

Josh Force

Gentlemen:

As you are so very aware, we are faced nationally and locally with major problems in the field of race relations. Many Portlanders have become particularly attentive to these problems in the last several weeks.

As you know, the young people who were involved in our unpleasantness in Portland - and many young people who were not involved directly - speak only for themselves. Recognized, organized groups seldom can speak for them. Their parents seldom speak for them. They are critical of the status quo.

In Portland we have about 18,000 Negro residents. Perhaps 4,000 of these fall into the age range of 17-25 age group that suffers the greatest unemployment of any group in Portland. I don't know the rate - perhaps some of you do. I would estimate that at least 400 to 800 of these young people are unemployed.

And they know it. They know who are the haves and who are the have nots. They can only profit from change, and are in a state of undeclared war against the status quo.

The spokesmen of this group articulate several criticisms of the status quo, but by far the most important request they make - for change - is for an increase in job opportunities. They feel, and correctly, I believe, that only when they have economic opportunity can they define some self-concept of dignity.

For this to happen, jobs and training spots must be identified - or created - and made available to them.

The phrase "positive and affirmative action" is a popular one among some employers. Certainly it is true that only through an extension of employer practices beyond the usual, traditional, status quo approaches to hiring can a beginning take place. What we are promoting, I think, are affirmative action programs on the part of a number of employers who are very status quo employers. There are many who are unfamiliar with either the meaning or the spirit of affirmative action. Let me review a little of the background this this phrase, "affirmative action."

Early in 1961, President Kennedy, with an executive order, created the President's Committee on Equal Employment Opportunity. The committee was charged with establishing equal employment opportunity in government and in employment on government contracts. Although non-discrimination orders had been issued before, President Kennedy's gave birth to the concept of affirmative action. Later executive orders refined and broadened President Kennedy's order. In 1964, the Civil Rights Act was signed by President Johnson.

Long before the effective date of title VII of the Civil Rights Act, however, many companies were engaged in affirmative action programs. The appeal was many-sided. First, the need was obvious; secondly, the emphasis was on voluntary action rather than "big government coercion."

A number of companies joined hands to form "Plans for Progress," a program to promote voluntary efforts by leaders in business and industry.

And, of course, many employers had taken and are taking large positive steps in merit employment apart from the Plans for Progress program.

Among the steps typically included in a company's affirmative action program are these:

First: all managers and employees are informed about the policy of non-discrimination and of its affirmative policy to provide equal employment opportunity.

Second: an individual is assigned to assume responsibility for implementing the program.

Third: The company actively seeks out minority applicants for all job categories, and seeks for minority representation in occupations at higher skill and responsibility levels.

Fourth: Policies and practices in placement, promotion, layoff, transfer, termination, training, pay, union relations and the like are reviewed to ensure that minorities do indeed participate equally in the opportunities provided by employment.

A number of government sponsored programs are presently provided. The Job Corps, for example, is aimed specifically at the unemployed young men and women whom we are concerned about.

For business people who can provide, directly, jobs and training, the possibilities are excellent for a no-nonsense, no-red tape, voluntary program which will be of tremendous value to our community.

We concede that the job to be done is a difficult one. Reaching business people with clear, persuasive indications of the need is indeed tough. Many of the young people who need help are unemployable by conventional standards. Some have no previous training or identifiable skill. Some present problems of attitudes bordering on defiance. But the job simply must be done.

We don't have the answers. Because of your familiarity with the problems, your leadership in the community, your demonstrated creativity and influence, we are confident that we can begin with you - the answers to the question of how to start can be found within this group.

(Open for discussion)

My -- I've doodled some reactions to this proposal -- Generally I would support it...

Tom Gleason

John J. Jones

January 8, 1967

TO: The Board of Directors
FROM: Personnel Management Committee

SUBJECT: Creating a new staff position in the Portland Chamber of Commerce to focus attention on the need for, and the establishment of, hiring on an equal basis in the Portland metropolitan community served by the Chamber.

REQUESTED ACTION:

1. That a position be established on the staff of the Chamber of Commerce organization with responsibility of developing and broadening an equal opportunity climate in the community it serves.

2. That this position be filled by an individual who has proven himself to be effective in terms of being self-motivated, imaginative and able to convince and achieve through others. He should also be one who is dedicated to the principle that each individual, given the opportunity, must assume the responsibility to learn, work and improve himself. And that this opportunity, combined with the business community's pledge to hire and advance on a qualified basis, will provide a climate in which all men and women can work, compete and achieve in a harmonious and constructive manner.

