

January 31, 1968

The regular January meeting of the Human Relations Commission was called to order by Chairman Tom Sloan at 3:00 p.m. The Chairman thanked the members for changing the meeting time.

The minutes from the previous meeting were approved.

Chairman Sloan reported on his recent trip to San Francisco where he investigated minority training and development programs as well as employment in the Bay area. He stated that industry is much more active and directly involved in training programs in the Bay area. He told of a management council whose membership is similar to Who's Who in Business - having only vice-presidents or presidents of the major business members. Their job is to gadfly existing institutions through industry support. OIC's are located in Oakland and Menlo Park with 1 to 2 million dollars to use in training hard core youngsters. But, they admit they are not coping with problems and predict a very "hot spot" this summer. Mr. Sloan stated that he saw marijuana sales in the halls of OIC, learned several new words used in connection with dope and just missed a knife fight in the hall. He stated he felt that Portland had the opportunity to avoid this situation and integration is one sure answer.

Mr. Peyton stated that the Personnel Management Committee of the Portland Chamber of Commerce petitioned the Board of Directors to hire a full time staff person to devote full time to equal opportunity employment. He said that any Commissioner that knows any of the Chamber board members should urge them to voice their approval of the measure.

Mr. Peyton reported on the open examinations for the Fire and Police Bureaus. He stated that Acting Mayor Stanley Earl had formed

a committee to discuss the recruitment of minorities for these exams. Included in this committee were George McDonald, Chief Gilman, Keith Jones, Russell Peyton, Chief McNamara, Carrol Toran and Chalmers Jones. He stated that an orientation course for these applicants has been formulated. This course would include such subjects as: what is Civil Service, responsibility to the community, field trips designed to acquaint the applicants with the facilities of the Police and Fire stations, and mock testing to give the applicants an idea of what the testing would be like. Mr. Holmes stated that at a recent banquet he witnessed Commissioner Earl encouraging youngsters 17 - 19 years of age to join the City Civil Service.

Mr. Sloan discussed the Challenges for 1968. There was discussion on the subject of: Attitude Formation, Schools, Employment, Housing, Police - Community Relations. Chairman Sloan stated that the Commission should urge the City to set up a non-discrimination ordinance covering all contracts awarded by the City.

Mr. Brownstein questioned whether or not there were any groups working to help Negroes in Albina find housing in other areas. Mr. Peyton stated that the Greater Portland Fair Housing Council and West Hills Fair Housing Council work in the community to change attitudes, locate housing and see that people are welcomed.

Mr. Sloan stated that it was apparent from the work load that additional staff was needed. Mr. Peyton submitted copies of a budget proposal that included an assistant.

Mr. Rosenbaum moved that a budget be created of between \$30,000 to \$35,000 with a second assistant and full time secretary, and that a small committee be appointed to work out the details. This motion was approved and Chairman Sloan appointed Mr. Brownstein, Mr. Peyton, Mr. Rosenbaum and himself to the committee.

Mr. Peyton stated that he felt that the budget should go first to the Mayor and then to the Commissioners.

The meeting was adjourned at 4:45 p.m.

Respectfully submitted,

Carolyn Moke

Carolyn Moke
Secretary

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February 29, 1968

The regular February meeting of the Human Relations Commission was called to order by Chairman Tom Sloan at 3:15 p.m. in Room 321 of City Hall. Present at the meeting were: Chairman Sloan, Mr. Boyer, Mr. Holmes, Mr. English, Dr. Lewis, Director Peyton, Mr. Keith Jones, Lt. Lytll from the Police Department, Seymour Kaplan Anti Defamation League in Seattle, and Ellis Casson Assistant Director of the Model Cities Program in Portland.

The minutes from the previous meeting were approved.

Mr. Peyton stated that he had requested an appointment with the Mayor to discuss the annual budget for the Commission. The budget committee includes Dick Brownstein, Fred Rosenbaum, Tom Sloan and Mr. Peyton.

Mr. Peyton reported that it had been suggested that the Human Relations Commission initiate and plan "City Community dialogues" in an effort to stem many of the tensions building up in our City. Mr. Peyton stated that he felt these meetings and discussions to be extremely desirable, but to do this it would be necessary that additional staff members be added - or that other Commission projects be neglected.

Chairman Sloan reported on the television show "Opportunity Line" and stated that from the first five shows approximately 1,100 calls had been received by the State Employment Service. But, as of the latest figures they had placed only 34 people with 17 additional persons pending employment at this time. He stated that because of the problems the show has encountered it probably will not be shown for an additional 12 weeks.

Mr. Peyton stated that approximately 30 persons have taken advantage of the orientation course for the Fire and Police recruitment program.

Chairman Sloan urged all Commissioners not already subscribing to the Advance Times to do so. He stated that the cost of the subscription was \$5.00 per year, and was worth the cost.

Chairman Sloan then introduced Mr. Ellis Casson, Deputy Director of the Model Cities Program in Portland. Mr. Casson explained the voter requirements and processes for the selection of the 16 resident members to be on the 27 member planning board for the Model Cities Program. He stated that 103 candidates had filed for the election and that 16 would be chosen to be on the board. The election to be on March 2nd. In addition the Mayor will select 11 members to the Board.

Mr. Casson was asked several questions regarding the Model Cities Program, included was a question from Lt. Lytll as to the possibility of ballot stuffing. Mr. Casson stated that the voters would have to show residency in the area by showing a credit card, letter, student body card or similar evidence with their name and address on them.

Keith Jones questioned whether or not the reaction to the program was favorable. Mr. Casson stated that because of all the other programs that have been started and no results shown that the residents were skeptical and therefore they will watch to see if what is promised becomes something meaningful. And, whether or not the City holds up its end of the bargain by letting all decisions be made by the Model Cities Board.

Mr. Casson stated that his office is encouraging the residents in the area to fix up their homes because, contrary to opinion, Model Cities will not fix up the homes in the area nor buy them all up.

A question regarding the appropriation of funds by Congress for the follow up to the planning year was asked. Mr. Casson stated that to the best of their knowledge \$300,000,000 had been earmarked for the 1969 follow up and that \$11,000,000 had been appropriated for the planning year grants.

Mr. Casson stated that he felt the Human Relations Commission was very much involved in the Model Cities Program because this was a program working with the people.

Dr. Lewis questioned whether Mr. Casson felt that the Model Cities Program would help curb the expected unrest in these areas. Mr. Casson stated that the program will have to show proof to the people that the residents will have a strong voice in the program to really help curb the unrest. Mr. Kaplan added that he felt this was extremely true, if the good results are shown they will have far more impact on the citizens than any printed material filled with promises.

Lt. Lytll stated that he was very concerned over the funding of the 1969 year. Mr. Casson stated that unless the 1968 planning year brought forth a good community effort as to the use of the funds HUD would not even give their approval for the funds. He stated that they are going to have to involve all groups including P.T.A.'s, booster clubs, federal programs, city programs, state programs and all other community groups in making this effort.

Chairman Sloan thanked Mr. Casson for the excellent presentation on the Model Cities Program and for answering all of the questions from the Commission.

The meeting was adjourned at 4:30 p.m.

It has been suggested that the Human Relations Commission initiate and plan "City Community dialogues" in an effort to stem not only racial tensions but tensions that are developing in a number of disadvantaged areas in our City. These are due to a number of causes, but primarily a lack of understanding. It is recommended that we attempt to arrange a series of meetings in various areas around the City, the purpose of which is to bring the feelings and attitudes toward the police as well as other departments and officials representing many bureaus of City government into full view.

Very often government will not react until there is a fire and one of the hopes is that the people from government attending such dialogues will discover that they may not be in tune with what is going on. On the other hand the people will have the opportunity, to not necessarily rehash old problems, but think through with government for long range planning to assist in alleviating many problems.

