

Western Regional Office
NATIONAL URBAN LEAGUE

MEMORANDUM

January 3, 1964

TO: The Board of Directors,
Portland Urban League

FROM: Henry A. Talbert

SUBJ: Field Visit to Portland Urban League,
December 2-6, 1963

Purpose of Visit: To confer with board, staff and community persons about the program of the Portland Urban League, to uncover problems which agency faces, and to offer counsel and advice in keeping with the National Urban League's commitment to its local affiliates.

Background Information

In planning this year's visit, it was learned that the most immediate concern was the League's desire to develop some projects that might appeal to foundations. Consequently, Mr. Hill felt that the greatest service our office could render during the week would be related to this objective.

Problems Presented

In talking with a variety of persons -- board, lay and staff -- we found that none felt that the agency was confronted with serious problems. Some individuals said that more money could produce added services. However, the agency representatives felt that the United Good Neighbors had done well by them. Therefore, if a problem arises around financing it was considered the responsibility of the agency to find other resources.

We talked about areas of discrimination and were told of the ever-present problems in securing fair housing for lower and middle income families. The question of non-white representation in broader community planning bodies was introduced by the Visitor. The response was "persons will be accepted on boards, etc. if we can just find people to serve".

Some phases of employment pose challenges to the League. For example; the unions are not entirely free of discriminatory practices. There is also recognition that some schools, largely due to housing problems, are de facto segregated institutions.

In spite of the existence of these concerns, it still appeared that none had reached the proportions where their solutions could not be seen as possibilities as the agency strengthened its efforts.

PROCEDURES FOLLOWED

Conferences With Individuals

The Executive and members of the professional staff were talked with individually and also in a group at a staff meeting. These conferences were designed to learn more about their respective roles in the agency and to probe areas of concern to them.

Key members of the Board were interviewed. Here, again, the Visitor was interested in learning of the agency from their vantage point. It was possible -- as in the case of the meeting with the Membership Chairman -- to pass on some ideas to these persons.

During a conference with the Executive Director and Budget Director of the United Good Neighbors and the Community Council Executive, Mr. Hill and the Visitor got a reaffirmation of the UGN's interest in the Urban League and its feeling that the program is soundly administered. We heard of a few inquiries about the League's place in the civil rights struggle and received an offer of help from the UGN public relations staff.

Conferences were had with staff of the Apprenticeship Council, the Assistant Commissioner of Labor, persons in the Civil Rights Division and friends of the Urban League in the community.

Meetings

Opportunity was provided to attend two sessions of the Special Projects Committee, the regular meeting of the Urban League Guild, the closing session of the Family Life Education workshops, a meeting of the Metropolitan Youth Commission -- at which time there was discussion of problems created by a group of anti-social minority teenagers; the Anniversary Dinner of the Lutheran Human Relations Council, and the Urban League Board Meeting. Each of these activities provided further insight into the Urban League method of operation or contacts within the broader community.

Observation of Agency Practices

During periods of time in the office, study was made of the Board and Committee files, reports, etc.; office procedures were noted as were the methods of handling persons who came into the office.

Each of the procedures listed above contributed information about the agency and helped the Visitor arrive at conclusions and recommendations listed.

SPECIAL RECOGNITION The Executive Director and all members of the staff were most cooperative and helpful and did many things to make the Visit fruitful. This characteristic is known to others in the National Urban League and appreciated by all.

THE AGENCY IN OPERATION

Structure

Committees organized by the end of the summer, in preparation of the resumption of the program in the Fall, were Executive, Finance, Community Services, Job Development and Employment, Membership, Nominating and Committee on Non Profit Corporation. Since then the Special Projects Committee has been activated. With staff stability the Community Services Committee has been more active than other program groups and the lack of a Housing Committee was noted by me in the Board meeting. The Nominating Committee seemed unusually active due to several resignations during the year. The Interfaith (Religious Resources) committee seems to have a good chance of expanding and becoming more officially integrated into the structure. A look at the rosters showed that conscious effort was made to spread the board members around and not overwork a few.

MEMORANDUM (page 3)

Twenty seven members constituted the Board at the time the roster was studied. There are 16 white, 10 Negro and 1 Oriental members. Six of the Board members, plus 1 ex officio person, are female. The membership includes teachers, college professors, real estate operators, a minister, mortician, telephone company official, dentist, merchant, restaurateur, lawyer, state agency official, two from medicine, a housewife and one person from the world of finance.

Meeting Attendance

For the current year Board attendance has been at 55%. Further study revealed the following pattern of attendance:

For the year May, 1962 through April, 1963

Members	at	Number of Meetings
0		9
2		8
1		7
5		6
2		5
9		4
6		3
1		2
0		1
0		0

For the year May, 1963 through October, 1963

3		4
4		3
9		2
9		1
2		0

Public Relations

The agency maintains close contact with the mass media. A look at the files revealed some twenty stories on UL activities or personnel during the period since the end of summer. Stories included reference to the NUL Conference, Skills Bank, Marshall Plan, housing, Family Life Education programs, etc. The full array of TV, radio and press interviewed Commander Nelson on his trip north. The Field Visitor's chat during coffee hour at the Workshop appeared in two local papers the next day as a full blown story.

