



Portland Community Housing Resource Board, Inc.

(503) 248-3707

P.O. Box 2067

Portland, Oregon 97208

1989-90 Board Members:

LeRoy Patton, Chair
Portland Public Schools

Harvey Rice, Vice-Chair
Progressive Reality

Johnnie Bell, Treasurer
*Bureau of Labor
and Industries*

Linda Berger, Secretary
*Portland Bureau of
Community Development*

Ben Priestley
*Housing Authority
of Portland*

Bert Birdwell
Portland Board of Realtors

Nancy Farrell (alternate)
Portland Board of Realtors

Ed DeWald
Security Pacific Bank

Karen Jones Whittle
*Multnomah County
Community
Development Division*

Victor Merced
*Oregon Council
Hispanic Advancement*

Michael H. Marcus
*Multnomah County
Legal Aid Service;
Portland Housing
Advisory Committee*

Joe R. Esquivel
*Interstate Mortgage
Corporation*

Charlsie Sprague
East Portland Neighbors

Leon Bobzien
Human Solutions, Inc.

CHRB Program Director:

Janet C. Hawkins

December 19, 1990

RECEIVED

DEC 20 1990

HUMAN RELATIONS COMMS.

Jeannette Pai, Exec. Director
Metropolitan Human Relations Commission
1120 S.W. Fifth Avenue, #520
Portland, OR 97204

Dear Ms. Pai:

The Fair Housing Amendments Act of 1988 added families with children and disabled people to the protected classes covered under Title VIII of the Civil Rights Act of 1968. Nearly three years have passed since the passage of this law and we are just beginning to grasp the structural changes it has brought to the housing industry. The "Seventh Annual Oregon Fair Housing Conference," planned for April 18 and 19, 1991, in Portland, will examine these changes. We are seeking your organization's endorsement of this conference.

The "Seventh Annual Oregon Fair Housing Conference" is being co-sponsored by the Portland Community Housing Resource Board (CHRB), the Multi-Family Housing Council of Oregon, the City of Portland's Fair Housing office, Multnomah County Community Development Division, Security Pacific Bank and others. Our goal for this year's conference is to highlight industry, government and community cooperation in promoting equal opportunity in housing. In addition, we will place a special emphasis on the Community Reinvestment Act and its impact on the banking industry. We seek to educate a broad spectrum of people about fair housing efforts, including property managers, real estate licensees, housing advocates and government employees.

The conference will address a number of topics fundamental to understanding equal opportunity in housing, including:

- * Equal Access for the Disabled
- * Affirmative Marketing Programs
- * Protections for Families with Children
- * Understanding the Community Reinvestment Act

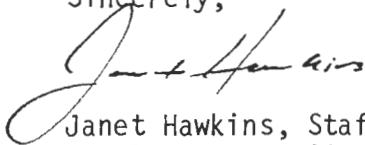
Featured speakers will include representatives of housing and banking industry associations, the State of Oregon's Civil Rights Division and U.S. Department of Housing and Urban Development.

We hope that you will be able to commit your organization to becoming an endorser of the conference. Endorsers of the conference will appear on all the promotional materials produced for event. We are not requesting a financial contribution to become an endorser, but we would be glad to accept any financial contribution you may wish to make.

Additionally, we hope that endorsers will supply us with their mailing list, so that we may publicize the conference with your membership. If it is against your organization's policies to release your mailing list, we ask that you include a conference brochure in an upcoming mailing. We also hope that you would agree to publish information about the conference in your membership bulletin or newsletter.

To have your organization included as a formal endorser, please fill out the enclosed form and return it to us by January 25, 1991. Please feel free to call Linda Berger, City of Portland (796-5394), Karen Whittle, Multnomah County (248-5328), or myself with any questions. Thank you, in advance, for your support of the conference.

Sincerely,



Janet Hawkins, Staff
Portland Community Housing Resource Board

JH/can

Enclosure

RESPONSE FORM

Seventh Annual Oregon Fair Housing Conference

YES, PLEASE LIST OUR ORGANIZATION ON THE ENDORSER ROSTER.

We are enclosing a financial contribution to help defray conference costs. Contributions are not required for endorsement.

_____ Yes, we are enclosing \$ _____. (Checks made payable to "Portland CHRB.")

_____ No, we are unable to make a contribution at this time.

Organization Name: _____

Address: _____

Telephone Number: _____

Name of Contact Person: _____

Please return this sheet to the Portland Community Housing Resource Board by January 25, 1991.

Portland CHRB
P.O. Box 2067
Portland, OR 97208

Metropolitan Human Relations Commission

Executive Director's Report

December 24 - January 25

Jeanette Pai
Executive Director



Multnomah County

1120 S.W. Fifth Avenue
Room 516
Portland, Oregon 97204-1989
(503) 796-5136
(503) 796-5393/TDD



City of Portland

Executive Directors Report
Reporting Period: December 24, 1990 to January 25, 1991

I. Major Areas of Activity for Executive Director

A. Personnel

An agreement has been reached regarding the pending personnel issue.

B. Budget

Majority of the Director's time this month was spent on budget work, preparation of draft budget proposal packages, submission of final budget proposal packages, filling out forms, meeting with ONA.

C. Annual Awards Luncheon

Staff were involved in preparations for luncheon.

II. Additional Areas of Activity for Executive Director

A. Work Session for Summit Steering Committee

On January 25, 1991 the Summit Steering committee had a work session to determine direction and priorities. A workplan proposal will be submitted to MHRC upon completion.

B. Attended the Northwest Coalition Against Malicious Harassment Board meeting.

C. Public Speaking

1. Spoke on MHRC, Hate Crimes and Racism to a multicultural counseling graduate course at PSU.
2. Spoke on MHRC and Hate Crimes to Columbia Lions Club.
3. Gave keynote for Gay and Lesbian Media Breakfast sponsored by Lesbian Community Project.

III. Disability Project Coordinators Activities

A. Elected to chair the Housing Authority of Portland's Accessibility Committee.

B. Participated in Disability Awareness Week for school district.

C. Reviewed with ten architects their building proposals regarding accessibility and made recommendations to the Bureau of Buildings before permits were issued.

- D. Finalized Bureau of Community Development's 504 Self-Evaluation and made presentation to their bureau on what is required by them to be in compliance with the Rehabilitation Act of 1973.
- E. Began meetings with members of the State Elevator Board to discuss changing the State Code so that new facilities are required to have a certain number of elevators per occupancy.
- F. Developed an outline for a proposed joint enforcement mechanism by the Bureau of Buildings and the Disability Project regarding parking spaces for disabled people.

