factors plus the fact a number of Negro workers now had union affiliation, new employers began to employ new workers and experienced satisfactory results.

A large number of educated and highly skilled Negroes remained in the area and began to press for employment according to their skills. A strong campaign of public education was carried out. Conferences with employers and intensive counseling was done with the workers. The 1948 Annual Report of the Urban League of Portland reports more than 450 employers using Negro workers who had not employed them prior to 1945.

The 1949 session of the Oregon Legislature passed a fair employment practices law which made discrimination in employment illegal in the state. Now a substantial number of all Negro workers have union affiliation, working in all the building trades, dry cleaning industry (except laundry), foundries, textiles, construction, and building service. Negroes are employed on all levels of civil service, federal state and city - such as physicist, draftsman, stenographers, clerks, etc. In the professions, twelve Negro teachers are working in eleven of the grades schools in the city and one Negro instructor is employed by a college; two Negroes are on the hospital staffs as doctors; several Negro nurses, one in a supervisory capacity; several Negro social workers carrying unsegregated case loads; four Negro retail clerks in one of the major downtown department stores; a Negro cashier in a chain store; five Negro policemen employed by the city and assigned to districts according to need and not according to Negro residential area; three Negro deputy sheriffs employed by the county. There is a Negro member of the Multnomah Bar Association, and six Negro members of the Portland City Club.

The change in the Negro workers occupational status started in 1942, but the trend indicates that the progress will continue. This is indicated by the fact that in 1950, 50% of the Portland Negro high school graduates entered college as contrasted with a national average of 25% for all high school graduates.

As more Negro workers acquire skills and training and employers' attitude and public education improve so will the Portland Negro occupational status improve.

There are several Negro owned and operated businesses catering to the general public, such as grocery store, drug store, filling station, etc. These businesses will increase in number and variety as the college trained people return to their home community.

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