Content of Board Meetings

Minutes of the sessions since the last Field Visit reflected items calling for some discussion by Board members. Beyond the usual administrative detail requiring board approval, and staff reports, there were discussions around boycotts and UL policy; pending state legislation; development of a Religious Resources program; racial imbalance in the schools; Bureau of Parks employment discrimination; tutorial project; waterfront hiring problems; resolution re: a housing project and the late President Kennedy's proposed visit to dedicate it; meeting with US senator re: housing. In short, board members did have an opportunity to shape program and make decisions beyond the "rubber stamp" variety.

Organization of Activities

Opportunity was provided to see how a specific program is handled. The final session of the Family Life Education Workshop was held on Wednesday evening. Registration at the host school was done by women from some sororities; name tags and printed programs were distributed to the 70 odd persons in attendance. Tables for buzz groups had been numbered and assigned and a corps of leaders developed. A college teacher presented some of the workshop participants in a skit which was followed by a coffee break. Refreshments were prepared and served by another group of volunteers. After the buzz groups there was a summary session and closing remarks by me. Attendance at the workshop was interracial, discussion animated and the staff person in charge appeared confident that advance planning eliminated the need for his involvement in details. Such seemed the case as the evening progressed quite well. A star reporter for the leading newspaper was on hand to report the event.

Reporting Procedures

It was noted that the UGN and the Community Welfare Council do not require monthly statistical reports from the agency. This meant that a discipline that stimulates orderly record keeping was not available. It appeared that some formal way of keeping track of the contacts, certainly in the Job Development program, would be desirable. The Skills Bank procedure may help get a plan underway.

Budget

A copy of the latest form is attached.

CONCLUSIONS

The Visitor was impressed by the fact that the Executive seems well oriented to the UL program and expectations and is making a conscientious effort to administer a sound program. His interest in all phases of the operations and knowledge of what is going on serves as a stimulus to Board and staff to stay on their jobs.

The agency seems to be interrelated with many diverse community developments and groups, thereby knowing generally the pulse of the community.

Attention was given to recommendations made during the last Field Visit. A research committee was recommended. A portion of the Special Project Committee's work is accomplishing some of this. Stepped up fund raising was suggested. This is being organized through the Project plan and by the membership committee. Close contact with the schools -- with special attention to the de facto segregation problem was commended to the agency. The Executive is on a very important citizens committee on Racially Imbalanced Schools. In addition, the agency testified at a meeting (which I attended) around gang type behavior by some nonwhite youth in Portland. A tie in with the new School of Social Work was advised; Nathan Nickerson will be taking courses there this year.

RECOMMENDATIONS

The area in which some structural changes seem practical is related to the agency committees. The Special Projects Committee ad hoc in nature, is basically seeking added finances. It would appear that a closer relationship to the Finance Committee

could be helpful to both groups. It was not evident how the two groups communicate with each other. Therefore, it is recommended that provision be made for some overlapping membership in order that the Projects Committee activities can be related to the on-going program of the Finance Committee.

With strengthening the Urban League image as another of its goals, the Project Committee is planning some activities (the material on the Negro in Portland, e.g.) that fall within the area of Public Relations. The staff and some Board members do considerable public relations work through contacting the mass media and by speaking. The Membership Committee also will be doing publicity. With so many different parts of the agency involved in these efforts it is recommended that the Public Relations Committee be reactivated with a primary goal, that of coordinating the various approaches now in effect.

The definition of function of the Community Services Committee assigns to this group concerns in three of the Urban League program areas: Housing, Health and Welfare and Education and Youth Incentives. Although provision is made for some subcommittees it would appear that the overall committee has too broad a responsibility. Likewise, the relation of the principal staff member assigned to this committee to three distinct UL programs and the resources of the National Office can become extremely complicated as each of these programs takes on more significance. Therefore, it is recommended that consideration be given to activating a Housing Committee and an Education and Youth Incentives Committee with charges following those suggested in the Urban League Manual. It is recognized that the present budget does not provide for staff for either of these two program areas exclusively. However, separating these concerns from the others of the Community Services Committee may make it more possible to give added importance to these programs and, with committees concentrating on two specific areas, at least get the potential departments more formally structured. Some re-alignment of staff functions might be considered pending added manpower. For example, if Housing and Health and Welfare are covered by the same staff person, one of these fields might be given higher priority for staff services, with the agency Executive -- other duties permitting -- staffing the committee and guiding the low priority program for the time being. This might well apply with Housing where the Executive shares many of the duties now. Similar thought might be given to linking Job Development and Employment with Education and Youth Incentives.

With the above as possibilities and if effected, it would then seem important to rename the basic committee -- Health and Welfare.

Although the UGN and the Community do not require monthly service statistics from the agency it would seem to be wise for the agency to develop some simple form upon which the many activities sponsored by committees, etc. might be listed. Particularly important are the contact made in the interest of Job Development, applicants interviewed and referred or placed (some of the Skills Bank reports can simplify this) and the other services offered that lend themselves to some reporting procedure. This should be especially helpful in providing readily accessible material for the NUL Quarterly Reports, speeches, publicity, etc. Therefore, it is recommended that some thought be given to developing a simple, monthly reporting form.

With social agencies becoming much more aware of the current human relations struggle it becomes apparent that some of these groups are going to be more involved with aspects of the race relations problem. Staff of agencies raise questions about current happenings and their role. Some of their national headquarters -- e.g., Travelers Aid & Family Service -- are suggesting Urban Leagues as good sources of counsel, information and support in this field. Believing that similar needs exist in Portland, as reflected in the interest and concern focusing around the Metropolitan Youth

Commission's meetings about the "gang problem", it is recommended that the agency consider developing a workshop for other agency personnel with special emphasis given to helping them see some of the dynamics of the social revolution, the role of the UL in it and the challenges to other agencies in the broad field of Health & Welfare.