IV. Office Calls and Complaints

A. Total Office Calls

(1) General Information	824
(2) Complaints	70
*Hate Crimes	3
(3) Referral	285
(4) Request for Speakers	6

TOTAL CALLS 1185

B. Nature of Complaints
(Reported to Roxanne Granziero)

- (1) **Harassment - 9**
 - (a) Race - 5
 - (b) Disability
 - (c) Age -
 - (d) Sexual Orientation - 2
 - (e) National Origin
 - (f) Sex - 1
 - (g) Religion -
 - (h) Other -1
- (2) **Employment - 4**
 - (a) Race -
 - (b) Disability
 - (c) Age -
 - (d) Sexual Orientation
 - (e) National Origin
 - (f) Sex -
 - (g) Religion -
 - (h) Other - 4
- (3) **Housing - 5**

- (a) Race
- (b) Disability - 1
- (c) Age
- (d) Sexual Orientation
- (e) National Origin
- (f) Sex
- (g) Religion
- (h) Other - 4

(4) Public Accommodation - 1

- (a) Race -1
- (b) Disability
- (c) Age
- (d) Sexual Orientation
- (e) National Origin
- (f) Sex
- (g) Religion
- (h) Other

(5) Non-Jurisdictional Complaints - 2

V. Hate Group Activity Reported to MHRC Office

(1) 12-24-90 During the early morning hours, someone wrote "Killer Skinhead" on the roof of a car that was covered with snow. The family that owns the car is Jewish and said that the phrase was written on the top so that it could be easily read from a balcony patio and window. The family feels it took place because they are Jewish.

(2) 1-23-91 A middle-aged Hispanic couple were shot at several times but not hit, by a white male in his mid-thirties in the early morning hours at their apartment complex. The suspect was arrested and charged with attempted homicide, criminal mischief and racial intimidation. The Hispanic couple did not speak English, so an interpreter was provided to take the report, and a staff person from the Oregon Council for Hispanic Advancement was doing follow-up with the couple. The suspect was taken to a hospital for a mental evaluation. He apparently thought that the couple was plotting to kill Corazon Aquino in the Philippines and devising a Hispanic takeover.

(3) 1-23-91 An African-American teenager is being harassed at his high school by a known skinhead. He is being called names, getting pushed etc. There have been several complaints by other minority students as well against this skinhead doing the same kinds of activity to them. The principal is not being helpful in resolving the conflict, so Emanuel Paris from the Neighborhood Mediation Office was contacted to intervene between the school and frustrated parents to help resolve the situation.

2 January 1991

Dear Friend,

I am writing to invite you to join us as we launch a national campaign to document and counteract violence against lesbians and gay men. On March 6, 1991, NGLTF and local groups across the U.S. will release 1990 statistics on anti-gay violence, organize events to protest and publicize attacks against gays, women and minorities, and announce strategies to address the problem.

The **Campaign to Count and Counter Hate Crimes**, which NGLTF planned in consultation with local anti-violence projects, marks the beginning of a new national strategy to foster a community-based response to hate violence. As you know, anti-gay violence and other crimes motivated by bigotry are receiving more attention than ever at the national level, as demonstrated by the recent passage of the federal Hate Crimes Statistics Act. Although we are encouraged by our successes in this area, much more needs to be done to promote action at the local and state levels.

Accordingly, in 1991 and beyond the Campaign will encourage and assist community-based efforts to **document** anti-gay incidents, **educate** lesbian and gay people on how to resist violence, and **advocate** for an official response to the problem. We invite you to participate in the March 6th kick-off to this campaign in any of the following ways:

- Compile data on anti-gay incidents that occurred in your community during 1990, and publicize your statistics to the local media on March 6 by issuing a news release or holding a press conference.
- Sponsor a local forum, rally, demonstration or vigil on anti-gay and other hate crimes.
- Plan and announce a local strategy to combat hate violence in 1991 (e.g., announce the initiation of a documentation project, a whistle campaign, or a lobby effort to require local police to implement the federal Hate Crimes Statistics Act).

Your involvement is important if the Campaign is to succeed. To help make it as easy as possible for you to participate, we have enclosed an organizing packet that includes 1) background information on the Campaign, 2) a **Count and Counter Hate Crimes** participation form, 3) a tally sheet for your 1990 statistics,

4) a list of suggested activities for March 6, 5) an anti-gay violence fact sheet, and 6) guidelines for dealing with the news media.

As part of the Campaign, NGLTF will issue an annual violence report as we have for the past five years. But unlike previous reports, our 1990 report will be released in **March** instead of **June** and will not include an aggregate "national" figure based on data compiled from local groups (e.g., 7,031 incidents documented in 1989). Because local gay and lesbian groups do not consistently participate in the survey each year, our annual statistics sharply underrepresent the national scope of the problem and therefore cannot help us to gauge national trends.

Instead of totalling local data, our 1990 report will examine trends in several major cities that have established gay and lesbian victim assistance programs. Based on information you provide us, the report will also highlight noteworthy incidents that occurred across the country and profile the official response (and non-response) to hate crimes at the local, state and national level. Finally, we will make your 1990 statistics available to the media.

In order for us to assess the level of local participation in the March 6 activities, we ask that you return the **Count and Counter Hate Crimes** participation form to us by **February 1, 1991**. If you compile statistics on anti-gay episodes in 1990, it would be helpful if we received a copy of your tally sheet any time before March 6. All groups participating in the Campaign kick-off will receive copies of NGLTF's violence report prior to its release.

If members of your organization cannot participate in the day's activities but know of another group that might be interested in doing so, please pass along the enclosed materials.

Feel free to contact me if you have questions regarding these efforts.

All good wishes for a safe and fulfilling new year.

Sincerely,



Kevin Berrill
Director, Anti-Violence and
Campus Projects

P.S. In case you haven't heard, we're moving. As of January 15, 1991, our new address will be **1734 14th Street, N.W., Washington, D.C. 20009**. Please note the change in your records. Our phone number will remain the same. Thanks!

COUNT AND COUNTER HATE CRIMES

On March 6, NGLTF in cooperation with lesbian and gay anti-violence projects across the country, will highlight the problem of anti-gay violence in 1990, and announce our national Campaign to **Count and Counter Hate Crimes**. The Campaign calls for increased community and campus-based efforts to:

- 1) Document Harassment and Violence Against Lesbians and Gay Men. Now, more than ever before, it is vitally important that lesbian and gay organizations document acts of harassment and violence. Although a growing number of law enforcement agencies are collecting statistics on anti-gay and other hate crimes, the vast majority of gay and lesbian survivors of violence--fearing discrimination and exposure--never report to the police. If law enforcement agencies are alone in collecting data on hate violence, anti-gay crimes will be sharply undercounted. In order to more accurately reflect the extent of the problem, gay community and campus-based organizations must compile their own data, as well as help survivors in reporting to the authorities.
- 2) Educate Lesbian and Gay People on How to Resist Violence. In 1991 gay and lesbian people are more visible and vocal than ever before. Such visibility and activism have allowed us to organize, educate and challenge bigotry. But increased visibility has also triggered hostility and made us more vulnerable to violence. If we do not wish to retreat into the closet, then we must do more to educate ourselves about how to avoid victimization, confront harassment, and defend ourselves when we are attacked. In the face of AIDS, our community was the first to develop and disseminate lifesaving safer sex information. In the face of this current epidemic of bigotry and violence, we must develop and implement strategies--such as learning self-defense, carrying a whistle, and launching street watch programs--in order to effectively counter violence.
- 3) Advocate for Official Action Against Anti-Gay Violence. Our law enforcement and educational systems have only just begun to acknowledge, let alone combat, anti-gay violence and other crimes of bias. Although passage of the federal Hate Crimes Statistics Act was a major victory for the nation's lesbian and gay communities, much more needs to be done. Because the new federal law does not require local and state police to collect data on hate crimes, it is extremely important that organizations representing lesbians, gay men and other minorities lobby together for local implementation of the federal law. Other official action needed includes sensitivity training for law enforcement officials, educational programs to combat bias, tougher laws against hate violence, and improved services for survivors.