This position is to assume the responsibility of becoming familiar with existing and future governmental and civic programs that are designed to promote the objectives for which this position is established.

4. That the entire business community, represented by the Chamber, assume the responsibility to promote the objectives stated herein, and that the person accepting this staff position work in such a manner that the business community becomes aware of these responsibilities and participates where possible, in the programs referred to in item 3 above.

5. That the cost of providing for this position be borne through the Chamber of Commerce.

6. That the Chamber of Commerce accept the responsibility of initiating an Equal Opportunity Committee from its membership whose objective would be to work with the staff representative and assist in achieving the objective outlined above.

He should have considerable experience in intergroup relations, too -- preferably in direct work with Negro and other minority groups. He will need contacts and trust in the various minority communities. Without some prior experience he'll be badly handicapped. He should join the Nat'l Assoc. of Intergroup Relations (NAIRO) for contacts and to help with #3.

BACKGROUND:

The objective of this recommendation would be to establish a climate in the community in which all citizens would feel they have equal opportunity to compete for, and work on, jobs without regard to race, color, religion or creed.

As we are all aware, in recent years several organizations have been developed which represent, to some degree, minority populations in this country and in this community. These organizations have been somewhat successful in expanding job opportunities for those they represent. In too many cases, though, the response has been one of tokenism and not conviction.

Federal and state laws have been passed banning discrimination in employment, public facilities, housing, etc. While these laws have had some success in terms of employment, they have not been as successful as they should be, because the approach has been one of dealing primarily with major employers. Emphasis has been on those industries, such as the defense industries, which have major contracts directly or indirectly with the federal government and, as a result, feel compelled to participate, sometimes to an unrealistic extent. As a result, while there has been progress vertically, i.e. in sheer numbers horizontal progress in terms of expanded conceptual acceptance has been limited. Real progress made to date has been generated by relatively few firms who have dedicated themselves to providing equal employment opportunities for all citizens in the communities they serve. With regard to labor unions, of course, their participation probably correlates closely to that of business -- some unions have not resisted the desire of the organizations they deal with to hire minority employees, but in most cases there has been a complete lack of sense of urgency.

There is danger in attempting to analyze the situation in Portland, because the natural tendency is to look at the national picture and then equate our own community to it. This is not a valid approach since Portland's circumstances vary in many ways from that of the national picture. Generally Portland should present a good climate for equal employment opportunity. One basic difference, however, is the fact that while many of the metropolitan areas have sizable national corporations included in their area, Portland's larger employers are local. Consider, as an example, Tektronix which employs around 6,000 employees and whose major plant is in the Portland community. Also, we do not have large industries which are involved in defense work,

(Continued from 4th paragraph, page 2)

such as Boeing in Seattle for example, or the aerospace industry in Los Angeles, resulting in large government contracts and a work force that can assimilate substantial numbers of minority employees. On the other hand, the firms in Portland who have committed themselves to employing minority employees on an equal opportunity basis, have done so of their own volition. While this does not provide an "instant success story," it does, in the long run, provide a more effective and constructive atmosphere from which to work into the future.

While the Portland community has made some progress in the area of equal employment opportunity, it has been limited, and the important objective at this point, in time, would appear to be expansion of employment opportunities throughout the business community and include, in addition to large firms, those that would normally be considered to be medium and small in size. The fact of the matter is that most employment in the Portland community is included in these types of organizations and therefore provides the greatest opportunity for expansion of the equal opportunity employment concept. Rather than be restricted to a few firms, the objective would be to provide a broader base and include the complete business spectrum. This, as a result, would establish a real climate that provides opportunity for all citizens on an equal basis.

There are probably several ways in which this problem can be approached, but in essence it would appear that it boils down to one of two alternatives. One approach would be to establish a new organization that is designed to provide the necessary means and structure to achieve these objectives. This was recently discussed by several leading firms but the general response was that this would be somewhat redundant, thereby establishing "one more organization" designed to work in the same areas that the same firms were already involved in individually.