We believe in this way we can get to the roots of the dissatisfaction that develop not only in the area of racial tensions but other tensions which we have recently seen in the southeast area.

Of course, we must agree that we are a racist society and when we are able to recognize this fact we will be a long way toward correcting it.

I feel certain that the people involved will voice complaints and criticisms of City government but I also think they can be greatly mitigated when people are willing to sit down and discuss these problems. Undoubtedly as a result of such dialogue many specific problems will come to light and solutions may be reached by this liaison between government agencies and the people.

I personally see these meetings and discussions as extremely desirable. I believe the Human Relations Commission should take the lead in bringing about this dialogue and I would hope that the Commission could do a real "bang up" job. To do this however, it would mean that many other projects would either have to be neglected or some help given to the Director.

March 28, 1968

The regular March meeting of the Human Relations Commission was called to order by Chairman Tom Sloan at 3:10 p.m. in Room 321 of City Hall. Present at the meeting were: Chairman Sloan, Mr. Rosenbaum, Mr. Boyer, Mr. Rask, Mr. Holmes, Dr. Unthank, Dr. Lewis, Director Peyton, Mr. Keith Jones, and Deputy Chief Pat Carr.

The minutes from the previous meeting were approved as mailed.

Chairman Sloan reported on the meeting of the Budget Committee with Mayor Schrunk. The Committee consisting of Fred Rosenbaum, Dick Brownstein, Keith Jones, Tom Sloan and Russ Peyton felt they had a sympathetic hearing. The Commission will have a chance to present additional facts at the City Council meeting. Russ Peyton stated that several organizations including the League of Women Voters and the City Club had expressed the concern for expanding the City's Human Relations Commission and that they would be willing to assist in any way they could to get additional budget for this purpose. Fred Rosenbaum stated that the Portland Council of Churches and Don Sterling of the Oregon Journal could probably be counted on to lend assistance. Deputy Chief Carr stated that the Police had discussed the importance of the Commission and felt it was a very valuable asset to the City. He stated that they would be happy to endorse any budget proposals at the Council meeting.

Chairman of the Employment Committee, Tom Sloan, reported on developments on employment. He stated that National Association of Businessmen (N.A.B.) was headed by Mr. Glen Jackson and that their hope was to get business to secure large numbers of openings for minority group members.

He also reported on the Concentrated Employment Program (C.E.P.) which is a tri-county program to supervise all the agencies that receive funds for Manpower programs. It was stated that Chalmers Jones will be the Executive Director.

Mr. Peyton reported on the recruitment program of minority group members for the Police and Fire Bureau openings. He stated that of the 35 people that had taken the orientation program 21 failed to file an application and of the 14 that did file only five showed up for the test. He stated that he has requested an investigation be made to see why 30 failed to apply for the exam.

A report on possible migration of hippies to the Portland area this summer was submitted to the Commission by Mr. Peyton. He stated that these reports had caused a great deal of pressure from several groups to have the Commission become involved in this problem. The Chairman stated that he felt there was an abundance of problems relating to race, religion, color and national origin which fills the time of the Director and he felt that the Commission should not become involved in this problem. Mr. Rosenbaum moved that, because this problem did not fall under the Commission objectives that the Commission not become involved. Second by Dr. Lewis. So ordered.

Mr. Peyton reported on the City-Community dialogues progress since the last meeting. He stated that an ad hoc committee had been organized and had met with the Mayor. A steering committee has also been organized from the ad hoc committee. These people, Mr. Peyton stated, are anxious to become involved but that they demanded that if this program was to be set up that the dialogue should be between the citizens and the Mayor and Councilmen. Mr. Peyton stated, however, that further meetings are scheduled. Fred Rosenbaum stated that he felt a town hall

type meeting held once a month between citizens and City officials would be a good idea. Keith Jones stated that most of the complainants will not come to this side of the river for these meetings.

Chairman Sloan read a letter from Reverend Austin Richardson stating where he felt the Commission and other organizations were failing in their roles. After this letter was read a discussion was held regarding the benefit of Commission members attending some of these meetings with Mr. Peyton. Mark Holmes and others offered to attend when proper notice could be given.

Chairman Sloan stated that he felt an evening meeting among the Commission members devoted to dialogue among each other might help to let each one know just how the other felt regarding problems. The time schedule at regular meetings was too limited and the agenda too full, for proper discussion. All members agreed to such meetings.

Deputy Chief Carr reported that the Police Department has set up a division of human relations officers. Three officers have been assigned from the North Precinct and three from the East Precinct. They will be under precinct command and are to be listening posts for citizen complaints.

A report by Chairman Sloan on the Standing Committees for the coming year was presented. A copy of this report is attached.

The meeting was adjourned at 5:00 p.m.

March 27, 1968

EMPLOYMENT

The Director has been informed that the City of Portland now has employee information on the race and job categories of all employees for the City of Portland. This should have immediate consideration by the Human Relations Commission in order to determine the composition of the City's work force, so that the Commission can recommend remedial action, should the need be indicated.

In line with this we may find the need for affirmative recruitment for people from the minority community. It has been suggested that the personnel manager for the City of Portland work with the Human Relations Commission's Employment Committee in analyzing this information.

State of Oregon was one of the first to pass a Fair Employment Act, an obvious first stage in solving the problem. As a result of the law we have today the principle of equal opportunity. Although there is still some discrimination on the part of certain businesses and industries, it is subtle and difficult to prove.

Now, however, we must attempt to remedy the results of yesterday's discrimination. This involves training programs, convincing particularly young people that there is an opportunity and that at the end of the training jobs are available. We need expansion of on the job training for entry level jobs and for upgrading.

This is one of the specifics to correct for past discrimination. Lower expectations have discouraged many capable minority group members from preparing themselves for better jobs.

Business must be urged to break down highly complicated jobs into separate simplified components, so that disadvantaged young people can acquire exposure to employment that they need so badly.

The Employment Committee should make sure that business is willing to reevaluate selection procedures which in the past has either intentionally or unintentionally kept minority group members from employment.

The Committee should work with the City Attorney's Office in preparing a non-discriminatory City ordinance relating to all contracts awarded by the City.

The following are names for Chairman, Commission members as well as outside people for this Employment Committee:

Chairman - Tom Sloan	Human Relations Commission
Mark Holmes	Human Relations Commission
Rozelle Gilmore	Director Albina Neighborhood Center
Isadore Maney	In charge of Albina State Employment Office
Nathan Nickerson	Director of Employment - Urban League
John Gustafson	Assistant State Commissioner of Labor
Tom Wilson	Employment Director - Albina Neighborhood Center
Lois Williams	Director EEOC Job Development Project

HOUSING

One of the problems involved in housing is that the problem of housing discrimination does not begin and end within the confines of the Portland City limits. They are metropolitan in scope and should be approached on a metropolitan area level. In any direction from the City of Portland you will find industry locating in suburban areas. It is here that racial and ethnic minorities encounter the biggest difficulty in finding housing.

Business and industry should consider working for open housing and attempt to establish moderate income housing in the area.

Plans should be made to help organize fair housing councils in all areas of the City; the public should be educated about property values not being negatively effected by the entrance of non-whites.

Efforts should be made to work with apartment house associations and realtors to relieve members of these groups of their fears regarding rental to members of minority or ethnic groups.