For information on how to **document**, **educate**, and **advocate** in your community, contact NGLTF.

Metropolitan Human Relations Commission

January 6, 1991

FOR IMMEDIATE RELEASE Contact:

Paulette Peynet, MHRC Vice Chair 223-6052
Jeannette Pai, MHRC Executive Director 796-5136
Roxanne Granziero, MHRC Assistant 796-5136

Human Relations Commission to Honor
Eight Award Recipients

Eight recipients of the 1990 Human Relations Awards will be honored by the Metropolitan Human Relations Commission Friday, January 11, 1991 from noon to 1:30 p.m. at the Red Lion Downtown Portland at the Commission's 18th Annual Awards Luncheon.

Ron Herndon, director of Albina Ministerial Alliance Head Start Program, will receive the Russell A. Peyton Human Relations Award for his work with at-risk youth representing various cultural and ethnic communities, as well as his long history of leadership in areas of human and civil rights.

Redemptorist Father Vincent Minh, C.S.s.R. will receive the Rev. Martin Luther King, Jr. Humanitarian Award for his advocacy for refugees and immigrants. Minh, the first recipient of this new award, is also recognized for his resettlement work with Amer-Asian youth. Guidelines for the humanitarian award call for significant local work that extends internationally.

Sisters of the Road Cafe will receive the Special Recognition Award for its work in the Burnside Community. The cafe provides nourishing meals at affordable prices for 200 people daily, provides job training to Burnside residents and offers a safe, public place



Multnomah County

1120 S.W. Fifth Avenue
Room 516
Portland, Oregon 97204-1989
(503) 796-5136
(503) 796-5393/TDD

more....



City of Portland

Robert Pike, disability access consultant and attorney, has been named the recipient of the Sonja Hilton Award which recognizes advocates for persons with disabilities. Pike, who served on the City of Portland's first Handicapped Advisory Committee in 1978 and co-authored studies with Sonja Hilton, has been an active advocate for access issues on projects including the Oregon Convention Center, Washington Park Zoo, Tryon Creek Park, among others.

Last year, MHRC established the Distinguished Service Award for an individual who made a significant contribution to the Commission work itself. This year, two recipients are named. Russell Peyton, first executive director of MHRC, will be recognized for continuous and valuable counsel during the past year. Jan Campbell, disability coordinator and staff member of MHRC for ten years, will be recognized for her advocacy of persons with disabilities which extends beyond Portland to include most of the state.

Morris Dees and Elden Rosenthal, co-counselors in the Seraw v. Metzger case, are the first recipients of the Mulugeta Seraw Award. The award was established to recognize an individual who has made a significant contribution to a local issue of critical importance. Dees, an attorney with the Southern Poverty Law Center, and Rosenthal, a Portland attorney, represented the Mulugeta Seraw family in the trial of Tom and John Metzger, supremacist leaders of the White Aryan Resistance (WAR).

As with the King Humanitarian Award, the Seraw Award recognizes efforts so focused that they may not become annual awards, but rather be presented only when specific guidelines are fulfilled.

more....

Presentors at the annual luncheon include Portland Mayor J. E. "Bud" Clark, Multnomah County Chair Gladys McCoy, Portland City Commissioners Gretchen Kafoury and Mike Lindberg and Multnomah County Commissioners Rick Bauman and Sharron Kelley. Keynote speaker will be Phyllis Lee representing the Chinese Consolidated Benevolent Association among many other community groups.

Cost of the luncheon is \$12.75 and the public is invited. Reservation deadline is January 8, 1991.

Founded in 1950, MHRC is a bureau of the City of Portland and Multnomah County. MHRC conducts research and advocacy to achieve mutual understanding among diverse ethnic and cultural communities. The Commission is a resource for discrimination complaints, and performs mediation for intergroup conflicts.

Recent activities include Hate Crime Report, Summit to Combat Bigotry and Malicious Harassment and "We the People Rally" at Pioneer Courthouse Square during the Metzger trial.

Metropolitan Human Relations Commission

18th Annual Metropolitan Human Relations Commission Awards Luncheon

The Russell A. Peyton Human Relations Award is presented annually to an individual for outstanding commitment and service to human rights in the Portland metropolitan area. Previous recipients are:

'89 Rabbi Joshua Stampfer	'80 Jim Metcalf
'88 Carol & Ed Edmo.	'79 Gerry Newhall
'87 Gretchen Kafoury	'78 Harry Ward
'86 Stevie Remington	'77 Marie Smith
'85 Rev. John Jackson	'76 Alfred Henderson
'84 Donald Clark	'75 E. Shelton Hill
'83 Fred Rosenbaum	'74 Thomas Sloan
'82 Gertrude Crowe	'73 John Mills
'81 Rev. Bertram Griffin	

The Special Recognition Award is presented annually to recognize a group or individual who has made exemplary contributions in the area of civil and human rights. Previous recipients are:

'89 Albina Ministerial Alliance
'88 Raphael House
'87 Desegregation Monitory Advisory Committee (DMAC)
'86 Cascade Aids Project
'85 Michael Stoops
'84 Commissioner Charles Jordan
'83 Dr. Frances Storrs

The Sonja Hilton Award is given annually to a person or organization that has advocated for the human and civil rights of persons with disabilities. Previous recipients are:

'89 Kitty Purser
'88 Cynthia Callis Oberg
'87 Donald Schwehn
'86 Interstate Firehouse Cultural Center
'85 Will Martin
'84 Linda Bisant

1990 Awards Nominations:

The citizens of the City of Portland and Multnomah County are invited to nominate individuals and organizations by completing a nomination form available by calling the Commission office at 796-5136.



Multnomah County

1120 S.W. Fifth Avenue
Room 516
Portland, Oregon 97204-1989
(503) 796-5136
(503) 796-5393/TDD



City of Portland



Citizen Involvement Committee

2115 SE MORRISON

PORTLAND, OREGON 97214

248-3450

January 22, 1991

MEMORANDUM

RECEIVED
JAN 24 1991

HUMAN RELATIONS COMMS.

TO: Gladys McCoy, Chair
Board of County Commissioners
District Attorney Michael Schrunk
Sheriff Bob Skipper
Auditor Gary Blackmer
Paul Yarborough, DES
Linda Alexander, DGS
Duane Zussy, DHS
Ginnie Cooper, Multnomah County Library
Robert Jackson, DCC
County Organizations

FROM: John Legry, Coordinator
Office of Citizen Involvement

RE: Volunteer Recognition Ceremony

Citizens who volunteer for Multnomah County programs with their time, leadership and ideas, will be honored by the Board of County Commissioners at a Volunteer Recognition Ceremony.

We are inviting you to nominate persons who have contributed in an exceptional manner to the services of the County. **The enclosed form must be completed and returned by March 1, 1991.**

After we receive the nominations, we will notify those citizens being honored. The recognition ceremony will be scheduled in May.

We urge you to join us in identifying these citizens and invite you to be present at the recognition ceremony.