This does not rule out counsel on an individual basis (which is frequently done now). It could, however, more dramatically point out the resources the UL has in this area.

Other recommendations, made to persons directly responsible or involved in specific phases of the operation include: a Guild sponsored club leader's workshop; exploration with the trucking industry of some driver courses to help give refresher training to potential Negro truck drivers; a "Church Sunday for the Urban League" in connection with the Membership Drive; a formalized method of presenting to the community the information material being developed by the Special Projects committee; a formal kickoff for the Skills Bank program (possibly in relation to a suggested high level meeting of the business and civic leaders); and serious consideration of Dr. Banner's offer to assist in a research project. His counsel would seem most practical as the Special Projects Committee plans progress.

MEMORANDUM

To: Board of Directors of the Urban League of Portland
From: Walter E. Holman, President
Re: Urban League Board Meeting
Date: January 16, 1964

The first 1964 meeting of the Board of Directors of the Urban League of Portland will be held on Thursday, January 16th, at 7:45 p.m. in the Urban League conference room. It is important that all members be present. Some special notes of consideration are: the 1964 revised budget; recommendations of the Regional Director (a copy of his report is enclosed); the interim report of the Special Projects Committee; the Annual Meeting plans; the appointment of special committees; and other matters of importance to the agency.

We hope you will make a special effort to be present.

BOARD OF DIRECTORS MEETING
URBAN LEAGUE OF PORTLAND
January 16, 1964

A G E N D A

1. Adoption of minutes
2. Communications:
 - a. National Urban League
 - b. N.A.A.C.P.
 - c. Fred Meyer
 - d. Kelley Loe Award
3. Annual Meeting
Selection of Speaker -- Appointment of Committee
4. Interim Report-Special Projects Committee. . . . R. P. Gantenbein
5. Discussion and adoption of 1964 Revised Budget. . . Robert Weber
6. Discussion of Regional UL Directors report
7. Report on Motivation and Youth Incentive Project
of PMA and Chamber of Commerce C. B. Scott

The Urban League of Portland
Board of Directors Meeting
January 16, 1964

President Walter E. Holman called the meeting to order. Those present were: Rev. R. Grady Brown, Peter Gantenbein, Dr. Hideo Hashimoto, Edward J. Hawes, Mrs. Sidney P. Lathrop, Mrs. Lonnetta Plummer, Lawrence L. Rennett, Dr. Walter C. Reynolds, C. B. Scott, O. Winston Taggart, Thomas R. Vickers, and Robert T. Weber.

The minutes of the last meeting were approved as mailed.

Communications were read:

- 1) From Whitney Young: thanking us for fulfilling our national dues obligations.
- 2) From the N.A.A.C.P.: an invitation to their regional meeting on January 25th and 26th.
- 3) From Fred Meyer Co. to Malcolm Puryear: requesting names of skilled Negroes in the Portland area from the National Skills Bank files. Fred Meyer Co. has recently employed their first Negro employees in the supermarkets.
- 4) Regarding the Kelley Loe Award: This award was established by the AFL-CIO for contributions to the field of social welfare. The Award Dinner will be held in March. Each social service organization in the state is invited to send in a nomination by February 28th. Mr. Hawes moved that the Urban League nominate Mark Smith, former President of the Urban League, for the award. The motion was passed.
- 5) From the League of Agency Executives: A committee was set up at the last meeting of the League of Agency Executives to investigate the possibility of an advance training program for the executives in the "Art and Science of Administration." The course will begin in March and run for 6 weeks, 10:00 a.m. to 2:00 p.m. on Wednesdays. There is a possibility that funds might be obtained from the U.G.N. to cover the cost of the course. Board approval is necessary for the executives to attend. It was moved and passed to approve Mr. Hill's attendance.

A report was given by Mr. C. B. Scott on the Motivation and Youth Incentive project of the Pacific Northwest Personnel Management Association and the Chamber of Commerce. A special effort will be made to try to reach as many Negro young people as possible. The project will use the approach of letting high school students hear, from the people who will actually hire them, what businesses look for in job applicants. This will be more meaningful than if a parent or teacher talks about these things. It is more effective for a company to say "get prepared and we will hire you", rather than for parents and teachers to say "get prepared and they will hire you". Mr. Scott would like for the Urban League to publicize the program to high school students, perhaps through their parents. He wants the students to attend the program of speakers on a voluntary basis. Evening sessions may be held, to be attended by both students and their parents. Mr. Hill stated that the U.L. could help with the evening sessions. There still has to be a meeting with the city schools to decide on a definite format. After much favorable discussion, the U. L. pledged complete cooperation in the project.

Mr. Weber gave the report on the 1964 revised budget. He suggested that the Board consider approving the salary increases in the 1964 revised budget, if nothing else. Membership dues were discussed, as they are a necessary part of the budgeted receipts. Mr. Weber stated that we can get new members by use of letters, newspaper publicity, and church news. If we can show the U.G.N. that we have increased our

membership, then we can ask them for more money, it was suggested. Mr. Weber stated that if we are going to have a membership drive, we should do it in a concentrated period, within two or three weeks time. Adoption of the revised 1964 budget was moved by Mr. Weber. Mr. Gantenbein seconded the motion and it was passed.