The following are some suggested names for Chairman and Commission members as well as outside people for this Housing Committee:

Chairman - Fred Rosenbaum	Human Relations Commission
Booker Lewis	Human Relations Commission
Richard Boyer	Human Relations Commission
Otto Rutherford	Housing Director Albina Neighborhood Service Center
Herman Plumber	Director Albina Neighborhood Improvement Center
Arthur Stubbs	Assistant Director PACT
Arnold Gagnet	Deputy Commissioner State Real Estate Department
Ralph Pratt	West Hills Fair Housing Council
Mrs. Arnold Cogan	President League of Women Voters

EDUCATION

Although the School Board has now agreed to the employment of an inter-group relations director, pressure should continue on them for the recruitment and effective utilization of such a person. The Committee on Education should develop cooperation with the School Boards for the purpose of developing in-service training programs in inter-group relations for administrators, teachers and counselors; work to develop programs to utilize idle school plants for recreation and

education, particularly in deprived areas, involve citizens through P.T.A. or other means on the need for better integrated schools and the need for innovative plans to bring it about; continued pressure on the school boards for the recruitment of minority teachers, particularly for the completely segregated white schools throughout our suburbs; to establish educational programs for all groups and organizations throughout the City to stress the need and value of integrated education. Hopefully, such a program can create a climate for change.

The following are names for Chairman and Commission members as well as outside people for this Education Committee:

Chairman - Dr. Unthank	Human Relations Commission
Nelson English	Human Relations Commission
Tom Vickers	President NAACP
Bob Nelson	Coordinator C-CAP
Ira Blalock	Chairman Greater Portland Fair Housing Council
Mrs. William Babson	Social worker
Mrs. Jessie Varner	Interim Director C-CAP
<i>Walter Morris</i>	

RECREATION

The Committee should attempt to see that the Park Bureau provides adequate recreation services, particularly in the Albina area where there is considerable unrest among young people during the summer with nothing to do. At a recent meeting in the Albina area it was pointed out by some of the members in the audience that walking into the Knott Street

Center was like walking into a mortuary. The program and direction of this fine facility needs a complete change of emphasis, to help provide activities for young people, - other than just boxing classes. We need creative and imaginative approaches to the problems of these young people, and they should be involved in planning their own programs.

The Committee should be willing to work with the School Community Action Committee to help change some of the attitudes and the programs of the Park Bureau.

Our Director met with a group of young people at the North branch YMCA who are concerned about a teen center. A building has been located at 2703 N. Williams which has been approved by the Fire Department for such a center and the young people themselves are forming an organization to paint and fix it up and are now concerned about funds to provide for rent, which is \$50 per month and other utilities. Monday morning at 10:00 a.m. some of the people interested in this project will meet in this office to plan for necessary financing and other matters for the successful operation of this center.

Hopefully, the Recreation Committee could provide some assistance in procuring a ping pong table, pool table, juke box and other equipment which would make this center an attractive place for young people during their absence from school this summer.

The group is primarily of high school age and we know that many of them will be unable to find productive employment during the summer months. So, it is hoped the center could be opened from early afternoon to curfew time.

Originally the young people decided that they wanted to call it "The Soul Center" but at present the popular name, which they will decide upon, is "The 7 of Diamonds".

The following are some suggested names for Chairman, Commission members as well as outside people for this Recreation Committee:

Chairman - Dick Brownstein Human Relations Commission
Jim Rask Human Relations Commission
Nathan Proby Leader of Albina Teen Center
Edward Mitchell Director North Branch YMCA
Earl Bradfish Assistant to Commissioner Ivancie
Vern Weiss Director Church Community Action
Mrs. Ellen Law Counselor Jefferson High School
Mrs. June Key Director Education and Youth Incentive
Mrs. Lizzie Sheppard Community Service Worker Neighborhood Service Center

April 25, 1968

MINUTES OF MEETING

HUMAN RELATIONS COMMISSION

The regular April meeting of the Human Relations Commission was called to order by Chairman Tom Sloan at 3:15 p.m. in Room 321 of City Hall. Present at the meeting were: Chairman Tom Sloan and Commission members Mr. Dick Brownstein, Mr. Mark Holmes, Dr. DeNorval Unthank, Mr. Nelson English and Mr. Dick Boyer. Also present at the meeting were Executive Director Russ Peyton, Mr. Keith Jones, Deputy Chief Pat Carr and guests Mr. Richard McDevitt and Reverend Harper Richardson. The minutes of the previous meeting were approved as mailed and a silent roll call was taken.

Chairman Sloan introduced Mr. Richard McDevitt and Reverend Harper Richardson and informed the Commission that these gentlemen were representatives of the ad hoc committee on police community relations.

A report was given on the Employment Committee by Tom Sloan regarding the meeting held in the Mayor's office with several agencies and organizations including N.A.B. and C.E.P. Mr. Sloan stated that this meeting was very beneficial in that all the organizations that are employment oriented were able to see what other groups were doing in this area and hopefully overlapping and duplication of services could be cut to a minimum. He stated that the emphasis is being placed on summer employment and that both N.A.B. and C.E.P. are making further plans for full time employment after the summer months. Mr. Sloan stated that N.A.B. had already managed to obtain one-half of the 2,000 job commitments for summer work and more than one-half of the 1,000 permanent full time positions. Mr. Sloan stated that some groups, such as the School District, are not waiting for financing or structural establishment but are going ahead and obtaining employment for people

now. He stated that the School District had been successful in obtaining 60 positions for school students.

Mr. Russ Peyton reported on the city-community dialogues and the progress that had been made. He stated that the first "little city hall" meeting would be held in the Brooklyn area on May 1, 1968 at 7:30 p.m. in the Public Service Building on S.E. 17th and Rhone. Mr. Peyton stated that this first open meeting would allow citizens and government officials to "rub elbows" and learn about each other. It is estimated that the turn out will be between 200 to 300 citizens. Mr. Peyton said that he felt the follow up meetings were important because this would be a chance for the citizens to help iron out their problems and plan for their City together with the City officials. He stated that the next area for such a meeting will be the Richmond Sunnyside community whose meeting will be on May 14th.

Mr. Sloan stated that the Chairman of the ad hoc committee on police community relations, Mr. Kevin Collins, was unable to attend the Commission meeting and therefore Mr. McDevitt and Reverend Richardson came to speak in his place.

Both Reverend Richardson and Mr. McDevitt expressed their interest in the "little city hall" program and the community relations officers.

Mr. McDevitt told of their concern regarding a "ride along" program for some of the youth to accompany a police officer as he went about his beat. Mr. McDevitt also stated that they were concerned about a "police auxiliary" or "non sworn" officers made of youth from the community. He felt that they could work in parks or with the police community service officers in helping to keep the "cool" this summer.

Reverend Richardson stated that the community problems were police problems and that police problems were community problems. He also lauded the idea of "little city halls" and the work of the six community relations officers whom he felt were superior young men.

Following a discussion of these programs the Chairman called on Deputy Chief Pat Carr for any responses he might have to the programs suggested by our guests. He stated that as far as the "ride along" program was concerned this had been thought of before but it would probably take additional manpower - of which they were already short. He stated they were down on their recruitment by approximately 15 men. Deputy Chief Carr stated he was pleased with the community service officers but was afraid that they would be only seen as "good guys" until they had to make an arrest or follow police routine. Deputy Chief Carr also stated that he would be glad to work with the committee in writing a proposal for the auxiliary or non sworn officers and that he would pass on the suggestions to the Chief of Police, on his return from vacation.

Mr. Brownstein suggested that one car might be used to monitor police calls and then that car could be used as the "ride along" car. He felt concern about placing citizens in the general patrol cars for in the event of trouble the citizen could be hurt or get in the way of the officer in doing his duty.

Mr. Holmes stated that the "ride along" program might begin with people being curious to see what riding in a police car would be like but then perhaps a change would take place in the citizens view of police work.

The Chairman informed Reverend Richardson and Mr. McDevitt that the Human Relations Commission would be happy to meet with them at any time and would be glad to offer any assistance they could in

promoting programs that would help community relations.

Mr. Keith Jones reported on the 7 of Diamonds Teen Club and the progress that has been made by the young people there. He stated that this has been a very satisfactory experience and that Nathan Proby had shown exceptional leadership with these youngsters. Keith stated that the reaction to the club had been "terrific" and that many local businesses were donating materials to the club. He stated that the City had drawn up the incorporation papers, and that the building department had helped the young people lay out their plans. There are at least 15 people there at the club every night with 45 on Saturdays, helping fix up and paint.