The other is to utilize an existing structure thereby precluding duplication of organization from a business community standpoint. It would appear that the latter approach is the more desirable of the two. Therefore, the Personnel Committee of the Portland Chamber of Commerce, after due discussion and deliberation, makes the proposal under REQUESTED ACTION:

-----	-----
Attending Committee Meeting:	13
Voting Aye:	13
Voting Naye:	0
No. on Committee:	29

This is the only valid argument to support the Chamber's getting into the act, I think. If the Chamber adds a man to help small companies develop positive programs growing from an interest in contributing to community problem solving, I think & educate small companies on the meaning of equality vs. preferential treatment and the pros and cons of each, 3) while avoiding overlap with other agency "minority specialists" I see this position could be very valuable to Portland business. His success will depend on who he is and how he operates.

John

Emp Task Force

SUGGESTED PROGRAM

for 10:30 Aug 10th

The following outline is for a program format for the first meeting of the Employment Task Force. It's purpose is to bring top leaders in our community together to help in persuading employers, particularly in the segregated area, to take affirmative action to see that their labor force is intergrated.

PARTICIPANTS:

Participants for this meeting should be the Mayor, Chairman of the Human Relations Commission, and representatives of other appropriate city agencies. Also represented should be top business leaders, heads of civic organizations concerned with the problem, and public agencies of the State concerned with employment.

FORM:

The Chairman of the Human Relations Commission should preside. There should be brief remarks by the Mayor and other agencies represented. A statement by the Human Relations Director on their concern for easeing tensions and provide better employment opportunities. The principle presentation by the Chairman of the Employment Committee of the Human Relations Commission, and an announcement concerning plans for a follow up meeting.

OFFICE OF THE MAYOR



TERRY D. SCHRUNK
MAYOR

CITY OF PORTLAND
OREGON

RECEIVED
AUG 11 1967

August 10, 1967

MAYOR'S OFFICE

Ray Halloran
2029 NW Quimby
Portland, Oregon

Dear Mr. Halloran:

The Human Relations Commission has been assigned the responsibility of aiding some of the unemployed people through various programs. At a recent meeting it was decided that an assessment of job opportunities in the community should be made by responsible leaders, and toward this end I have called a meeting to which you are invited. It will be in my office, Thursday, August 17, at 10:00 a.m.

Recent developments in this community indicate that this is a primary concern in our city, and you are urgently invited to participate in this initial Task Force meeting.

Yours truly,

Terry D. Schrup
MAYOR

TDS/cm

*will be
in attendance
Ray Halloran
8/11/67*

OFFICE OF THE MAYOR



TERRY D. SCHRUNK
MAYOR

CITY OF PORTLAND
OREGON

August 10, 1967

Dr. Richard Frost
3203 SE Woodstock
Portland, Oregon

Dear Dr. Frost:

The Human Relations Commission has been assigned the responsibility of aiding some of the unemployed people through various programs. At a recent meeting it was decided that an assessment of job opportunities in the community should be made by responsible leaders, and toward this end I have called a meeting to which you are invited. It will be in my office, Thursday, August 17, at 10:00 a.m.

Recent developments in this community indicate that this is a primary concern in our city, and you are urgently invited to participate in this initial Task Force meeting.

Yours truly,

MAYOR

TDS/cm

9/8/

Dear Terry —
I was out of town all of August &
never saw this. If I can help with these
matters in any way, please call on me.
Dick Frost

Emp Task Force

August 10, 1967

E. Sheldon Hill
718 W. Burnside
Portland, Oregon

Dear Mr. Hill:

The Human Relations Commission has been assigned the responsibility of aiding some of the unemployed people through various programs. At a recent meeting it was decided that an assessment of job opportunities in the community should be made by responsible leaders, and toward this end I have called a meeting to which you are invited. It will be in my office, Thursday, August 17, at 10:00 a.m.

Recent developments in this community indicate that this is a primary concern in our city, and you are urgently invited to participate in this initial Task Force meeting.

Yours truly,

M A Y O R

TDS/cm

Original letters sent to each of the attached names. cm

FREIGHTLINER CORPORATION

MARQUAM PLAZA
2525 S. W. THIRD AVENUE
PORTLAND, OREGON
PHONE 224-6350

KENNETH W. SELF
PRESIDENT

RECEIVED
AUG 11 1967

August 11, 1967
MAYOR'S OFFICE

The Honorable Terry D. Schrunk
Mayor
City of Portland
Oregon

Dear Mayor Schrunk:

I was pleased to receive your invitation to a meeting with the Human Relations Commission in your office on Thursday, August 17, but I am sorry to report that I will be out of town that day. I have asked Charles Luebbert, Personnel Director for Freightliner Corporation, to attend in my place if this meets with your approval.