MULTNOMAH COUNTY
CITIZEN INVOLVEMENT COMMITTEE

NOMINATION FORM
VOLUNTEER RECOGNITION AWARD

I recommend, for a Volunteer Recognition Award by the Board of
County Commissioners, the following citizen:

NAME:

ADDRESS:

DAYTIME PHONE NUMBER:

REASON FOR RECOGNITION: (Briefly describe the outstanding work
done by the nominee.)

Proponent:

Date:

Metropolitan Human Relations Commission

DATE: January 25, 1991
TO: MHRC Commissioners
FROM: Roxanne Workman
SUBJECT: Educational Improvement Action Plan

MHRC has a copy of **The Portland Public Schools Response to Mr. Ron Herndon's** request for implementation of the **Educational Improvement Action Plan**. If you would like a copy please call me at 796-5136 and let me know and I will make a copy and send it to you.

rlw



Multnomah County

1120 S.W. Fifth Avenue
Room 516
Portland, Oregon 97204-1989
(503) 796-5136
(503) 796-5393/TDD



City of Portland

Metropolitan Human Relations Commission

City/County Advisory Committee on the Disabled

January 29, 1991

TO: MHRC Commissioners

FROM: Jan Campbell *jc*

If there is anything that I can do for the commission during this period of transition from one executive director to another, please don't hesitate to call upon me.

JC



Multnomah County

1120 S.W. Fifth Avenue
Room 516
Portland, Oregon 97204-1989
(503) 796-5136
(503) 796-5393/TDD



City of Portland

January 28, 1991

TO: MHRC
FROM: Jeannette Pai
RE: National Gay and Lesbian Task Force

Currently MHRC forwards our figures on anti-Gay and anti-Lesbian violence to the Task Force. MHRC needs to consider whether to participate in the March 6, 1991 event. See attached for details.



Date

Name

Address

City, State, Zip

Dear,

No doubt the challenges presented to you and the (government body).by Measure 5 are great and frustrating.

And no doubt you are receiving appeals by many to protect specific activities from devastating budget cuts.

This is an appeal from a citizen for you to consider protecting the ability of the Metropolitan Human Rights Commission (MHRC) to function effectively.

MHRC's work to respond to hate and bias crimes and to advocate on behalf of human rights is essential. Efforts by local government to address these issues is needed at all times. Advocacy for and education about the benefits of getting along with one another is an effective means to promote harmony through appropriate conflict resolution. MHRC is the vehicle through which citizens and government work together to do the work of fostering cooperation and of enhancing the dignity and worth of each community member. Its work to track hate and bias crimes in our community and to offer ways to counter act such odious activity has had, and can continue to have, a positive effect on our community's quality of life.

I appeal to you to advocate for protecting MHRC's budget.

Sincerely,

Gail Ora
1525 N Webster Street
Portland, Oregon 97217

222-5006 (o)
286-5541 (h)

Metropolitan Human Relations Commission

PRESS RELEASE

CITY OF PORTLAND
announces position opening for:

INTERIM EXECUTIVE DIRECTOR, METROPOLITAN HUMAN RELATIONS COMMISSION

Duration: February 8, 1991 through May 31, 1991 (Position may extend through June 30, 1991).

Salary: \$2479/month

Duties: Manages office; oversees, coordinates and provides technical expertise on staff projects and contracts, advocates for equal opportunity for all and for improvement in intergroup relations, coordinates budget approval, keeps Commissioners informed regarding budget, staff, contract and community issues.

Requirements: Applicants must have the following:

- 1) Sensitivity, understanding and appreciation of MHRC's issues and purposes with ability effectively to advocate therefore.
- 2) Budget process familiarity.
- 3) Knowledge of City and County governments and ability to deal successfully with elected City and County Boards who are MHRC's funding sources.
- 4) Staff management experience.

Desirable: Systems and data experience.

To Apply: Resume with cover letter must be **received** in the MHRC office no later than 5 p.m., Thursday, January 31, 1991. Please direct resume to Sid Galton, Chair - Personnel/Nominating Committee, 1120 SW 5th Avenue, Room 516, Portland, OR 97204-1989, (503) 796-5136; [(503) 796-5393/TDD]; Fax - (503) 796-3388. Applications may be faxed to **MHRC Office, ATTN: Sid Galton**. Late applications will not be accepted. Do not telephone MHRC Commissioners.

Interviews: Finalists will be interviewed Tuesday evening, February 4, 1991, at the MHRC office.

Minorities, women, and persons with disabilities are encouraged to apply. If you consider yourself handicapped under Oregon State Law and desire assistance, please contact the Affirmative Action Office, City Hall, Room 104, 1220 SW 5th Avenue, Portland, OR 97204.



Multnomah County

1120 S.W. Fifth Avenue
Room 516
Portland, Oregon 97204-1989
(503) 796-5136
(503) 796-5393/TDD



City of Portland

Metropolitan Human Relations Commission

May 16, 1991

The Honorable J.E. "Bud" Clark
1220 S.W. Fifth Avenue
Room 303
Portland, Oregon 97204

Dear Mayor Clark:

The Metropolitan Human Relations Commission strongly supports the passage of an ordinance that prohibits discrimination on the basis of sexual orientation. Because it is clear that such discrimination exists, we urge all City Council members to address the problems faced by gay and lesbian members of the community by passing such an ordinance as soon as possible.

We understand that there are potential state preemption problems, and we are encouraged that the City is addressing those concerns. Therefore, we urge the City Council to pass an ordinance protecting the civil rights of gay and lesbian men and women as soon as the State legislature adjourns.

Very truly yours,



Luis Machorro
Interim Executive Director

LM:alk



Multnomah County

1120 S.W. Fifth Avenue
Room 516
Portland, Oregon 97204-1989
(503) 796-5136
(503) 796-5393/TDD



City of Portland

MAILED 5/16/91

Metropolitan Human Relations Commission

May 16, 1991

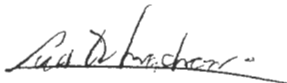
The Honorable Dick Bogle
1220 S.W. Fifth Avenue
Room 404
Portland, Oregon 97204

Dear Commissioner Bogle:

The Metropolitan Human Relations Commission strongly supports the passage of an ordinance that prohibits discrimination on the basis of sexual orientation. Because it is clear that such discrimination exists, we urge all City Council members to address the problems faced by gay and lesbian members of the community by passing such an ordinance as soon as possible.

We understand that there are potential state preemption problems, and we are encouraged that the City is addressing those concerns. Therefore, we urge the City Council to pass an ordinance protecting the civil rights of gay and lesbian men and women as soon as the State legislature adjourns.

Very truly yours,



Luis Machorro
Interim Executive Director

LM:alk



Multnomah County

1120 S.W. Fifth Avenue
Room 516
Portland, Oregon 97204-1989
(503) 796-5136
(503) 796-5393/TDD



City of Portland

MAILED 5/16/91

Metropolitan Human Relations Commission

May 16, 1991

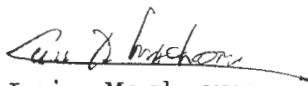
The Honorable Earl Blumenauer
1220 S.W. Fifth Avenue
Room 407
Portland, Oregon 97204

Dear Commissioner Blumenauer:

The Metropolitan Human Relations Commission strongly supports the passage of an ordinance that prohibits discrimination on the basis of sexual orientation. Because it is clear that such discrimination exists, we urge all City Council members to address the problems faced by gay and lesbian members of the community by passing such an ordinance as soon as possible.