Mr. Jones reported that the Mayor had suggested that Mr. Nathan Proby be given the position of street worker in Albina and that civil service requirements had been worked so that this was made possible. The only left is the approval from the City Council at their April 25th session. Mr. Jones stated that his title will be Community Relations Representative. He stated that Mr. Proby is strong but sensitive and has indirect leadership that is hard to find.

The meeting was adjourned at 4:45 p.m.

May 1968

MINUTES OF HUMAN RELATIONS COMMISSION

The regular May meeting of the Human Relations Commission was called to order by Chairman Tom Sloan at 3:10 p.m. in Room 321 of City Hall. Present at the meeting were: Chairman Sloan, Commission members Fred Rosenbaum, Richard Brownstein, Dr. Booker Lewis, James Rask and Richard Boyer. Also present were Executive Director Russell Peyton, Deputy Chief Pat Carr and Keith Jones. Roll call was taken and the minutes from the April Human Relations Commission meeting were approved as mailed.

Chairman Sloan introduced several guests visiting the Commission. Included in the group were: Mr. Dick McDevitt a member of the Ad Hoc Committee on Police Community Relations; Mr. Art Stubbs of Portland Action Committees Together (PACT); Officers Mel Nilsen and Mike Randall, Police Community Relations Officers and Mr. Nathan Proby Community Relations Representative and Director of the 7 of Diamonds Teen Center.

Chairman Sloan read a letter of congratulations addressed to Mr. Mr. Proby from the Vice President of the United States congratulating the Teen Center on their Open House.

Chairman Sloan read a letter from the Portland Metropolitan Steering Committee asking if the Human Relations Commission would attend a meeting Friday, May 24, 1968 to discuss the Green Amendment. Keith Jones stated that this meeting on the 24th was to obtain the views of people in the area as to their feelings and that later a decision will be reached. Chairman Sloan appointed Dick Brownstein an ad hoc committee of one to work with Russ Peyton in drafting a

letter regarding the Commission's stand on this question.

Chairman Sloan reported on the formation of an Urban Coalition group for the Portland area. Mr. Sloan outlined the organizational structure of such a coalition and read a list of some 40 people in the community who would form the Steering Committee. Mr. Sloan pointed out that 33 Urban Coalition groups had been started in some 33 cities in the past three months.

Deputy Chief Pat Carr reported on a meeting with members of the Ad Hoc committee on Police Community Relations. The meeting covered the questions of the "ride along" program as well as a police auxiliary. He stated it was his personal opinion that the "ride along" program had a number of pluses and minuses but that the minuses were in the majority. He stated that the Chief and he were interested in the police auxiliary and further study is being made as to means of financing such a program. It was felt that New Careers under the CEP program might be a source of funding.

Mr. Dick McDevitt stated that he felt the "ride along" program was still not closed and that the committee was going to obtain further information and explore the idea in greater depth.

Mr. Art Stubbs of PACT reported on the two "little city hall" meetings that have been held recently and stated that the citizens in both areas were extremely satisfied with the meetings and happy that they could meet with the Mayor and Commissioners. Mr. Stubbs stated that he felt this was a great step forward in public relations.

Mr. Stubbs mentioned some questions discussed at the meeting in the Brooklyn area, these included the overpass situation at 17th and SE Powell, better police protection in parks and the question of a druggist in the area selling certain drugs to youth that are being used for "kicks." He reported that in the Richmond area the park situation was the principle concern and that this was discussed in depth. He also reported that the Buckman area is anxiously awaiting the next "little city hall" meeting in their area to be held on June 27, 1968. Mr. Peyton pointed out several other areas of concern and stated that the next "little city hall" meeting would be held in Buckman School on June 27, 1968, and then the St. Johns area will have a meeting and then to Albina.

Chairman Sloan stated that it was his hope that the Human Relations Commissioners would attend some of these meetings and asked that the secretary call and remind all of the members prior to the next meeting.

Chairman Sloan expressed his pleasure at having two of the Police Community Relations Officers present and asked if they would report on how successfully the program was going over. Officer Mel Nilsen stated that he felt the progress for the Community Relations Officers was slow but that they were making progress.

Dick Brownstein asked Officer Nilsen how he felt they differed from regular patrolmen. Officer Nilsen stated that the Police Community Officers differed from the regular patrolmen in that they were not restricted to area, time, wearing of the uniform and that regular areas of patrol were not given to them. However, he pointed out, that when police action was needed that they did perform as any other

police officer. Officer Mike Randall stated that he and the other officers were making contacts and friends in the areas but that he felt some organizational problems did exist.

Art Stubbs stated that he had heard from the Principal at Sunnyside School how effectively one of the officers had handled what could have been a major disturbance.

Nat Proby stated that the officers had been extremely helpful to him in his work at the Teen Center.

Russ Peyton stated that one of the immediate needs of the officers was a central meeting place. Deputy Chief Carr stated that this is being taken care and is to be paid for by the Model Cities program.

Keith Jones stated that the City of Portland will furnish almost all of the furniture for the office from Property Control and that the location of this office will be 2752 N. Williams.

Chairman Sloan commended the Police Bureau and the Police Community Relations Officers for a fine job.

Mr. Nathan Proby reported on the work of the 7 of Diamonds Teen Center and stated that approximately \$9,500 worth of donations had been received from people in Portland. He stated that the Open House was attended by the Governor, Mayor and many other public officials running for office. Mr. Proby stated that they have, in a number of instances, had turn away crowds of young people. He also reported that there had not even been any fights. Mr. Proby brought up the fact that they were getting requests from youth for employment and also

requests by employers for youth to hire. He stated that he did not feel qualified to handle this job and did not have the time to spend on employment problems. Nat reported that approximately \$700 was taken in last Friday and Saturday nights. However, he pointed out, some of this money would be needed to restock the pop and food. He stated that they are already finding it impossible to accommodate all of the youth who wish to come on Friday and Saturday nights. He stated that it has been suggested that Friday nights be for the 13 to 15 year age group and Saturday nights for the 16 to 19 year olds. He also stated that the cafeteria at the Center is open every day from 8:00 to 5:00 and then reopened at 6:30.

He reported that anyone who obtains employment through the 7 of Diamonds Teen Club will have to contend with a "wake up" system, for all people so employed will be called by phone and expected to return the call in 5 minutes to report they were up and dressing. If this return call is not received a member of the Teen Club will go over and "drag them out of bed." Sack lunches for employes unable to get food at home will be available at the Center.

Chairman Sloan stated that Jefferson High School had a job development office and that the employment problems might be handled through them. He also suggested that a job placement desk might be set up at the Teen Center and run by Teen Center members.

Chairman Sloan adjourned the meeting at 4:35 p.m.

July 24, 1968

MINUTES OF MEETING

The regular July meeting of the Human Relations Commission was called to order by Chairman Tom Sloan in Room 321 of City Hall on July 24, 1968 at 3:15 p.m. In attendance at the meeting were Mr. Fred Rosenbaum, Mr. Dick Brownstein, Dr. Booker Lewis, Dr. DeNorval Unthank, Mr. Mark Holmes, Mr. Dick Boyer and Executive Director Russ Peyton. Guests at the meeting included: Howard Stewart from P.A.C.T.; Deputy Chief Pat Carr with the Police Department, Gene Horn from the Council of Churches; Paul Hebb from P.A.C.T.; Reverend Vern Weiss from East-Cap; Isadore Maney with the Albina Branch of the Oregon State Employment Service; Bob Nelson from C-CAP; Reverend Harper Richardson and Keith Jones from the Mayors Office.

Roll was called and the minutes from the previous meeting were approved as mailed.