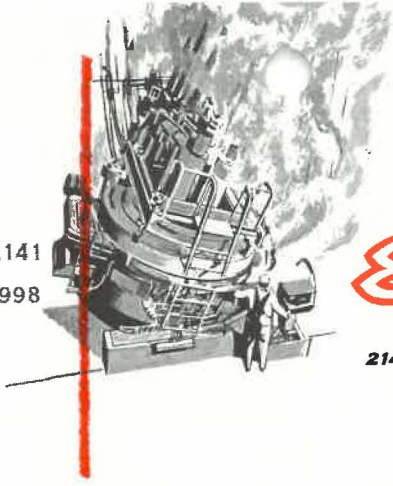
Freightliner has grown steadily over the past few years and we certainly want to live up to our responsibilities within the community. We are anxious to participate in the initial task force meetings.

Sincerely,



KWS/b1

TELEPHONE 228-2141
TWX 503-224-1998



ESCO CORPORATION

2141 N. W. 25TH AVENUE • PORTLAND, OREGON 97210. U. S. A.

August 14, 1967

RECEIVED
AUG 15 1967

MAYOR'S OFFICE

Honorable Terry D. Schruck
Mayor of Portland
City Hall
Portland, Oregon 97204

Dear Mayor Schruck:

Yes, I will be happy to participate in your meeting on Thursday, August 17, to discuss the responsibility of aiding some of the unemployed people in the city.

I realize this is a serious situation and I will participate to the best of my ability in this Task Force meeting.

Very truly yours,

Harold M. Gowing, Manager
Public Relations Department
ESCO Corporation

/mg



THE GREATER PORTLAND COUNCIL OF CHURCHES

INTERCHURCH CENTER • 0245 S.W. BANCROFT STREET • PORTLAND, OREGON 97201
Phone 223-6101

RECEIVED
AUG 15 1967

MAYOR'S OFFICE

August 14, 1967

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ASST.	
COMM. ASST.	
ADM. SEC.	

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Secretary to Executive

Betty J. Ellison
Secretary

Juanita W. Cissno
Bookkeeper

The Honorable Terry Schruck
Office of the Mayor
Portland, Oregon

Dear Mayor Schruck:

The Rev. Paul Schulze is out of town on vacation this week and will not be able to attend the meeting scheduled for Thursday, August 17, at 10:00 a.m.

We would appreciate your keeping our office informed if there is anything we can do.

Your truly,

Betty J. Ellison
Betty J. Ellison
Secretary

PORTLAND STATE COLLEGE
P. O. BOX 751 • PORTLAND, OREGON 97207 • 226-7271
OFFICE OF THE PRESIDENT

August 15, 1967

RECEIVED
AUG 16 1967

MAYOR'S OFFICE

The Honorable Terry D. Schruck
Mayor of Portland
City Hall
Portland, Oregon

Dear Mayor Schruck:

Your letter of August 10 has been received while President Millar is out of the state. Regrettably he will not return until the latter part of the month and will be unable to attend the meeting in your office on Thursday, August 17.

Sincerely yours,

Rose Marie D'Aloisio
(Miss) Rose Marie D'Aloisio
Secretary to President Millar



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August 15, 1967

Mr. Russ Peyton
Office of the Mayor
City Hall
Portland, Oregon

Dear Mr. ^{Russ} Peyton:

My secretary has informed me that she advised you I would be unable to attend the Mayor's meeting Thursday regarding job opportunities in the community. On further checking she has also found out that Mr. Fred DeChant, our Personnel Director, will not be able to attend in my place:

I am very sorry my schedule prevents my participating in this important meeting.

Sincerely,

William J. Moshofsky
Assistant to the President

WJM:ms



0615 S.W. Palatine Hill Road
Portland, Oregon 97219
Telephone NEptune 6-3601

Lewis and Clark College

Office of the President

August 14, 1967

RECEIVED
AUG 14 1967

The Honorable Terry D. Schrum
Mayor of Portland
Oregon 97204

MAYOR'S OFFICE

Dear Mayor Schrum:

President Howard will be happy to attend the meeting for the purpose of assessing job opportunities in the community that will be held in your office at 10:00 a.m. Thursday, August 17th.

Sincerely yours,

(Mrs.) Opal Scott
Secretary

Work force

U.S. DEPARTMENT OF LABOR • MANPOWER ADMINISTRATION • SEATTLE, WASHINGTON 98104
ROOM 1923 SMITH TOWER • 506 SECOND AVENUE • PHONE (206) 583-7722

**the Bureau of
WORK
PROGRAMS**

Office of the District Director

RECEIVED
AUG 15 1967

MAYOR'S August 15, 1967
[Handwritten initials]

REC.	
C.	
ACCT.	
ADM.	
SEC.	