We understand that there are potential state preemption problems, and we are encouraged that the City is addressing those concerns. Therefore, we urge the City Council to pass an ordinance protecting the civil rights of gay and lesbian men and women as soon as the State legislature adjourns.

Very truly yours,



Luis Machorro
Interim Executive Director

LM:alk



Multnomah County

1120 S.W. Fifth Avenue
Room 516
Portland, Oregon 97204-1989
(503) 796-5136
(503) 796-5393/TDD



City of Portland

MAILED 5/16/91

Metropolitan Human Relations Commission

May 16, 1991

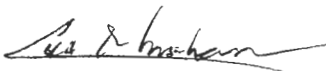
The Honorable Gretchen Kafoury
1220 S.W. Fifth Avenue
Room 211
Portland, Oregon 97204

Dear Commissioner Kafoury:

The Metropolitan Human Relations Commission strongly supports the passage of an ordinance that prohibits discrimination on the basis of sexual orientation. Because it is clear that such discrimination exists, we urge all City Council members to address the problems faced by gay and lesbian members of the community by passing such an ordinance as soon as possible.

We understand that there are potential state preemption problems, and we are encouraged that the City is addressing those concerns. Therefore, we urge the City Council to pass an ordinance protecting the civil rights of gay and lesbian men and women as soon as the State legislature adjourns.

Very truly yours,



Luis Machorro
Interim Executive Director

LM:alk



Multnomah County

1120 S.W. Fifth Avenue
Room 516
Portland, Oregon 97204-1989
(503) 796-5136
(503) 796-5393/TDD



City of Portland

Metropolitan Human Relations Commission

May 16, 1991

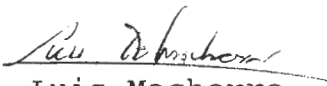
The Honorable Mike Lindberg
1220 S.W. Fifth Avenue
Room 414
Portland, Oregon 97204

Dear Commissioner Lindberg:

The Metropolitan Human Relations Commission strongly supports the passage of an ordinance that prohibits discrimination on the basis of sexual orientation. Because it is clear that such discrimination exists, we urge all City Council members to address the problems faced by gay and lesbian members of the community by passing such an ordinance as soon as possible.

We understand that there are potential state preemption problems, and we are encouraged that the City is addressing those concerns. Therefore, we urge the City Council to pass an ordinance protecting the civil rights of gay and lesbian men and women as soon as the State legislature adjourns.

Very truly yours,



Luis Machorro
Interim Executive Director

LM:alk



Multnomah County

1120 S.W. Fifth Avenue
Room 516
Portland, Oregon 97204-1989
(503) 796-5136
(503) 796-5393/TDD



City of Portland

10, 50 57 - 2

Metropolitan Human Relations Commission

PRESS RELEASE

May 21, 1991

The most recent attempts by the Oregon Citizen Alliance to link homosexuality to sexual perversions is disgusting and flies in the face of human dignity. MHRC will fight the OCA petition effort with every means at its disposal. MHRC will continue to fight for every person's human and civil rights, and to promote diversity without regard to any person's sexual orientation.

The Metropolitan Human Relations Commission believes in the human worth of all citizens. To reflect that belief, MHRC strongly supported SB 708 by writing letters urging a favorable vote to all senators. Furthermore, the MHRC wrote a letter to Speaker of the House Larry Campbell, encouraging him to send SB 708 to a committee that would not let it die before it reached the House for a vote. Additionally, MHRC wrote letters to Mayor Clark and Commissioner Gladys McCoy asking that the City of Portland and Multnomah County do the same. These efforts were necessary because there are people, reflected in the Oregon Citizen Alliance's recent petition drive, who would attempt to undermine, and even eliminate, the human rights of some groups of citizens.

The OCA efforts are reflective of unenlightened 1491 beliefs, not 1991 beliefs. Contrary to OCA's statement that SB 708 is not an issue of basic human rights, MHRC believes that SB 708 provides legal protection from discrimination, one of the most basic human rights our Constitution affords. MHRC encourages all people to see the OCA petition effort for the witch hunt that it is and to fight any effort that deprives any group of citizens of their most basic human rights.



Multnomah County

1120 S.W. Fifth Avenue
Room 516
Portland, Oregon 97204-1989
(503) 796-5136
(503) 796-5393/TDD



City of Portland

News from Congressman Les AuCoin

2159 Rayburn House Office Building

Washington, D.C. 20515

(202) 225-0855

STATEMENT FROM CONGRESSMAN LES AUCOIN
May 21, 1991

The Oregon Citizens Alliance's most recent attempt to alter the Oregon constitution is completely outrageous. It reflects nothing but fear, prejudice and hate, and it proves only one thing: there will always be people who will stop at nothing to discriminate against others.

Let me make it perfectly clear -- gay rights are everyone's rights and the only perversion here is that anyone would take Mr. Mabon seriously. It's too bad that Mr. Mabon fears Oregon's diversity instead of celebrating it.



BUREAU OF LABOR AND INDUSTRIES

Mary Roberts, Commissioner

May 22, 1991

FOR IMMEDIATE RELEASE

Contact: Joan Stevens-Schwenger, 229-6644

In response to the Oregon Citizens' Alliance initiative, Labor and Industries' Commissioner Mary Wendy Roberts released the following statement:

"As commissioner of the Oregon Bureau of Labor and Industries, the state-wide elected official responsible for enforcing the state's civil rights laws, I want to go on record as strongly opposing the Oregon Citizens' Alliance initiative that would condone, if not encourage discrimination against homosexuals.

The real purpose of this initiative is to institutionalize hate. What will be the next form it will take? Who will be the next victim?

This sort of initiative does not represent the Oregon story - on this or any other issue. Now is the time to move ahead with social justice - not to rise up and brand those who are different.

Oregonians have said "no" to discrimination before. Oregonians have worked hard to create a state in which all individuals are treated with respect and dignity. The road has been long. The journey has been difficult. And we aren't there yet. But we have made progress.

Even the conception of such an initiative is a giant step backwards.

I urge all Oregonians to say "no" to discrimination. I urge you all to say "no" to hate. And I ask all of you to refuse to sign the initiative circulated by the Oregon Citizens' Alliance."

###

PRESS CONFERENCE 5/22/91

PROGRAM OUTLINE

WELCOME - INTRODUCTION LUIS MACHORRO
PRESS RELEASE - STATEMENT DONNIE GRIFFIN
GOVERNOR'S REPRESENTATIVE STATEMENT
OREGON COUNCIL ON HUMAN RIGHTS RODNEY PAGE
MIKE LINDBERG'S OFF KEETON LOWERY
GRETCHEN KAFOURY'S OFF KATHLEEN SAADAT
LESBIAN COMMUNITY PROJECT DONNA REDWING
RIGHT TO PRIVACY JOHN BAKER
MAYOR'S OFFICE STATEMENT
QUESTION AND ANSWER PERIOD DONNIE GRIFFIN

PRESS RELEASE COPIES DISTRIBUTED
LIST OF PARTICIPANTS DISTRIBUTED

Anti-homosexuality initiative filed

□ An alliance led by Lon Mabon seeks petition signatures to put the issue on the November 1992 ballot

By DAN HORTSCH

of The Oregonian staff

SALEM — The leader of a successful movement in 1988 to overturn a governor's order on gay and lesbian rights said Monday he wants to amend the Oregon Constitution to say that homosexuality is a perversion.