Mr. Hill stated that, as badly as salary increases are needed, he can't administer the budget if he doesn't have the money. The U.G.N. check alone will not cover this budget, he pointed out.

Mr. Holman passed around a graph of membership dues since 1954. To an extent, the graph is an indicator of the level of interest in the Urban League, he said. The high point was in 1954 and '55. In that period of time there was a high level of interest in civil rights legislation.

Mr. Vickers said he feels that we can top the budgeted \$4,000 in membership dues. He suggested having all dues run on a fiscal year --- all expiring at the same time, so that the U.L. would have all of the dues money at the beginning of the year. Mr. Weber said a drive has been considered so as to get new memberships in at once. Next year, he suggested, we should send out notices all at once, at the beginning of the year. Mr. Holman pointed out that a disadvantage of a fiscal year is that in January it is easy to sell a membership card, but in October it is hard to do so. It was pointed out by Mr. Hill that the work load in the office would make it impossible to send out all the renewal notices at one time.

Mr. Vickers gave the report of the Membership Committee's plans. He said he had talked with the Regional Director, who gave him some good ideas. These were:

- 1) Have an Urban League Sunday at churches.
- 2) Write letters to groups to which U.L. staff and members have spoken, asking for memberships. Also to groups to which U.L. members and staff belong.
- 3) Give an award to the radio station which does the best publicity job for the U.L.
- 4) Have a number of prominent people in the community give teas in their homes for the U.L. -- e.g. Dr. Frost at Reed, Dr. Hashimoto at Lewis and Clark.
- 5) Have a formal kick-off for membership drive.
- 6) Ask the Urban League Guild to work as a group on memberships.

Mr. Holman stated that most campaigns set a goal. Then they divide their prospects into groups -- commercial, guild, geographical, etc., and set goals for these groups. We should do this, he suggested.

Mr. Hill stated that we have never conducted a strong membership drive. To do this we need volunteers to call prospective members. Myrtle Carr is going to compile a list of delinquent members to contact. Dr. Reynolds suggested using volunteers to help in contacting delinquent members. We need to play down the idea of money in the drive, and place emphasis on the need for support, Mr. Holman pointed out.

Hate groups: Mr. Hawes reported on The Freedom Center meeting, at which James Warden was the speaker. It was well attended, and is asserting a lot of influence in the community. Mr. Huss, it is said, has money behind him.

Annual meeting:

The Annual Meeting will held in April. There are two possible candidates for speaker: Louis E. Lomax and G. Mennen Williams. Mr. Lomax is speaking at the Seattle U.L.'s Annual Meeting on April 8th, so if we use him as our speaker, also, we can share his traveling expenses with Seattle. Mr. Williams offered to speak at

Seattle, and although they decided not to have him, we could still get him on our own. The cost for having Lomax would be \$500, for Williams it would be \$300. Mr. Hill said he considered Williams as #1 candidate for speaker. Mr. Hawes said he feels Williams is more timely than Lomax. Mr. Weber asked which of the two would be a better drawing card? He also questioned whether State Department speakers are predictable. Mr. Hill said Dr. Frost told him that he thought Lomax was a very entertaining speaker, and good for an upper-middle class audience, but not for a grass roots audience. Mr. Hill knows Lomax only from his books. It was suggested by Mr. Gantenbein that a committee be appointed to decide upon who to have. Mr. Holman appointed a committee consisting of Rev. Brown, Mr. Gantenbein, Dr. Hashimoto, Mr. Hawes, Mrs. Plummer, and Mr. Taggart to make a decision and report to the Board.

Mr. Gantenbein gave the report of the Special Projects Committee.

A. 1) A luncheon meeting will be held at the YMCA with people in the mass media to distribute the race relations file to them. Also, a series of small luncheon meetings will be held with two or so people from the mass media at a time, to discuss race relations problems in Portland.

2) The committee wants to raise money to hire a part time public relations person and to buy a duplicating machine. These things depend, he said, on the ability of the community to raise money.

B. The committee is working on a special project to aid drop-outs. They would like to get a foundation grant to hire a social worker to work with youths who are headed for trouble. They would also like to have a pilot program of social action, using 30 children who have been spotted in grammar school as headed for trouble. This would be a long range program. Mr. Hill is trying to get Dr. Banner, of the National U.L. Research Staff, to come to Portland to do research necessary to a project proposal for a foundation grant. They are hoping to get \$60,000 for a 3 year project.

Mr. Holman commented briefly on the suggestions contained in Mr. Talbert's report.

The meeting was then adjourned.

MEMORANDUM

To: Board of Directors of the Urban League of Portland
From: Walter E. Holman, President
Re: Urban League Board Meeting
Date: February 20, 1964

Our regular board meeting will be held Thursday, February 20th at 7:45 p.m. in the Urban League conference room. There are some special matters of extreme importance to the Board. We must finalize our Annual Meeting plans. And we must decide on the roll the Urban League will play in the present Portland Development Commission and the City Planning Commission's special project, which involves minority housing. Other matters of consideration include a special foundation project.

I hope that each of you can be present so that we can have the advantage of each of your opinions.