Honorable Terry D. Schruck
Mayor of Portland
1220 S. W. Fifth Avenue
Portland, Oregon 97204

Dear Mayor Schruck:

In response to your letter of August 14, 1967, I have assigned Mr. Myron Johnston, the BWP Field Representative for the State of Oregon, to represent the Bureau of Work Programs at the August 17th meeting of Portland city and community leaders.

Mr. Johnston has full authority to speak and act for this District Office at this meeting.

We join with you in the belief that through cooperative action we will be able to find a way to help alleviate the problems of the unfortunate in Portland and other similar areas.

Sincerely yours,

W. K. Keizer

William Keizer
District Director

*301 S
3 pm
Janice
Earl*



FRED M. ROSENBAUM

LIFE INSURANCE
PENSION
ESTATE PLANS

220 N.E. 20th AVENUE
PORTLAND, OREGON
234-6551

August 17, 1967

Mr. Russell Peyton
Executive Director
Human Relation Commission
City of Portland
Portland City Hall
Portland, Oregon

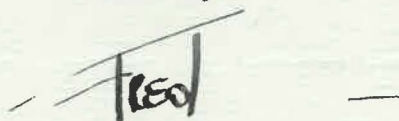
Dear Russ:

Here is some more fan mail. I was so very, very pleased with the way you arranged and outlined our meeting today in the Mayor's office. I know that you put a lot of work in coordinating this get together and have given considerable thought to the execution of the meeting itself.

If nothing else, I think this is the first major milestone on your way to success as Executive Director of the Human Relations Commission. If we are successful in putting this one together, I think we will have earned our pay.

Many thanks to you as well as to Tom Sloan. You're the greatest!

Sincerely,



Fred M. Rosenbaum

FR/c



BUSINESSMEN'S TASK FORCE

Attendance August 17, 1967

<u>Armerson, Herbert</u>	Urban League
<u>Brooks, James</u>	Urban League
<u>Crisler, Allen</u>	Chamber of Commerce
<u>Cogan, Mrs. Arnold</u>	League of Woman Voters
<u>Fredrickson, Charles</u>	Economic Opportunity-State of Oregon
<u>Gowing, Harold</u>	ESCO
<u>Halloran, Ray</u>	Consolidated Freight.
<u>Hays, Mrs.</u>	NAACP
<u>Howard, John</u>	Lewis & Clark
<u>Jones, Chalmers</u>	Youth Opportunity Center-25 N. E. 11th-City
<u>Kelly, Gene</u>	Building Service #49-201 SW Arthur, City
<u>Mays, C. W.</u>	U. S. National Bank
<u>McCready, Albert</u>	Oregonian
<u>McMurtry, Herbert</u>	AGC-1008 N. E. Multnomah
<u>Moothart, Mark</u>	Watts/Albina Corp.
<u>Nickerson, Nat</u>	Urban League
<u>Nilsen, N. O.</u>	Oregon Bureau of Labor
<u>Page, J. Alton</u>	Department of Justice-State of Oregon
<u>Peet, J. N.</u>	Commissioner of Employment-Salem, Oregon
<u>Pfiefer, E. L.</u>	Pacific NW Bell
<u>Riler, Fred</u>	First National Bank
<u>Rosenbaum, Fred</u>	Human Relations Commission-City Hall-Portland
<u>Webb, Mayfield</u>	Steering Committee EOA 718 W. Burnside

10:00 a.m., Thursday August 17, 1967 - Mayor's Office

City Club - Dr. Kimbark McCall
~~729 SW Alder~~

2620 SW Morgan Pl

Chamber of Commerce - Robert Hazen
824 SW 5th

Urban League - E. Sheldon Hill
718 W. Burnside

Telephone Company - Charles Scott
509 S.W. Oak

Portland Metropolitan Steering - Father Paul Waldschmidt &
Mayfield Webb 427 SW 11th

Oregon Bureau of Labor - Norm Nilson
1400 SW 5th

State Employment Service - J.N. Peet, Commissioner
402 Labor & Industry Bldg.
Salem, Oregon

Govenor's Office - Mark^oHaggard
Salem, Oregon

League of Women Voters - Mrs. Arnold Cogan, President
6436 SE Morrison

Portland State College - Dr. Millar
724 SW Harrison

Reed College - Dr. Richard Frost
3203 SE Woodstock

Lewis and Clark College - Dr. John Howard
0615 SW Palatine Hill Rd.