Lon Mabon, executive director of the Oregon Citizens Alliance, filed an initiative petition with the secretary of state's office that would lump homosexuality with practices such as sex with children and sex with corpses, and say that state and local governments could not "promote, condone, encourage or facilitate abnormal behaviors."

If Mabon and supporters, operating as the No Special Rights Committee, are successful in gathering signatures for the initiative, voters would see the measure on the ballot in the November 1992 general election. The committee needs to gather 89,028 valid signatures of registered voters by July 3, 1992.

In 1988, the same committee, an offshoot of the politically and religiously conservative Oregon Citizens Alliance, overturned an executive order by Gov. Neil Goldschmidt banning discrimination against gay men and women by state government.

Mabon's announcement came as the Legislature is considering a gay and lesbian rights bill addressing jobs, housing and public accommodations. The measure, Senate Bill 708, has been approved by the Senate but faces strong opposition in the House.

Mabon said the growing homosexual civil-rights movement "dupes" people into believing the rights issue "is about basic fairness and human rights for 'people who were born a little different and just want to be left alone.'"

However, he said, during the initiative campaign the OCA "will demonstrate ... that this argument is not only based on specious reasoning and fraudulent claims, but that it was deviously crafted by a powerful political movement which includes in its agenda the legitimization of sado-masochism, pedophilia and other perversions."

John Baker, chairman of the Right to Privacy Political Action Committee, said he was shocked and that Mabon's proposal in terms of homosexuality "runs against the trend throughout the country and proba-

■ **CONCERNS VOICED:** At a hearing Monday, members of the lesbian community attacked an anti-homosexuality initiative. **Page B4**

bly the entire Western world" for accepting diversity.

Minnesota, Massachusetts, Connecticut and Hawaii have passed gay and lesbian rights laws, Baker said, and California is expected to do so this year.

The initiative, Baker said, will be a challenge for the gay and lesbian community, but "we will do everything in our power that we have to do" to defeat it.

The amendment would gather into one fold homosexuality, sadism, masochism, pedophilia, bestiality and necrophilia. Opponents of homosexuality do that, Baker said, "because they have fear, and they have to find the most awful things to deal with us. ... They try to smear us as much as they can."

Mabon said the amendment was not intended to start a witch hunt, but that under the amendment a school district, for instance, could "condone" homosexuality by not firing a teacher known to be homo-

Please turn to
MABON, Page B10

Mabon: ACLU blasts initiative

■ **Continued from Page B1**

sexual.
He also said Gov. Barbara Roberts, long a supporter of civil rights for gay men and lesbians, "promotes" homosexuality through her support of SB708.

Roberts called the Mabon initiative "negative, destructive, mean-spirited and paranoid" and hoped Oregonians would ignore the signature-gathering drive.

She also said the rights bill does not create a minority with affirmative action or other unusual rights, but says that homosexuals "ought to be treated with equality."

Stevie Remington, executive director of the American Civil Liberties Union for Oregon, said of the OCA initiative: "I think it's disgusting." She said that Oregonians would not put homosexuality into the same category as pedophilia or necrophilia.

Conflicts in the law could arise if both SB708 and the initiative were to become law. Phil Lemman, a spokesman for the attorney general's office, said any conflicts between the Mabon initiative and state law or the federal or Oregon constitutions would have to be decided after passage of the amendment.



BUREAU OF LABOR AND INDUSTRIES

Mary Roberts, Commissioner

The Oregon Council on Civil Rights strongly opposes the Oregon Citizens' Alliance initiative that would legitimize discrimination against homosexuals. We urge all Oregonians not to sign this initiative petition that is now being circulated.

PORTLAND
1400 SW 5th Avenue
Portland, Oregon 97201

MEDFORD
700 E. Main
Medford, Oregon 97504

SALEM
3865 Wolverine St. NE; E-1
Salem, Oregon 97310

COOS BAY
320 Central Ave., Suite 510
Coos Bay, Oregon 97420

BEND
1250 NE 3rd, Suite B105
Bend, Oregon 97701

EUGENE
165 E. 7th Street, Suite 220
Eugene, Oregon 97401

PENDLETON
700 SE Emigrant, Suite 240
Pendleton, Oregon 97801

AN EQUAL OPPORTUNITY EMPLOYER

Invited

Attendance List

MHRC Newsletter

Les AuCoin's Office
Governors Office
Kafoury's Office
Mayor Clark's Office
Bogle's Office
Blumenauer's Office
Hanson's Office
Lindberg's Office

McCoy's Office
Kelley's Office
Bauman's Office

Oregon Gay/Lesbian Law
CAPS
LCP
Physician

Ecumenical Ministries
Urban League
ACLU
Coalition For Human Dignity
RTP
Just Out
Hispanic News
Willamette Week

KKCW
KINK
KEX
KKSJ
KKRZ
KGON
KXL
KGW
KATU
KGW
KOIN
KPTV

Oregonian
Portland Observer
Skanner

Tim Mantz

Mary Carol
Barbara Head
Kathleen Saadat
Chris Tobkin
David Hedges

Keeston Lowry

Terry
Carolyn Baxter

Kimberly Brown
Paul Starr
Donna Redwing
Peggy Hackenback

Rodney Page
Larry Lotz

Scott
Linda Welch
Linda Kliewer
Rafael Arellano
John Schragg

Dana Jefferies
Jacob Lewin
Bob Chase
Chris Burns
Valarie Ring

Rocky Blumhagen

Carolyn Lee
Bruce Williams
Denny Schleifer

Quinton Smith
Al McGilberry
Bernie

Channel 8

Carole Olson

Metropolitan Human Relations Commission

5/31/11

Guest Sign - In List

LARRY FURZ - URBAN LEAGUE

MARGE WORK - Parents & Friends of Lesbians & Gays (PFLAG)

Barbara Head - Barbara Roberts Committee 519 SW Third #600 97204

Alicia Sandoz - Student

Brian Ellis - Oregonian

Kate Gray - Hedraim Community Project

Karen Keeney - attorney, Right to Privacy

Chris Perry - musician, Oregon Symphony

INGA SORENSEN - JUST OUT

Linda Klenow - Just out.

DONNA RED WING - LESBIAN COMMUNITY PROTECT

Kimberly Webster Citizens' Utility Board

Amanda Colorado - Just Out

Thomas Aschuber

Linda Welch Right to Privacy

Kristen Aspen

Janna MacAuslan

Kimberly S. Brown - OREGON GAY & LESBIAN LAW ASSOC.