Mr. Howard Stewart requested the Chairman to give him time to make a statement. The Chairman granted the request and Mr. Stewart stated that it had been reported that at the Model Cities hearing for the Southeast area, mention was made of a Mercedes automobile with its hood up and the occupant taking pictures of people leaving and entering the P.A.C.T. office. He also mentioned several incidents of City cars parked for periods of time in front of the homes of people involved in the Southeast Uplift Program. He also stated that there were phone calls at unusual hours suggesting that the people quit the community action programs. He alleged that people, prior to being appointed to the Mayors Southeast Uplift Committee, were having their background checked. Chairman Sloan questioned Mr. Stewart as to who he thought was doing this and what the motivations were.

Mr. Stewart stated there were some people who showed opposition whenever anything was being done in the neighborhood beyond tokenism. Mr. Peyton called Mr. Stewart's attention to the fact that he had asked on several occasions to get the license number or some better description of the cars involved and had assured Mr. Stewart when he got this information he would attempt to investigate. Mr. Rosenbaum stated it was his feeling that license numbers and descriptions should be obtained and that the Police Bureau could be involved in investigating these complaints. Chairman Sloan requested Fred Rosenbaum and Keith Jones to look into this problem.

Chairman Sloan reported on the Employment Committee. He stated that last week a group of employers had met, at a meeting called by Tektronix, and decided to support and to explore further the management and operation of a pre-employment training center. Mr. Sloan stated that this would be somewhat modelled after the O.I.C. centers in other cities. Several of the companies that attended this meeting were in agreement that this type of operation was needed and that they would support it financially if possible but agreed that they would not become "wedded to" the program in the event a C.E.P. operation should take over the work.

Chairman Sloan read the non-discrimination clause for all City contracts and invitations to bid that is being added to all City contracts and bids. While Mr. Sloan felt this was a step in the right direction he stated that he felt additional clauses should be added which would permit modification of contracts or bids should the parties be found guilty of discrimination. Mr. Brownstein stated that this might necessitate changing of the City Charter. After further

discussion Mr. Brownstein moved that the standard federal contract form be submitted to the City Attorney, Marian Rushing, for her examination and opinion as to which parts of said non-discrimination clause would be consistent with the City Charter and could be added to the City contracts and bids. Seconded by Mr. Rosenbaum. Motion carried unanimously.

Recreation Committee Chairman Mr. Brownstein reported on several meetings held by his committee. He stated that they had focused on two areas - the 11:00 p.m. Park Curfew and the Knott Street Swimming Pool. Mr. Brownstein stated the Park Curfew issue had been assigned to Gene Horn and Reverend Weiss. Chairman Brownstein then read the statement by the Recreation Committee and asked that the Human Relations Commission adopt this report and submit it to the Mayor. A copy of the report is attached.

Deputy Chief Carr stated that this curfew was being enforced in other parks besides Lair Hill. He said that several cities on the coast already had a similar law in effect. He also stated that this ordinance gave the police the ability to remove people from the parks who were creating a nuisance after 11:00 p.m.

Mr. Rosenbaum stated that he felt the ordinance was not just a "hippie" problem but a city wide problem and suggested waiting until the Mayor returned, so that we could discuss the problem with him.

Mr. Brownstein stated he didn't feel that letting the time pass would be helpful, since that would only let the ordinance become more firmly established.

Bob Nelson stated that he felt waiting would be the same as telling this group that they are not important enough for immediate action.

Gene Horn stated that if the Commission remained silent they were, in effect, endorsing the ordinance.

Chairman Tom Sloan stated that he felt the resolution by the Recreation Committee was an appropriate one and called for a roll call vote. The vote was unanimous in adopting the report.

Mr. Brownstein then read the resolution of the Recreation Committee regarding the Knott Street Swimming Pool (a copy of which is attached.) Mr. Keith Jones stated that this pool was not an outcome of the 1967 summer disturbance but that the money had been budgeted before the disturbance.

It was moved and seconded to accept the Recreation Committee's report, as amended.

Mr. Jones reported on Rumor Control. He stated that a group had met with Police Chief McNamara to discuss setting up a Rumor Control Center. Keith stated that this operation had several problems such as who would finance it, how should it come into being and the effect it might have upon the community. Mr. Jones said that it was still in the discussion stages and would keep the Commission informed of any progress.

Chairman Sloan announced that Ellis Casson had been hired by the School District as the intergroup relations representative.

Mr. Brownstein stated that the American Bar Association had published a booklet regarding civil rights disturbances and hoped that the Commission would inquire of the Multnomah Bar Association what they had planned in case of such a disturbance.

The meeting was adjourned at 4:45 p.m.

It is the spirit of a free and democratic government to deal with problems of whatever nature on as open, communicative and creative basis as possible.

The Human Relations Commission of the City of Portland, Oregon on the recommendation of its Recreation Committee herewith requests the City Council to rescind City Ordinance #127194, Hours of Closure for Park and Playground Areas.

This request is based on the following:

A. This ordinance is unilaterally repressive if enforced in that it deprives all citizens of peaceful and legitimate use of and passage through all public park areas in the City between 11:00 p.m. and 5:00 a.m. and it is therefore contrary to the spirit of a free and democratic government.

B. It has become obvious that the ordinance was enacted to discriminate against a small minority and is not being equitably enforced.

C. Previously enacted ordinances furnished the City sufficient authority to cope with all the described problems.

D. Acts of misconduct by the minority group at which this ordinance is aimed are by no means as extensive as have been alleged. We are aware of no arrests for misconduct by members of the minority in Lair Hill Park prior to enactment.

E. It is the inherent responsibility of the Portland City Council to deal with problems in human terms rather than by using the law as an instrument of repression, harrassment and discrimination which is self defeating.

One of the major complaints of the Albina community is that City Hall does not accept it as an area that needs to be a part of the decision making process when the decisions affect the community. Too often Albina feels the indifference of the broader community.

A case in point is the swimming pool at Knott Street Community Center, not now scheduled to be opened until July 29. The City's 1967-68 budget provided a needed swimming pool at Knott Street Community Center. It was promised for completion by regular Park Bureau pool opening on June 10, 1968. The original promise was made on August 2, 1967 and was reaffirmed in December at a community meeting at Hughes Memorial Methodist Church. It now appears that the promise was made without due consideration and made to simply "get the City off the hook" and to quiet the "restless natives."

We are not arguing the point of the quality of the pool or the problems of construction. Our point is simply that Albina should have been party to the decision making process.

City Hall needs to improve its image by constructive attitudes if there is to be an increase of mutual respect and harmony.

The City should, in its future relations:

1. Involve the neighborhood in those problems that directly concern it.
2. Make commitments that it can reasonably meet.
3. Pursue the understandings and commitments with due diligence.
4. Explain and counsel with the neighborhood in the event of changes or delays.

Insertion to Human Relations Commission Minutes
July 24, 1968

In the minutes of the Human Relations Commission meeting of July 24 there was an omission of an important statement made by Mr. Fred Rosenbaum. This should be inserted following the third paragraph, page 3:

Mr. Rosenbaum stated that he was concerned that the general status of park utilization in the late hours of the day are such that many adults and obviously younger people are afraid to use the park facilities because of fear of bodily harm. Mr. Rosenbaum mentioned he had had the opportunity to sit in during a training session of Auxillary Police in which many of these officers stated their reluctance to patrol the parks at night because they were not properly armed to do the job which needs to be done to clear the parks for safe conduct during the hours of darkness. Mr. Rosenbaum made his position clear that the parks should be made operational for anyone who wishes to use these premises in an acceptable manner 24 hours a day and steps should be made to afford the citizens of Portland the advantage and benefit to use the parks safely and without fear at any and all hours. It was Mr. Rosenbaum's feeling that the recently inacted ordinance which restricts the use of these facilities is the old Army system of punishing the whole platoon because one man forgot to shine his boots. Mr. Rosenbaum stated he felt the problem was not just a "hippie" problem but a city wide problem and suggested that we wait until the Mayor's return so that we could discuss the problem with him.