Portland Council of Churches - Rev. Paul Schultze
0245 SW Bancroft

N.A.A.C.P. - Thomas Vickers, President
2752 N. Williams

Esco Corp. - Harold Gowing , Public Relations
2141 NW 25th

Georgia Pacific - Bill Mashofsky
Commonwealth Building

Multnomah County Labor Council - Glenn Blake, President
201 SW Arthur

Oregon AFL-CIO - Ed. Whelan, Executive Secretary
Woodlark Building

Ore. Chapter Associated General Contractors - Herbert McMurtry
1008 NE Multnomah

Freightliner - Ken Self, President
2525 SW 3rd

Consolidated Freightways- Ray Halloran
2029 NW Quimby

First National Bank - Ralph J. Voss, President
400 SW 6th

U.S. National Bank - Leroy B. Staver, President
321 SW 6th

Human Relation Commission Members:

Tom Sloan - Tektronix
P.O. Box 500
Beaverton, Oregon

Fred Rosenbaum - Standard Ins.
220 NE 20th

THURSDAY, AUGUST 17th TASK FORCE MEETING - Mayor's Office

Ralph Voss - 1st National Bank replaced by S.A. Rieler

Ray Halloran - yes

Ken Self Freightliner - replaced by Charles Luebbert - replaced by Jim Kelly

Harold Gowing - Esco yes

Lewis and Clarke's President Howard - yes

Rev. Schulze - out of town

Mr. McCall - no

Bill Mashofsky Georgia-Pacific replaced by Fred DeChant (DeChant not coming)

President Millar - Portland State College - out of town

There have been a series of important meetings dealing with problems of unemployment for minority group people here in the Portland area. The purpose of these meetings is to ^{emphasize} ~~express~~ the need for business, industry, and labor to take the action necessary to deal with the unemployment problem.

On August 17 the Mayor and the Human Relations Commission invited a number of top leaders from business, industry, ^{labor} and public and private agencies to discuss affirmative action programs. The Human Relations Commission office set up a format for the meeting. The Mayor opened the meeting with comments on the need to improve the employment situation in our community. The Mayor ~~opened the meet~~ then called on the Chairman of the Human Relations Commission, Fred Rosenbaum, who further urged action on the part of business, industry, and labor to ease the problems of unemployment particularly with regard to members of minority groups. Mr. Tom Sloan made the principle presentation. He discussed the history of the affirmative action program and plans for ^{progress} ~~program~~ committees. Suggestions were made as to what might be done here in this community after which the meeting was opened for general discussion.

On August 22, Mayor Schrunk and ~~Director~~ Peyton met with the executive board of the Multnomah County Labor Council. Mayor Schrunk and Mr. Peyton both stressed a need for labor to help in the serious employment problem that we have in this community.

On August 23 there was a meeting held in the Mayor's office with members of the Chamber of Commerce, Bob Hazen, Larry Lawson, and Don ^{Willner} ~~Wilner~~ representing the Chamber, Mayor Schrunk, Tom Sloan and Russ Peyton representing the City and the Human Relations Commission.

On September 12 a dinner meeting was hosted by the Pacific Northwest Bell at the Benson Hotel at which 28 business leaders attended along with *Mr.* Marko Haggard, representing the Governor and Russ Peyton representing the City. The leaders attending this meeting represented some 60,000 employees. The principle presentation at this meeting was made by Mr. Plunkett who represents the Plans For Progress Committee from Washington ~~D/C/ and California~~. The theme of this meeting was to get active participation of these leaders in providing opportunities to qualified applicants regardless of race, creed, color, or national origin. The results of these four meetings are most encouraging. As a result of the first Task Force meeting several ^{industries} individuals including ~~the~~ trucking, General Contractors, and others ^{agreed to} are setting up meetings within their own organizations to work out affirmative action programs, within their own industries. ^{the} Human Relations Commission Director, ~~Russ Peyton~~, has been invited to participate ^{It was} as a result of the meeting with the Multnomah County Labor Council. ^{was the} They have formed ^{union} a committee to study how best labor can become involved in promoting equal employment opportunity.