Multnomah County

1120 S.W. Fifth Avenue
Room 516
Portland, Oregon 97204-1989
(503) 796-5136
(503) 796-5393/TDD



City of Portland

NAME	ADDRESS	PHONE
Lydia Mather	8150 SW Barnes Rd #R102	297-4700
Scott Nakagawa	P.O.B. 40344 PDX 97240	335-0207
Jonathan Morzochi	" " "	" "
RENEE LACHANCE	PO Box 15117 97215	236-1252
Jay Gerns	Room 400 1120 SW 5 th Ave Portland OR 97202	[w] 796-7383 h 231-4830
Connie Ashbrook	4225 SE 44 th 97206	777-5167
Carole Byrum	7439 NO. HURON 97203	735-0347

Bene Guinto
Mallin Spur
Jon Campbell

2
12
8

MOBA MEDIA INC
Oregon's broadcast monitoring service

(503) 223-1677

BOX 4653
PORTLAND OR
97208

OCA INITIATIVE FIGHT

KXL-AM RADIO

23 MAY 1991

7:22 AM

NEWSCASTER: The Metropolitan Human Relations Commission says it will use its money and its resources to defeat an anti-homosexual initiative campaign. The Oregon Citizens Alliance wants to amend the Oregon Constitution to declare homosexuality a perversion. Commission Member Donnie Griffin is organizing interested groups and individuals into a coalition.

DONNIE GRIFFIN, METRO HUMAN RELATIONS COMMISSION: My effort right now is to rally as many people as we can in an organized approach to show exactly where we stand on this issue as citizens.

NEWSCASTER: The commission does not have a specific plan of action as yet. Griffin urges Oregonians not to sign the OCA's petitions and to discuss the issue with friends, neighbors, and co-workers.

Material supplied by Moba Media, Inc of Portland, Oregon may be used for internal review, analysis, or research. Any publication, rebroadcast, or public display for profit is forbidden.

mw 120F,1064

MOBA MEDIA INC
Oregon's broadcast monitoring service

(503) 223-1677
BOX 4653
PORTLAND OR
97208

OCA INITIATIVE CHALLENGED

KXL-AM RADIO

23 MAY 1991

8:22 AM

NEWSCASTER: The Metropolitan Human Relations Commission is promising to crush an anti-homosexual initiative. KXL's Paul Pimentel has the latest.

REPORTER PAUL PIMENTEL: The conservative Oregon Citizens Alliance wants to amend the state constitution to say that homosexuality is a perversion. Leaders of the Human Relations Commission urge Oregonians not to sign the OCA's petition and to speak out on the issue. Commissioner Donnie Griffin sees the proposal as a serious threat.

COMMISSIONER DONNIE GRIFFIN: It's disturbing, and it's alarming. To re-engineer our constitution to promote a class of citizens over another class of citizens is not an Oregon way.

REPORTER: The commission is now working to organize groups against the initiative and has yet to formulate a specific plan of action. Paul Pimentel, News Radio, 750.

Material supplied by Moba Media, Inc of Portland, Oregon may be used for internal review, analysis, or research. Any publication, rebroadcast, or public display for profit is forbidden.

mzw 120F,1064

Anti-homosexuality initiative filed

□ An alliance led by Lon Mabon seeks petition signatures to put the issue on the November 1992 ballot

By DAN HORTSCH
of The Oregonian staff

SALEM — The leader of a successful movement in 1988 to overturn a governor's order on gay and lesbian rights said Monday he wants to amend the Oregon Constitution to say that homosexuality is a perversion.

Lon Mabon, executive director of the Oregon Citizens Alliance, filed an initiative petition with the secretary of state's office that would lump homosexuality with practices such as sex with children and sex with corpses, and say that state and local governments could not "promote, condone, encourage or facilitate abnormal behaviors."

If Mabon and supporters, operating as the No Special Rights Committee, are successful in gathering signatures for the initiative, voters would see the measure on the ballot in the November 1992 general election. The committee needs to gather 89,028 valid signatures of registered voters by July 3, 1992.

In 1988, the same committee, an offshoot of the politically and religiously conservative Oregon Citizens Alliance, overturned an executive order by Gov. Neil Goldschmidt banning discrimination against gay men and women by state government.

Mabon's announcement came as the Legislature is considering a gay and lesbian rights bill addressing jobs, housing and public accommodations. The measure, Senate Bill 708, has been approved by the Senate but faces strong opposition in the House.

Mabon said the growing homosexual civil-rights movement "dupes" people into believing the rights issue "is about basic fairness and human rights for 'people who were born a little different and just want to be left alone.'"

However, he said, during the initiative campaign the OCA "will demonstrate . . . that this argument is not only based on specious reasoning and fraudulent claims, but that it was deviously crafted by a powerful political movement which includes in its agenda the legitimization of sado-masochism, pedophilia and other perversions."

John Baker, chairman of the Right to Privacy Political Action Committee, said he was shocked and that Mabon's proposal in terms of homosexuality "runs against the trend throughout the country and proba-

■ **CONCERNS VOICED:** At a hearing Monday, members of the lesbian community attacked an anti-homosexuality initiative. **Page B4**

bly the entire Western world" for accepting diversity.

Minnesota, Massachusetts, Connecticut and Hawaii have passed gay and lesbian rights laws, Baker said, and California is expected to do so this year.

The initiative, Baker said, will be a challenge for the gay and lesbian community, but "we will do everything in our power that we have to do" to defeat it.

The amendment would gather into one fold homosexuality, sadism, masochism, pedophilia, bestiality and necrophilia. Opponents of homosexuality do that, Baker said, "because they have fear, and they have to find the most awful things to deal with us. . . . They try to smear us as much as they can."

Mabon said the amendment was not intended to start a witch hunt, but that under the amendment a school district, for instance, could "condone" homosexuality by not firing a teacher known to be homo-

sexual.

He also said Gov. Barbara Roberts, long a supporter of civil rights for gay men and lesbians, "promotes" homosexuality through her support of SB708.

Roberts called the Mabon initiative "negative, destructive, mean-spirited and paranoid" and hoped Oregonians would ignore the signature-gathering drive.

She also said the rights bill does not create a minority with affirmative action or other unusual rights, but says that homosexuals "ought to be treated with equality."

Stevie Remington, executive director of the American Civil Liberties Union for Oregon, said of the OCA initiative: "I think it's disgusting." She said that Oregonians would not put homosexuality into the same category as pedophilia or necrophilia.

Conflicts in the law could arise if both SB708 and the initiative were to become law. Phil Lemman, a spokesman for the attorney general's office, said any conflicts between the Mabon initiative and state law or the federal or Oregon constitutions would have to be decided after passage of the amendment.

Lesbians, allies testify at forum

By **SURA RUBENSTEIN**

of The Oregonian staff

A new anti-homosexuality initiative is just another attempt at a witch hunt, lesbian community representatives and their supporters said Monday.

"I would think people would have better things to do with their time than to spew out such hatred," Rep. Gail Shibley, D-Portland, told members of the Oregon Commission for Women at a forum in the main branch of the Multnomah County Library.

The commission scheduled the meeting to hear testimony on issues of concern to the Oregon lesbian community. This was the first time the commission has held a forum specifically aimed at gay women, according to chairwoman Ann Small.

The initiative, unveiled Monday by an offshoot of the Oregon Citizens Alliance, seeks to amend the Oregon Constitution to define homosexuality as a perversion — and lumps it in

the same category as sex with corpses, sex with children and sex with animals.

"We are not a perverse people," Donna Redwing, director of the Lesbian Community Project, told the commissioners. "Gays and lesbians are people very much like the rest of you. This time, you must stand with us. We need our allies."