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MINUTES OF MEETING

HUMAN RELATIONS COMMISSION

Room 321
City Hall
Portland, Oregon

August 28, 1968

MEMBERS PRESENT: Chairman Tom Sloan, Dr. Lewis, Messrs. Brownstein, Holmes English, Boyer and Commission Director Russ Peyton.

ALSO PRESENT: Keith Jones, Nathan Proby, Jim Kadera, Naome Rader, Jim Stoffer and Doug Hoygaard.

Roll was called and the minutes of the previous meeting were approved as mailed.

Chairman Sloan introduced the guests. He then called on the members of the American Friends Service Committee to submit their report on "A Study of White, Middle-Class Attitudes Toward Negroes". They explained to the Commission that this attitudinal survey had been made under the sponsorship of the American Friends Service Committee and that the work was done by nine high school students and a young married couple, during a six week period this summer. The Committee furnished the members of the Commission with a detailed report. Following the presentation of the report Chairman Sloan asked whether or not they felt the answers given truly indicated their attitudes or whether or not the individuals answering have given them what they thought they wished to hear. The Committee felt the questioning was handled in such a manner that the answers given were relatively true as to their feelings.

Mr. Holmes questioned whether or not the group intended to take further surveys. The group answered in the affirmative.

Deputy Chief Carr questioned the group as to why the questionnaires were not mailed in, instead of the questioning parties waiting for the answered form. The group answered that they felt the answers would not have been as accurate if they had left the questionnaires and people given time to talk about it prior to mailing. They felt this way was a more spontaneous reply on the part of the answering parties and therefore more accurate.

Mr. Peyton asked them if they would like the Human Relations Commission to give a critique of their report. They stated that the Commission's views on the report would be most welcome. It was agreed that after the members had been given time to study the report they would relate their opinions or ideas to the Committee.

Chairman Sloan commended them for the work they had done and thanked them for presenting it to the Commission.

Chairman Sloan reported on a meeting that he and co-chairman Dick Brownstein had had with the Mayor and Keith Jones regarding the letter of August 1, 1968

criticizing the Human Relations Commission for the statement that came out in the paper regarding the Knott Street swimming pool.

Chairman Sloan expressed the feeling that he was most pleased with the cooperation of the Mayor in developing better understandings which might minimize the likelihood of further problems.

Mr. English questioned whether or not the Commission was within its scope in taking a position on the park closure ordinance. The Chairman replied that he felt that the duties of the Commission under the ordinance creating the Human Relations Commission somewhat ambiguous and it was assumed that the Commission should work anywhere they could bringing about better understanding.

Mr. Peyton told the Commission the financial situation of the 7 of Diamonds Teen Center, explaining that there were rather large expenses at the beginning for certain physical facilities, such as soft ice cream machine, ice maker, table and chairs and other items not donated at the time. He stated that the Teen Center was working under a handicap with these debts hanging over their head and felt that if they could be paid off the Center, financially, could carry itself without any difficulty. He asked the members of the Commission if they would help bring this to the attention of organizations to which they belong in order that donations might be received to clear up these debts. Mr. Peyton reported that \$3,495.00 would put the Center in operation - debt free.

Nathan Proby, Director of the 7 of Diamonds Teen Center reported on the work that has been done this summer. Among other things he pointed out that some 80 jobs had been found for young people through the efforts of the Teen Center. He pointed out several situations where very serious incidents, which might have resulted in violence, were "cooled" by the efforts of the young people of the Center. Many of the young people who previously had been antagonistic toward law enforcement and police officers have learned to understand that they are not "the enemy". The young people have established good communication with the police officers. Mr. Proby pointed out that he believed, as a result of the Teen Center, the City of Portland has saved a great deal of money.

In response to an earlier inquiry as to the Commission's position on the park closure ordinance, Mr. Peyton stated that he felt the Commission was not taking a stand on whether or not the 11:00 p.m. was good or bad, but rather the manner in which it had been handled. The Mayor himself referred to it as "shot gun legislation." Following the passage of the ordinance the Mayor has created a committee of 50 people representing all segments of our population to study the matter. It was Mr. Peyton's idea that this should have been done prior to the passage of the ordinance rather than after, because it is now discovered that the curfew is not the total answer to the problems that we are having with young people in our parks.

Chairman Sloan asked Keith Jones for his comments regarding their meeting with the Mayor. Mr. Jones stated it was the Mayor's wish that the Human Relations Commission and City Council members might have a luncheon meeting at which time both groups would get to know each other better and better communication could be established.

Chairman of the Recreation Committee, Dick Brownstein, stated he felt one step toward better communication had already been taken by the appointment of Commissioner Ivancie's Assistant, Earl Bradfish, to the Recreation Committee. Mr. Brownstein also stated that he felt that the stand taken by the Recreation Committee and adopted by the Human Relations Commission was the right one. He felt that now the Commission has a staff that they need to act from time to time in helping to relieve tensions and bring about better understanding.

Mr. Peyton reported on the progress that has been made in the employment of an Assistant Director.

The meeting was adjourned at 4:30 p.m.

MINUTES OF MEETING

HUMAN RELATIONS COMMISSION

Room 321
City Hall
Portland, Oregon

September 25, 1968

MEMBERS PRESENT: Chairman Tom Sloan, Dr. Unthank, Messrs. Rosenbaum, Holmes, English, Boyer and Commission Director Russ Peyton.

ALSO PRESENT: Keith Jones, Mayor's Office and Deputy Chief Pat Carr, Police Bureau.

Roll was taken and the minutes of the previous meeting were approved as mailed.

Chairman Sloan appointed a Nominating Committee for the 1969 Commission officers. The Committee will be chaired by Dr. Unthank and attended by Russ Peyton and Nelson English.

Director Russ Peyton reported some of the past months activities. He explained that of the 24 applicants for the position of Assistant Director, 10 had met the minimum qualifications. An oral review board has been appointed, consisting of Tom Sloan, Chalmers Jones and Carl Sandoz to review the 10 applicants. After the Oral Board meets they will pick the top three applicants. These names will be sent to the Mayor, and he will appoint the Assistant Director. Director Peyton also reported that some of the City Hall offices would be vacated when the Blue Cross building was moved into by City employees, thereby leaving adequate space for the Human Relations Commission, with an Assistant and secretary. Mr. Peyton stated that the Community Relations Officers were very interested in getting speech training by Ben Padrow from Portland State College. The fee that had been quoted was in excess of what the City could afford. After talking with Mr. Padrow, Mr. Peyton was assured that a figure could be reached that would be in accordance with the City budget figures for this training.

Director Peyton reported on the meeting of the Recreation Committee stating that their Chairman Dick Brownstein was called out of town and had requested Mr. Peyton to report. Mr. Peyton stated that the meeting held at the Knott Street Community Center involved criticism expressed regarding the programing in that, the community itself was not involved in the programing. He also stated that the question was raised as to the discriminatory practices by the Golden Age Club which used this tax supported facility as a meeting place. There was also some criticism regarding the strict rules that were enforced that tended to keep young people from using the facility, and generally discouraged its use for the benefit of those it was suppose to serve. Mr. Peyton stated that a number of personal experiences were cited as to reasons why the Center was not fulfilling its function as a neighborhood community center. Several recommendations were made which might be helpful in correcting the situation. One suggestion was for an advisory committee made up of residents of the neighborhood and from organizations such as the

Neighborhood Service Center, Teen Center, C-CAP and others that could make recommendations to the Park Department and staff. Another suggestion was that the director should be a black male who had rapport with the young people in the community. The latter suggestion was felt to be one of the first steps that should be taken. Mr. Peyton stated that Recreation Committee Chairman Brownstein appointed a committee of three - Reverend Samuel Johnson, Russ Peyton and himself to sit down with Commissioner Ivancie to discuss the need for this change in staff.