Urban League Board of Directors Meeting
Thursday, February 20, 1964

AGENDA

1. Presentation by TNT Committee.
2. Adoption of minutes.
3. Communications, explanations and discussion.
4. Incorporation of Agency
5. Response to letter from Committee on Race and Education
6. Report of Annual Meeting Committee -- Lonnetta Plummer
7. Progress report -- Special Project Committee -- Peter Gantenbein
8. Progress report -- Membership Committee -- T. Vickers
9. Housing Committee report -- Winston Taggart

Urban League of Portland
Board of Directors Meeting
February 20, 1964

The meeting was called to order by President Holman. Those present were Rev. R. Grady Brown, Rev. William Gate, Dr. Hideo Hashimoto, Mrs. Helen Holcomb, E. Kimbark MacColl, Richard M. Neal, Mrs. Lonnetta Plummer, O. Winston Taggart, C. Don Vann, Thomas R. Vickers, and Mrs. Althea Williams.

The minutes of the last meeting were approved as mailed.

Communications were read:

1. A memorandum from Whitney Young of the National Office containing the Urban League "Policy Statement on Relationships with other Civil Rights Groups". It was moved and passed that the policy statement be incorporated into the minutes. (See separate page for copy of policy statement.)

2. A memorandum from Whitney Young regarding President Johnson's Proposed Housing Act of 1964. The National U.L. supports this measure, and urges individuals to write letters to their Senators and Congressmen, President Johnson, Senator Sparkman, Chairman of Housing Subcommittee, or Representative Albert Rains, Chairman, Subcommittee on Housing, in its behalf. President Holman suggested, and it was so moved and passed, that we tell our members in the newsletter to support the measure by writing letters.

Letter from Henry Talbert regarding the National Conference on Social Welfare, to be held in Los Angeles, May 24 to 29, 1964. It was moved and passed that we be one of the supporting organizations of the conference.

4. Letter from Committee on Race and Education requesting the U.L. to present specific recommendations, observations, etc. to their Committee. President Holman appointed John Holley, Dr. Hashimoto, Thomas Vickers, and Rev. R. Grady Brown to draw up a recommendation.

Mr. Hill brought up the question of incorporation of the agency, stating that we need to be incorporated in order to receive financial grants. It was moved and passed that we become incorporated. Mr. Hill said he would take care of the matter.

The report of the Annual Meeting Committee was given by Lonnetta Plummer. The date will be April 8, 1964, 7:30 p.m., at Portland University Commons. The cost of bringing Lomax here will be \$200. We will charge \$3.25 per plate. The cost of hearing Mr. Lomax speak, without attending the dinner, will be \$1.00 for nonmembers, and 50¢ for nonmember students; there will be no charge to members who wish just to hear Lomax. Someone is needed to sell tickets at the door. An autograph session will be held after the Annual Meeting, and will be taken care of by the Guild. Rabbi Rose will give the benediction, and Rev. R. Grady Brown will give the dedication.

The progress report of the Membership Committee was given by Thomas Vickers. Mr. Vickers displayed a chart of plans for the Urban League Sunday. It included:

1. Letters to the Social Action Committees of various organizations and churches.
2. Radio broadcasts publicizing the U.L. Sunday and Annual Meeting.
3. Telephone Committee work.
4. Guild work -- the Guild's goal will be to get 100 new members.

5. The U.L.'s goal for 1964 -- get 1,000 new members. Renew memberships from delinquent members.

In addition, we ought to have U.L. board or staff members speak to groups at teas, Mr. Vickers suggested.

The report of the Housing Committee was given by Winston Taggart. This is a new committee. At their first meeting they met with Orman Bean of the Portland Development Commission and discussed the possibility of doing a pilot project of relocating 25 people from the Albina area to other areas of the city. The committee wants to teach these people how to shop for a house, obtain financing, etc. Mr. Bean said he would personally take care of helping them obtain financing through banks. The Development Commission wants to remove all obstacles to relocation, because if the residents of Albina cannot relocate all over the city when Albina is redeveloped, the result will be the creation of a new overcrowded area. This project should settle such questions as whether Negroes want to move out of Albina. The project has not yet been approved by the Development Commission as a whole. Even if the Commission should decide not to undertake it, the Housing Committee thinks that the U.L. should undertake the relocation project on its own. If they successfully relocate the first 25 as home owners, then the committee could undertake to relocate a second 25 into rental units.

The Committee on Race and Education is sending a subcommittee to study the approach of other cities to the problem of de facto segregation. Mr. Hill asked for board approval before he consents to go as a member of the subcommittee. He will be gone for 2 weeks, with no expense to the U.L. Board approval was given for the trip.

The meeting was then adjourned.

NATIONAL URBAN LEAGUE
14 East 48th Street
New York 17, New York

POLICY STATEMENT ON RELATIONSHIPS WITH
OTHER CIVIL RIGHTS GROUPS

(The policy statement on "Non-Violent Direct Action"
(Techniques," approved by the National Urban League's
(Executive Committee on January 11, 1962 has been re-
(vised. This present statement is the revision as
(approved by the 1963 Delegate Assembly, in Los
(Angeles, California, on August 1.)

Racial problems in America are manifested in many ways and at many levels, and therefore a multiplicity of techniques and approaches are required to successfully cope with them. No single organization can profess to have a monopoly in this field or to have all the answers.