On September 13, ^{we had} the first meeting of ^{the Labor} this Committee, ~~took place and most~~ of the meeting was taken up with how better to cooperate with the LEAP program in seeing that young people ^{got} have the necessary training to qualify for ^a apprenticesible jobs. It was further agreed that steps should be taken to see that all school counselors have sufficient knowledge regarding the advantages of these types of training. There will be another meeting within two weeks time at which the Committee will deal with job openings outside the apprenticesible ^a crafts. It was agreed that steps must be taken to overcome reluctance of some unions to give jobs to people of minority groups.

As a result of the meeting hosted by ~~Northwest~~ Telephone Company a

Steering Committee is being formed to ~~act as a coordinating agency to~~ ^{advisory committee to} stimulate interest in initiating affirmative action programs. The Human Relations Commission will be ^{involved} with the planning done by the Steering Committee.

On August 10 Mayor Schruck and Human Relations Commission Director, ~~Russ Peyton~~, met with the Executive Staff from Washington and San Francisco of the Job Corps training program. The Job Corps people claim that ~~their~~ there are many hundreds of ^{young} people in the state of Oregon who could benefit from this program but are not taking advantage of them. ~~Director~~ Peyton pointed out that there ^{is} image needs to be improved and there needs to be an educational program giving the young people a better understanding of the advantages of this training. Mr. Jay LaFoe, Coordinator of the Job Corps in this region, is continuing to work with this office in seeing that ~~there~~ their image is improved and that those involved with young people are better informed in order to advise young people to take advantage of this program. ^{It} The Human Relations Commission has urged State Employment Service, C-CAP, and Urban League to work toward getting minority group young people to apply for apprenticeship training in a number of crafts that have openings at this time including plumbers, steam fitters, and sheet metal. ~~Whatever in your~~ Churches in the area were urged to use their influence in motivating young people to take advantage of these opportunities that are now open. ~~Unfortunately~~

As of this writing we have only one member of the minority group applying for apprenticeship in these various categories. We have ~~con-~~tinued to endeavor to get more of these young people to apply.

On September 16 nearly 500 youngsters from the Albina Service Center, Buckman, Richman, Brooklyn, and Sunnyside were given a 30 to 40 minute ride on jets from the Portland Airport. Flights started at 9:00 a.m. and ran through until 3:00 p.m. All flights were handled by West Coast Airlines. No youngsters taking the flight had ever been in an airplane.

To: Board Members & Committee Chairman

This is to summarize briefly my understanding of the actions we agreed to take during the 10/26/Board Meeting. Please let me know if this conflicts with your understanding.

- (1) Meetings - The Board will meet on the third Thursday each month, 8:30 P.M. at Ralph Pratt's house.

(11/16 Next meeting)

The next membership meeting will be held November 30 - time and place still to be determined.

- (2) Publicity Committee - Paul McGilva, Chairman. We agreed to ask Paul to negotiate for an Ad in the Walnut Park edition of the "Press", informing people to contact the Bureau of Labor regarding State laws on fair housing and employment discrimination.

- (3) Housing Committee (Board) Ralph Pratt, Chairman.

(a) Althea will find out about the proposed Public Housing Agency for Washington County, and recommend appropriate actions.

(b) We agreed to work toward persuading the Washington County Realtors' Association to make a public statement in support of Fair Housing.

Althea & Ralph will co-author a letter to local Realtors.

Ralph will get whatever information is available from past efforts regarding attitudes of various Realtors, obtain the address & officer's names of the Association, and get from Russ Peyton the names of Portland Realtor willing to help.

Immediately following the above, the Committee members will start meeting with Realtors. Several members will call on each Realtor. We will plan the approach in more detail prior to making the contacts.

- (c) Ralph will contact several members of the Beaverton Human Relation Council to check the possibilities of their reactivating and working with us on the above.

- (4) Library Committee, Jim Donoghau, Chairman. We agreed to ask Jim to subscribe to "^{Friends}~~Friends~~". Pat Richardson to buy some copies of the Friends pamphlet with funds collected at the meeting.

- (5) Membership Committee, Jay Delman, Chairman. Ralph will meet with Jay to supply information on the names on the mailing list before contacting them. Contacts with the Churches will be handled by the Church Committee until help is needed from the Membership Committee.

- (6) Church Contacts, Pat Richardson, Chairman. Pat will finalize the letter to go out to the local churches. Ralph will pick up copies of the Times Editorial on Tek to use as an attachment. This will be followed up by visits to the Churches.

- (7) Ralph & Althea will send out Newsletter #2 to keep the members updated. None will be sent to the Churches on the mailing list until the letter from the Church Committee has gone out.