Mr. Fred Rosenbaum gave a very interesting report on a seminar he had attended in New York recently, on citizen participation in Federal programs. Mr. Rosenbaum stated that the feeling back East was that citizen participation was a "sell out" which was trying to rob the black community of their leadership by finding out who the leaders were and then buying them off. He stated that communication in the Eastern portion of the United States between the White and Black communities had ceased to exist. Further, he went on to say, that the Negro community was sure that Viet Nam was another way to kill of their young men, that concentration camps were being set up for the militant Negro and that complete civil war was inevitable.

Mr. Rosenbaum's report stirred discussion by all members of the Commission. It was a general consensus of opinion that the Portland racial problem was small compared to the problems in our Eastern cities.

Executive Director Peyton reported that he had been advised by the Washington office of H.U.D. that before any grants would be made to the Portland Model Cities program an approval from the Portland Human Relations Commission would be requested. Mr. Peyton stated that he hoped all Commission members would seriously consider the Model Cities program.

Mr. Peyton reported that there was a definite need for the City of Portland to take a close look at their Civil Service testing procedures and its effect on race relations in Portland, and to make certain that they were realistic in determining the capacity of the applicant to do the job. Mr. Peyton stated he had learned that the Mayor asked Civil Service to look into the matter, but Peyton felt the Human Relations Commission should be involved.

Keith Jones reported that Thelma C. Wilson had been appointed by the Mayor to the Human Relations Commission to fill one of the vacancies on the Commission. The members of the Commission agreed that she should be invited to attend the next Commission meeting.

The meeting was adjourned at 4:40 p.m.

October 18, 1968

At last month's Human Relation Commission meeting we discussed the need for close study of the Model Cities Program. The stakes are high for all. Will it succeed in Portland in avoiding conflict?

When we see disturbances in Washington D.C., Cleveland, Newark or Chicago we may be seeing our own future in Portland unless we change the ways we are dealing with the causes.

The attached summarizes some thoughts on the way we must move if we want to moderate the racial conflict so prevalent in our nation, so that we can live in peace and harmony.

All evidence indicates that future non-white population growth will continue to be concentrated in what is termed the Albina area unless there are some major changes in our public policies. There are no federal, state or local programs that are aimed at changing this pattern of segregation.

Growth of the segregated area in our city has many critical implications. As the Negro population expands two things can happen:

1. An increase in the density OR
2. An expansion of the area.

I do not think the Human Relations Commission can ignore this situation.

Most new employment opportunities are being created in the suburban areas of our metropolitan area. Go in any direction from our central city and you will find new industry moving in, no where near the Albina area.

It is true, of course, that downtown office space is not too far away and is providing some jobs. Nevertheless, manufacturing and retail jobs are continuing to move out and eventually will cause fewer jobs for people living in the Albina area. If we are to provide jobs for an expanding Negro population, particularly jobs that do not call for high levels of skill, it would seem that we must consider one of three things:

1. Move the Negro residents so they live nearer to those jobs that are being created outside the City.
2. Move the job locations to the Albina area.
3. Provide adequate transportation between the Albina area and this outflow of new jobs.

These should be studied and specific programs aimed at correcting the present trend.

This is an over simplification for it is a complex situation.

On the question of housing:

There is an attitude of exclusiveness among middle class whites that should not be allowed to preclude the development of an integrated pattern of living. The middle class whites are like middle class of any group and want to make sure that the social, cultural, and economic values of their own group dominate their own living environment. There is no reason why race or color should be perceived as factor that would undermine such values. Race and color has no bearing on the kinds of social, cultural, economic homogeneity they seek to obtain. Unfortunately, middle class white Americans have the false impression that race or color will somehow alter these values. Public policy must help to convince them that these majority values they seek will persist in integrated areas. One way to destroy racial prejudice and false assumptions is to encourage wide spread experience of integrated living, which will help undermine it.

There is actually no valid reason why either race or color should be a factor in having the kind of a community that most people desire - with the kinds of social, cultural, economic or religious characteristics and values that they want for themselves and their children. Yet, there is a false belief which is so often reinforced by people's lack of everyday experience and contact with Negroes that results in them wanting to keep apart. They forget that the slight variations in color does not make a Negro a member of another group. They are fellow citizens and fellow Americans with the same desires, same values and the same wish to be part of the total society - socially, culturally and economically.

What are the conditions that might be necessary to create racial

integration? We must concern ourselves with strategies which seek to achieve residential integration. This would also take care of educational integration.

Present public policies must change if we are to encourage the kind of wide spread experience that will undermine the present white racist attitudes. There is no simple answer.

The non-white population growth can not continue to be concentrated within our central city.

We see some attempts at integration such as in the public schools. Some thought should be given to building up more integrated housing through public action - - massive urban renewal.

The question of integrating housing should be given the greatest of study. Such study will indicate the need for a large variety of approaches to these problems in housing.

At present, we are doing nothing more than accelerating segregation; what little we are doing through various programs is a mere holding action, trying to make segregated living more palatable. I do not wish to imply that some of the federal and local efforts in the anti-poverty program or public housing program, urban renewal, health and education programs are not of benefit to the Negro residents of the Albina area but our present programs and our present level of effort is really not going to alter, to any great extent, the liabilities of segregated living.

With our current programs and policies the segregated area will continue to expand and we will continue to suffer from all of the difficult problems inherent in racial segregation.

We are certainly fully committed to improving the quality of life within the confines of the Albina area and areas which will expand in the future if the concentration continues. Note the boundaries of our present Model Cities program, which will undoubtedly become part of the so called Albina area within a matter of 10 years or so. We must start thinking about eliminating racial segregation by creating a socially, economically and racially integrated community. If we don't do something toward racial integration we will eventually have a confrontation between central cities and suburbs, as is happening in many large metropolitan areas.

How do we start thinking about dispersal fast enough to avoid such a confrontation? Although we have talked about employment, housing and education - they are all linked together. What we should be concerned about is to provide all Americans, regardless of race or color, with real freedom of choice concerning jobs, schools, housing, etc.

From what I have said before, I do not want to convey the idea that there are not some favorable pressures being exerted for integration. We can see, for example, change of heart among many white suburbanites.

The National Advisory Commission's Report on Civil Disorders (Kerner Report) which dealt with white racism, is causing many to have second thoughts about the idea of a Negro living next door. In addition there are some specific groups in our society that are beginning to realize that integration might benefit them immensely. For instance, some suburban industrialists as they experience acute labor shortages will probably provide powerful support for Negro workers and their families moving into the suburbs. Businessmen, whether they be bankers or hotel operators or others, in areas where disorders have penetrated recognize that if the situation gets worse the impact upon their

businesses will get worse. They realize that there must be positive programs aimed at changing the discontent.

At the present time most of them are enthusiastic about what I termed "holding actions" or "enrichment programs" but as they see these failing they too will support dispersal. Home builders and the real estate industry will gradually come to see the opportunity for large scale housing construction. Politicians may be more willing to support integrative policies as well as the enrichment programs as problems become more severe.

All persons who listen and understand what the National Advisory Commission's Report on Civil Disorders said, will agree that integration is the only way that we are going to avoid perpetuating two separate societies with the black one forever being denied equality.

October 23, 1968

The regular meeting of the Human Relations Commission for the month of October was called to order at 3:05 p.m. in Room 321 on October 23, 1968. Roll was taken. Those in attendance at the meeting were: Chairman Tom Sloan; Commission Members Mrs. Thelma Wilson, Mr. Fred Rosenbaum, Dr. Booker Lewis, Dr. DeNorval Unthank, Mr. Mark Holmes, Mr. Nelson English, Mr. James Rask; Executive Director Russell Peyton; Mr. Keith Jones from the Mayor's Office and Deputy Chief Pat Carr representing the Police Department.