The Urban League is gratified that increasingly there has developed among other organizations an appreciation for the unique role which the Urban League can play because of its experience, philosophy, professional personnel, and contacts gained over a period of 53 years. At the same time, it must be recognized that certain stubborn problem situations historically have not responded to Urban League methods. Some of these, however, have been successfully dealt with by other organizations through litigation, boycotts, sit-ins, picketing, etc.

The exercise of basic citizenship rights sometimes results in increased tensions, the threat of violence or violence itself. The responsibility for such manifestations does not rest on those who peacefully seek to exercise their rights, but upon those who would deny these rights. A right which cannot be exercised is meaningless.

The Urban League movement is committed to the use of such methods as research, conference, public education, and community organization. It recognizes and commends other efforts under responsible leadership using constitutionally permissible methods and seeking the ultimate goal of a free, democratic and healthy society as does the Urban League.

The Urban League will use its full resources in cooperation with other responsible organizations to stimulate and motivate a public awareness of just grievances and to develop programs and procedures to redress such grievances and to give meaning to the heightened aspirations evident today in our society. We shall also pursue our basic policies and programs to implement the gains made and to assure that they become part of our daily life in the new house of true democracy.

All of us who seek a peaceful solution to these difficult problems must remember that genuine peace is more than absence of conflict -- it is the presence of justice.

MEMORANDUM

To: Board of Directors of the Urban League of Portland
From: Walter E. Holman, President
Re: Urban League Board Meeting
Date: March 12, 1964

Our meeting for the month of March (which normally would be held on the third Thursday of the month) will be held on the second Thursday, March 12th. This shift of date is necessary due to the fact that the Executive Director has been selected as one of the members of the traveling subcommittee of the Committee on Race and Education to visit the Detroit, New York and St. Louis School Systems and to evaluate the programs which they have instituted in their de facto segregated school situations. The group will leave March 16th and will return March 26th.

It is important that we hold our board meeting, as this will be the last one before the Annual Meeting, so that we can get the report of the nominating committee and see how we are progressing on the plans for the Annual Meeting. The minutes of the last meeting will be sent to you under separate cover. I will see you Thursday, March 12th at 7:45 p.m. in the Urban League conference room.

AGENDA - 3/12/64

1. Approval of minutes
2. Report of Education Committee -- Dr. Hideo Hashimoto
Discussion of Report.
3. Report of Housing Committee -- Winston Taggart
4. Annual Meeting Report -- Eddie Hawes
Discussion of the implementation of the plans.
5. Urban League Week
6. Report of Nominating Committee -- R. P. Gartenbein
7. Skill Bank Plans
8. U. I. Guild Report -- Mrs. Althea Williams
9. Membership Report -- Thomas Vickers

Urban League of Portland
Board of Directors Meeting
March 12, 1964

The meeting was called to order by President Holman. Those present were: Peter Gantenbein, Dr. Hideo Hashimoto, Edward J. Hawes, Miss Helen Holcomb, Mrs. Jessie Johnson, Mrs. Sidney P. Lathrop, Mrs. Lonnetta Plummer, Thomas R. Vickers, and Robert T. Weber.

The minutes of the last meeting were approved.

The report of the Education Committee was given by Dr. Hashimoto. He read the Education Committee's statement to the Committee on Race and Education, which was presented by John Holley to the Subcommittee on School Plant and Operations. (A copy of this report is attached on separate page.) The Subcommittee asked Mr. Holley if Negro parents would be satisfied with remedial programs in Albina schools without distribution of Negro students throughout the schools in Portland. Mr. Holley said he did not believe such a program would be satisfactory to Negro parents. The Subcommittee also asked whether it might not be better to transfer only the better students from the Albina schools, establishing remedial programs for the poorer ones; and whether bringing the poorer Negro students into contact with white students in other schools would not give white students the impression that Negro children were inferior.

The report of the Housing Committee was read by Mr. Hill. At their last meeting they gave further consideration to the plan of relocating families from Albina. Dr. John Marshall was assigned to find the families to relocate. The Development Commission has not yet approved the plan, but is expected to do so next week. A committee will be assigned to welcome Negro families into the southwest area.

Mr. Hawes gave the report of the Annual Meeting Committee. He said most of the details of the meeting had been worked out and confirmed, and told of some of the publicity work that was being done.

Mr. Hill brought up the subject of an "Urban League Week", stating that in the past we have asked the Mayor to declare a week as UL Week. During that week we would have the Skills Bank Kick-Off, the Annual Meeting, plus extra coverage in the press and on TV and radio about the UL. The board resolved that the week of April 5 - 11 should be Urban League Week, and that President Homan should ask the Mayor to declare it as such.

Mr. Gantenbein gave the report of the Membership Committee. It is as follows:

Members retiring from the board due to the tenure rule, having served two three-year consecutive terms: E. Kimbark MacColl and Thomas R. Vickers.

Persons eligible for another 3 year term but not available: Dr. John James, Mrs. Betty Allen, Dr. Clarence Pruitt, Mrs. Ellen Law (granted a leave of absence.)

Recommendations for new members, for 3 year terms each: Roger Bachman, Hugh R. McDonald, H. J. Belton Hamilton, Jr., Mrs. Isaac Payne, C. C. McCorvey, and Tom Scanlon.

Nominations for the Executive Committee: President-- C. Don Vann, Vice Presidents--R. P. Gantenbein and Mrs. Lonnetta Plummer, Secretary-- Russell Peyton, Treasurer-- Robert T. Weber, Members at Large--Dr. Walter Reynolds and Lawrence Rennett, Ex-Officio Member-- Walter Holman.