Redwing said she had prepared "a very nice little speech," but revised it when she heard about the initiative.

She and other speakers emphasized that lesbians and gay men are not accorded basic protections routinely given other citizens in the state.

"I can lose my job, my child and my house because I am a lesbian," Redwing said. "When we talk about things we need and want, we're talking about basic human rights."

Redwing described the Lesbian Community Project as an educational, political and social organization with about 500 members among an

estimated 50,000 lesbians in the Portland area.

Shibley, the first openly lesbian member of the Legislature, told commissioners that she was weary of being asked only about so-called "gay" issues.

"We do not live our lives in compartments," Shibley said. "Education reform is a gay and lesbian issue, as are clean air and water and pension reform."

Jeannette Pai, Oregon's affirmative action director, said Portland's rate of increase in "bias crimes" — the new term for violent crimes of hate — was the highest in the country.

"Much of the state is still in deep denial about the extent of bias crimes here," said Pai, who until recently directed the city-county Metropolitan Human Relations Commission in Portland. She said that in 1990, the number of incidents more than doubled — from 12 to 26 — and that figure probably represented between 5 and 10 percent of all bias crimes committed.

PORTLAND

Q&A



Jeannette Pai: Advocate for human rights

Jeannette Pai was the Metropolitan Human Relations Commission executive director for the past year and a half. She recently left the position to become the affirmative action director for the state. Pai was interviewed by Correspondent Linda Campillo.

Q: What does the Metropolitan Human Relations Commission do?

A: It serves as an advocate on issues related to human rights and includes working toward the improvement of intergroup relations. I think probably one of its most important functions would be the monitoring of hate-crime activity in the area.

Q: As the executive director for the past year and a half, what issues did you deal with?

A: I dealt with issues, of course — hate and bias crime, the performance of the city's affirmative action plan, different issues as they arose in the community and trying to do some coalition building between different groups on common issues.

Q: Did you see any changes or trends — for better or worse — in human relations issues while you were with the commission?

A: Yes. I think that we're starting to see more overt kinds of acts of racism and sexism and homophobia — all the different kinds of "isms." They're becoming more overt and more violent and playing themselves out in different ways than they have, let's say, after the civil rights movement, (when) I think they became more subtle manifestations of discrimination and bias.

On the positive side, I see a lot of very broad coalitions coming together to try to deal with the issues as they arise, as opposed to

one group staying in a vacuum trying to deal with a specific issue.

Q: What is being done, and what authority does the commission have to deal with these problems?

A: Very broad-based coalitions that might include people from large corporations, with grass-roots groups, with neighborhood associations, are trying to pool resources and perspectives to deal with problems. I think the commission has a role to play as a facilitator in bringing all those people together. It does not have any kind of enforcement authority, but it has the advantage of being connected to a multiplicity of different kinds of resources and people.

Q: What should citizens be aware of when it comes to human relations issues?

A: A lot of people think that somehow during the '60s, all of the issues related to equity and justice kind of disappeared because we have a Civil Rights Act. That's not by any means true. Legislation has given us legal protection for nearly everything with the exception of protection based on sexual orientation. But, what we have not yet done, and what we cannot do, is to legislate morality and the kind of ethical imperative that tells people internally what is just and what is fair. That's the battle we need to fight now. We have the laws, but we need to change the hearts and minds of people.

Q: What can citizens do to change current trends?

A: People often mistakenly will say, "I'm just one person, so

Please turn to
PAI, Page 2

Pai: Commission needs more clarity of mission

Continued from Page 1

can't have an impact." I disagree with that because every community is made up of thousands of individual people. If people in their own lives will take a stand and do things, like interrupt racist jokes, take down inappropriate visuals — whether it's racist or sexist — correct someone when they use derogatory terms, that all contributes to setting a tone of acceptance for differences that I don't think we've done a particularly good job of yet.

Q: How do off-color remarks and sexual harassment incidents of local officials, such as Mayor Bud Clark's sultan remark and the sexual harassment lawsuit against City Commissioner Dick Bogle, affect the commission's efforts?

A: I don't think they affect the commission's efforts. The commission is created under the auspices of the city and the county, and of course, it's also funded by the city and county, but it's also given a good degree of autonomy in terms of having to call funders on the carpet. If you're going to be an advocacy commission, you need to be able to do that. I don't think it makes it more

difficult.

Q: A commissioner recently resigned because of internal strife and organizational problems. How serious are these problems and were they a factor in your acceptance of another job?

A: Any time you have a very diverse group of people, there's going to be internal problems. And I think that's true of the commission just as it is of any other group. The internal problems certainly created more stress for me while I was in the position, but I don't know if you can have a job like that without that kind of stress. It did play a part in my choosing another job. Although... I don't know if I could have predicted being offered the possibility of doing on a state level what I was able to do in Multnomah County. I think I would not have been wooed away from the commission by probably many other jobs. This is just one of those once-in-a-lifetime opportunities.

Q: Do you think that the commission does have some serious internal problems? What might some of those be?

A: Yes, I do. I think the commissioners need to have more clarity of mission, consistent and unified direction and a clear set of priorities that everyone buys into. And it needs to maintain strong ties with the community.

Q: Ballot Measure 5 budget cuts threaten to severely hinder the commission or eliminate it altogether. What would happen if the commission were

eliminated?

A: I think it would cause a ripple effect in the community. At least during the time I was there, we received anywhere from 50 to 100 phone calls a day — people who needed information or who had complaints or needed referrals, who were concerned about the increasing rise in hate and bias crimes. Who is going to take the lead on critical issues... like Martin Luther King Jr. Boulevard, the Tri-Met gang posters — all those kinds of things?

One of the things that I noticed is that the amount of technical assistance that we provided to, for example, Washington County increased dramatically over the course of a year. Now if you consider that we need to be expanding human rights watchdog agencies because of not just the local, but national, trend in terms of increased violence. It sends out a message that this isn't a priority, and if the commission isn't a priority, then we're saying intergroup relations aren't a priority. And intergroup relations play an awfully big role in the quality of life in a community, though much less tangible than police and fire protection and parks and those kinds of things. It perhaps has an even broader impact on the quality of life.

Q: What would you like to see the commission become in the future?

A: I would like to see the commission back at the place it was several years ago whereby it had a

full-time staff — I think of about five or six — and the money to really get into issues, be pro-active, follow them through. I think at one time the staff, for example, you'd have one staff member that did fair housing — they had specific assignments kind of like issue areas that they worked on. When I was there, we had a great deal of activity and a lot of requests, but we didn't have the staff that we needed to effectively deal with all the issues.

Q: What needs to take place to get the commission to that point?

A: There needs to be some time taken to sit down and look real hard at the charge — not only the charge of the commission but the direction of the commission. I'm afraid that because historically — when I say historically, I mean many, many years ago — perhaps personal agendas have taken priority over the direction the community may have needed the commission to go, that somewhere the clarity of the mission has been lost.

The mission statement is clear, but how we get from the mission statement to actually impacting the community — there needs to be time and effort spent on that. You have all these different sections of the community that you're supposed to be working with, and everybody else has a different expectation about MHRC. You have two or three staff people, and where do you go? Where do you place your priorities and where do you put your effort?