The minutes from the September, 1968 meeting were approved as mailed.

Chairman Sloan introduced Mrs. Thelma Wilson, recently appointed by the Mayor to the Human Relations Commission. Chairman Sloan told of Mrs. Wilson's work in the Public Affairs Office of the University of Oregon Medical School and of many articles which she had authored.

Chairman Sloan requested a brief report from Mr. Holmes on the Manpower Survey meeting held in Salem which both the Chairman and Mr. Holmes attended. Mr. Holmes stated that this program would work as a statewide clearing house for the channeling of all State and Federal funds in the employment field.

An interesting Housing Committee report was given by Mr. Fred Rosenbaum. With the use of slides and sound track it told the Housing Authority of Portland's history. It depicted the accomplishments that have been made by them in the past 1½ years. The Housing Authority of Portland (HAP) has as its goals - helping people to help themselves; the Federal government spends twice the amount of funds on preserving wildlife as they do human living conditions; HAP has 1300 living units; by 1970 the critical housing needed will be 3900 - which HAP believes it can fulfill; and, a year and onehalf ago there were 900 units under the Housing Authority and now with the use of leases with private individuals there are 2100 - with 900 more units being constructed or to be constructed.

Mr. Ray Smith, City Auditor, attended the meeting to give the oath of office to Fred Rosenbaum, Thelma Wilson, Jim Rask and Tom Sloan.

Director Peyton stated that he hoped by the next meeting, in November, that all Commission members would have had time to study the Model Cities Report sent out by the office so that discussion could be held.

A film, titled Remedy For Riots, was previewed by the Commission. This film is on loan from the National Conference of Christians and Jews (NCCJ) who are considering the purchase of a copy of this film and who requested the reaction of the Commission members as to its impact on audiences. Each member and Deputy Chief Carr expressed their opinions which were forwarded to the National Conference of Christians and Jews.

The meeting was adjourned at 5:00 p.m.

CORRECTION TO HUMAN RELATIONS MINUTES OF MEETING October 23, 1968

The fifth paragraph of the minutes of the Human Relations Commission last meeting of October 23, 1968 should be amended to read:

An interesting Housing Committee report was given by Mr. Fred Rosenbaum. With the use of slides and sound track it told the Housing Authority of Portland's history. It depicted the accomplishments that have been made by them in the past 1½ years. The Housing Authority of Portland (HAP) has as its goals - helping people to help themselves; the Federal government spends twice the amount of funds on preserving wildlife as they do in public housing. A recent survey conducted by Lund McCutcheon and McBride indicated that the City of Portland would face a critical low cost housing need of 8,000 units by 1970. More than one-half of the people interviewed indicated they would not live in public housing. The study then showed that 3,900 units must be provided by HAP. The Housing Authority has taken this challenge and stands on record as going to provide the 3,900 needed units by the end of 1970. Presently there are over 2100 units under occupancy with roughly 900 more units leased, constructed or are presently under construction.

November 25, 1968
Russell A. Peyton

Last month we discussed the question of strategies likely to have a significant impact upon segregated areas or ghettos. We discussed dispersal strategy that would address itself to breaking up or at least slowing down the growth of our segregated areas. This, of course, would require profound changes in our values and our attitudes. Continuing with our present enrichment strategy may also result in significant value changes, but, perhaps far less desirable ones than might be achieved by the other alternative.

Federal programs and many currently suggested approaches, such as Model Cities proposals, have suffered from the desire to find a cheap solution to what may be an extremely expensive problem. When we say expensive, we are not thinking only in terms of money, but also our national talents and our willingness to change some basic values. In one way or another, we must and will have to, accommodate ourselves to this problem for it should not be evaded. Any attempt to achieve dispersal must involve specific answers to two basic questions:

1. What mechanisms can be designed to encourage the out-movement of large numbers of Negroes into the suburbs and their peaceful acceptance by the whites living there?
2. What incentives can be developed leading particular interest groups in society to press politically for the employment of those mechanisms?

We will take mechanisms first -

The basic approach in this nation to get people to overcome inertia and make socially desirable change has been the reward system for persons who behave in the desired manner. These rewards might be free land. This is not new. Homesteaders and railroads were induced to act by this type of reward. Tax reductions is another method of reward that has been used by the government. Or even, direct payment, for instance the farmers, G.I. bill in education, etc. If we are going to consider dispersion or dispersal strategy we are going to have to work out some system of rewards. These rewards should accrue both to the Negro household willing to move out of the central city, and to the suburban household into whose area the newcomer moves.

If we start thinking in this direction we will soon see certain advantages to out-moving households. For instance, there is the possibility of sending their children to top quality schools that receive special grants because of participation in programs involving the out-moving children. There could be home buying or rental financial aid available to the out-moving family. In the area of employment there might be special programs concerning employment and on the job training in the suburban industrial firms. That is, eligible persons would enable those firms to receive special benefits to compensate for any lower productivity or in training costs. Now, such benefits might include tax credits or they could be direct payment. Now, what about advantages to the households already living in the receiving areas? As I mentioned before, special aid to schools receiving children of out-moving families. The school

November 25, 1968

Memo from RUSSELL A. PEYTON

Page 2

districts so concerned would have a positive incentive to accept these out-moving students because of financial bonuses that it might bring them. Such bonuses would upgrade the entire school and cut the local cost.

We must try to find answers to what are the best mechanisms to be used to create this dispersal. The concept of dispersal, however, will remain nothing but an empty theory unless a number of Americans decide that their best interests are in supporting specific dispersal mechanisms. Can such support come from a massive change of heart among white suburbanites? This might be conceivable, for there has been considerable change in thinking since the publication of the National Advisory Commission on Civil Disorder. As pointed out last month there is motivation among persons in certain groups favorable to dispersal. Stating these principles emphasizes how far we are from having really designed any practical programs to achieve the outcome that we all want for America. At the present time most discussion and thought about racial and ghetto problems in Portland as well as other cities in America suffer from a failure to even consider explicit possible long range outcome of public policy.

We often adopt public policies that pay the rich to undertake behavior which presumably benefits society as a whole. What about the persons who do not wish to move out of the segregated area? Many people, for some years to come, will not want to move out. Should they be deprived because of their refusal to take advantage of rewards from dispersal? No, for together with dispersal programs there should be large-scale enrichment programs for the segregated area.

Let us hope the ideas set forth can serve for some more fruitful thinking on this crucial topic, for the future of American ghettos will determine to a large extent the future of America itself.

TERRY D. SCHRUNK
MAYOR



RUSSELL A. PEYTON
EXECUTIVE DIRECTOR
316 CITY HALL

HUMAN RELATIONS COMMISSION
CITY OF PORTLAND
OREGON

December 16, 1968

Mr. Nelson English
1238 N.W. Glisan
Portland, Oregon

Dear Nelson:

The regular meeting of the Human Relations Commission for the month of December falls on Christmas day. November was a month of elections, Thanksgiving and our meeting fell at an unfortunate time.

These past two months have been full of tensions. With Christmas approaching, chaos can not be far behind. With a great deal of reluctance I am suggesting that we wait until after the first of the year for our usual yearly dinner and get-together.

During the last couple of months I have been in close touch with our Director and have some familiarity with what has been going on. I have asked our Director to highlight some of these activities in order that you may be informed, too. I trust this will be satisfactory, and you can be sure that I will be planning with some of you for our annual dinner, shortly after the first of the year.

To each of you I wish a most happy and joyous holiday.

Sincerely,

Thomas Sloan, Chairman
Portland Human Relations Commission

TS/cm

Original letters sent to all ^{HRC} Commissioners