(Page 2)

It was moved and passed that the board accept the slate for the Executive Committee. The new board members are elected by the general membership.

The plans of the Skill Bank Committee were given. The kick-off is scheduled for April 10th and 11th, during which time skilled applicants will register. Commander Nelson will be here to help with the publicity; and plans for radio and T.V. publicity have been made.

A report was given on the Motivation Clinics. The first one was held at Roosevelt High School, and was well attended and enthusiastically received. (According to two different reports, either 40% or 75% of the audience was Negro.) Another clinic is scheduled to take place in two weeks. They would like to do one for parents, sponsored by the Urban League.

Mr. Vickers gave the report of the Membership Committee. Several membership teas have been given. The Guild has gone over its goal of 100 new members.

The meeting was then adjourned.

STATEMENT TO THE COMMITTEE ON RACE AND EDUCATION
(As Appointed by School District No. 1)

FROM: The Urban League of Portland
DATE: March 9, 1964

The Urban League of Portland has favored the initiation of positive action by our Portland School Board to improve conditions which have special bearing on the status, well-being and achievement of children of minority races. We commend the Board for establishing the Committee on Race and Education, and we have been happy to be able to give assistance and cooperation to the Committee in its investigations. We appreciate this invitation to present a statement of our recommendations.

Recommendation 1 -- Relieving Racial Imbalance

In making our recommendations to the Committee, we wish to make it clear that we consider the racial imbalance in our schools to be a matter for prime consideration, and that we believe the working out of positive measures to correct this imbalance should receive highest priority. There are distinctly negative factors in a situation where nonwhite children develop a sense of being set apart because of their racial identity, and where white children may either justly feel that they are being denied contact with nonwhite children, or unwisely conclude that they are being protected from such contacts.

All else aside, the matter of racial imbalance is in itself a minus quantity; but racial imbalance is further complicated by a cultural factor. With the majority of the Negro children coming from families that have been severely limited in their educational opportunities, the general level of motivation is decidedly lower than average in these schools, presenting more than average difficulty in teaching. Aside from race, we see a need to break up the concentrations of culturally handicapped students in order to provide each student with an opportunity to reach his highest level of motivation and achievement.

In view of the above considerations, it is our recommendation that the School Board seek to adopt such means as will achieve the widest possible dispersal of nonwhite children and those who are classed as culturally disadvantaged. This would mean a major change in the present pattern of assigning pupils to schools, with the object to distribute the nonwhite enrollment proportionately to every classroom in School District No. 1.

With our relatively small nonwhite population (it is estimated that about seven percent of our city school population is nonwhite), we believe Portland is in a position to do a new and really creative job in handling its problem of racial imbalance, and should not pass up the opportunity to do so.

Recommendation 2 -- Special Help for the Disadvantaged Child

It is now widely recognized that the child who is handicapped by environment in the desire and ability to achieve is in need of special help, and that remedial measures can be productive in raising the achievement levels of such students. Thus it is our recommendation that programs be instituted or extended to give special attention to the needs of such students. Such programs, however, should not be accepted as a substitute for, nor be allowed to interfere with, the general plan for desegregation of the schools.

Recommendation 3 -- Intergroup Education for Teachers

It is obvious to us that many teachers in our schools are without the necessary orientation for the most effective handling of matters of race and intergroup relations. Some of the most glaring mistakes have been brought to the attention of the Urban League. We know that there are many others which we never hear about. Our inquiries into the matter of intergroup relations courses in the teacher training institutions have shown that such offerings are largely inadequate or non-existent.

We therefore recommend that every effort be made to emphasize the need for intergroup relations training for all teachers, and that steps be taken as rapidly as possible to fill this need.

Recommendation 4 -- The Hiring of Nonwhite Teachers

Our school system had made a good record in the hiring of nonwhite teachers, and in placing them in schools in various sections of the city. It can be a wholesome and valuable part of a child's education to be exposed to good teachers who are members of the minority races. We therefore encourage the hiring of more Negro and other nonwhite teachers, with the objective of introducing them into every school in the city, and at varied levels in the schools.

Recommendation 5 -- The Content of School Books

The Urban League, through its education committee, has joined in efforts to influence the publishers of textbooks and other school materials to include pictures and other content designed to represent all the major racial and ethnic groups in the American scene, and presenting such material in a way that will avoid racial and group stereotypes. We recognize that such material can have a positive impact in educating children for democratic living. Some books have been and are being produced which can be used effectively, and there is a need for more such material.

We recommend that our School Board and administration use their influence to encourage the production of more such materials by the school book publishers, and that our schools make every effort to find and make use of the best materials available. An understanding of the contributions of various ethnic groups can also be gained from such audio-visual materials as films, film strips, posters and pamphlets. We recommend that such materials be used in all schools, whether or not there are nonwhite children in the classrooms.

Recommendation 6 -- Changing the Housing Pattern

The Urban League is very much aware that racial imbalance in our schools is the product of a pattern of racial segregation in housing. The majority of nonwhites are concentrated in the older, more dilapidated areas, while the majority of whites reside outside of these areas. The Urban League and its allies in the civil rights field are working to change this pattern, to establish equal opportunity in housing and enable nonwhites to escape the ghettos and find homes, in accordance with their desires and finances, in all sections of the city.