West Hills Fair Housing Council
7610 S. W. Miner Way
Portland, Oregon 97225

October 31, 1967

Seattle Urban League
1620 Smith Tower
506 2nd Ave.
Seattle, Washington 98104

Gentlemen:

The West Hills Fair Housing Council was formed last summer to work primarily in the Portland suburban areas of eastern Washington County and western Multnomah. One of our initial goals is to ask the local Realtors Board to take a public position in support of fair housing.

We have been very impressed with the results you have achieved in Seattle in regard to obtaining the support of the Real Estate profession. We would greatly appreciate any information that may help in our own efforts. Specifically, the following possibilities come to mind:

1. Can you provide us with some details on the Fair Housing Listing Service started by Sidney Gerber?
2. Do you think any of the leaders in the local Real Estate Associations would be willing to write or talk to Realtors in our area? Or are there published statements we could use?
3. Do you have any instruction sheets for listers, checkers, escorts etc. you could send us?
4. Would you be willing to send a speaker to one of our membership meetings? (We plan to have one on Nov. 30, and at least one during next Spring).
5. From your experience, do you have any suggestions that you feel would be of help to us?

We realize you're very busy and may not have time to respond to all the above. We will be most appreciative of any aid you can supply.

Sincerely,

R. E. Pratt
Co-Chairman
W.H.F.H.C.

cc: June Key
Portland Urban League

RECEIVED
OCT 2 1967
HUMAN RELATIONS COMMISSION

Mayor's Task Force
on Area Employment
Set Up by Schruck

Following an eight-month study by the Portland (Ore.) Human Relations Commission of unemployment problems of minority groups, Mayor Terry D. Schruck -- who is Vice President of the U. S. Conference of Mayors -- called a meeting of area spokesmen for labor and industry and enlisted their support for his Mayor's Task Force on Employment in an action program against discrimination.

Chairman Tom Sloan of the Commission's employment committee said that as a starter employers should: (1) Do more than proclaim open-door employment policies by actively recruiting and training Negroes for jobs. (2) Give responsibility for "affirmative action" to a key company executive. (3) Review all company policies to make sure that all employees get equal treatment.

Such problems as these were underscored: (1) Unemployment in Portland's predominantly Negro Albina district is twice as high as the city's average. (2) Of 2,400 persons enrolled in a state apprenticeship training program, only 18 are Negroes. (3) Minor arrest records have become barriers to employment. (4) Negroes can get credit to buy Cadillacs but not bank loans to start their own businesses. (5) Indians and Mexican-Americans are overlooked minority groups in which unemployment has long been chronic.

**Teen Gangs
Are Cooled
In Chicago**

In one week alone in the summer of 1966, teen gang warfare in Chicago left three boys dead and 33 wounded. Now leaders of such groups as the Blackstone Rangers, East-side Disciples, Cobras, Vice Lords and Roman Saints get together routinely with police, businessmen, City Hall officials and community agency representatives in what the Chicago Daily News reports is "the biggest gang cool-down effort in the city's history."

Nobody involved in a massive program aimed at harnessing the gangs for work and constructive community action instead of breaking them up says that their potential for violence is gone, but Family Court Judge Walter P. Dahl notes "an amazing reduction" in gang member appearances before him. And there is general agreement that this summer was vastly better than 1966.

The program has been financed by nearly \$3 million in federal grants and \$800,000 in local money. The funds are spent for examining, interviewing, befriending, teaching and training gang members -- a process in which talking and listening are basic. An example of results: Since last September, Jobs Now, a 39-agency combine, has placed about 400 gang members in jobs.

Professional youth workers and volunteers enlisted in the cool-down program learned that the prime interest of gang members is in getting money. The job of the gang workers is to help them get it legitimately and decently.

One 19-year-old member of the Del Vikings put it this way to the Daily News: "What I want is a trade. One of those trades where you're really doing something, where you make good money. I don't want no stockboy job." A gang worker who is trying to offer such chances warned: "If promises are made, they must be kept. The safety of our city is in the balance."

**School Dropouts
Hear from Mayor**

Mayor Ivan Allen, Jr. of Atlanta wrote letters to each of 3,100 school dropouts in the metropolitan area asking them to return to their classes. "This is the only way to insure a worthwhile and happy future, and it is the only way for society to benefit from the talents possessed by all members of our community," Allen said, proclaiming a special Back-to-School Week.