The evil effects of segregation fall most heavily upon the minority groups; but the impact upon the majority group is also a negative one. Poor racial and social attitudes are brought into the classrooms which defy the teaching of democratic principles.

The desegregation of our schools may well help to smooth the way for desegregation in housing. But we believe it is in the interest of our schools and education to work for housing desegregation in every way possible. We therefore recommend that our schools officially recognize their stake in the breaking up of the racial ghettos, and give aid and support to programs directed toward this goal.

In conclusion, the recommendations we offer reflect our conviction that the tempo of the times calls for bold, decisive leadership action toward correcting the social ills that now afflict us all in the area of human rights and equal opportunity. We believe our schools can, and should, assume strong leadership in all areas affecting the education of our children to meet the demands of the future.

Urban League of Portland
Board of Directors Meeting
Thursday, April 16, 1964

AGENDA

1. Introduction of new board members.
2. Reading and adoption of minutes.
3. Communications and action where needed.
4. Report on the Annual Meeting.
Discussion and evaluation of Annual Meeting.
5. a. Election of delegate and alternate to the National Urban League Convention.
b. *Appointment of committee chairmen*
6. Executive Director's report:
 - a) School study trip
 - b) Urban League week
 - c) Skill Bank
7. Youth Conference -- John Holley.
8. *Guild report - Althea Williams*

Urban League of Portland
Board of Directors Meeting
4/15/64

President Vann called the meeting to order. Those present were: Roger Bachman, Rev. William B. Cate, Dr. Richard Frost, H. J. Belton Hamilton, Jr., Dr. Hideo Hashimoto, Edward J. Hawes, Miss Helen Holcomb, Walter E. Holman, Jr., Mrs. Jessie Johnson, C. C. McCorvey, Hugh R. McDonald, Richard M. Neal, Mrs. Martha Payne, Mrs. Lonnetta Plummer, Dr. Walter Reynolds, Tom Scanlon, C. B. Scott, O. Winston Taggart, Thomas R. Vickers, Robert T. Weber, and Mrs. Althea Williams.

Communications were read:

1. From the Leadership Conference on Civil Rights, suggesting that we should all urge our congressmen to attend the congressional sessions so as to have a quorum there at all times. Mr. Hill said we will send a memo to our membership informing them of this.
2. Statement regarding quarterly dues obligation from the N.U.L. Four per-cent of our budget goes for dues to the N.U.L. annually. We owe them \$339.44 for this quarter.
3. A note received at the annual meeting from E. Kimbark MacColl, saying that he wished he could have given more time to the League over the past years. A donation of \$500 was enclosed. (The Catlin Gable School underwrote \$75 of Louis Lomax's fee).
4. A memo announcing the time and place of the N.U.L. Conference -- August 2nd to 6th, in Louisville, Ky.
5. An announcement of the N.U.L. Western Region Health and Welfare Workshop, to be held in Los Angeles, May 22-23. If we are in the financial position to do so, Mr. Hill said it would be worth while to send a representative. A special executive meeting will be called at a time closer to the 22nd to decide whether we are in the financial position. It was moved and passed that John Holley should be the representative.
6. From the U.G.N. regarding our preliminary 1965 budget estimate. We should have it compiled by May 15th.
7. From the N.U.L. regarding the expansion of the U.L. through the creation of new local affiliates throughout the country, including the Virgin Islands and Puerto Rico. The expansion is due to the fact that many communities now want urban leagues and the services they have to offer.

Report on Annual Meeting:

Various suggestions were made to improve future annual meetings: shorten the musical selections or eliminate them altogether; put the speakers table on the long side of the room and light it more brightly than the rest of the tables; have better microphones; have a separate membership table.

The annual meeting never has covered all of its own expenses, but Mr. Weber suggested that in the future we charge enough for the dinner tickets to meet all of the costs. Mr. Vickers asserted that the public relations profits and good will created made the annual meeting worth while, even if we lost a little money on it. The public relations benefits included the Mayor's proclamation, making the week of the annual meeting "Urban League Week"; and the donation of advertising time by the Carling Brewing Co. on their night show to the U.L.; as well as good press coverage.

C. Don Vann was elected as delegate to the National U.L. Convention, and Althea Williams was elected alternato. They must pay their own expenses.

Appointment of Committee Chairmen:

Finance Committee: Chairman -- Robert T. Weber
Community Services Committee: Co-chairmen -- Richard H. Neal and Martha Payne
Agency Incorporation: Co-chairmen -- H. J. Belton Hamilton, Jr. and Hugh R. McDonald
Special Projects: Co-chairman -- Peter Gantenbein and Roger Bachman
Housing Committee: Chairman -- O. Winston Taggart

Executive Director's Report:

School Study Trip: The cities visited -- N.Y., Detroit, and St. Louis -- had little relationship to Portland because of their size and because of their heavy Negro population and concentration.

Skill Bank Program: Response was good for a kick-off; picked up 33 people with a variety of skills, and several have come in since then.

John Holley reported on the youth conference. Its purpose will be to talk about problems concerning youth and the community. Representatives of youth groups in Albina will be the discussants. It will be held on Sat., April 25, from 10:00 a.m. to 2:00 p.m. The three main topics of discussion will be: 1) What is needed to stimulate greater achievement in school and employment. 2) The role of teenagers in civil rights and the struggle for equal opportunity. 3) What recreation facilities are needed for teenagers.

Mr. Scott reported on the incentive clinics. Two were held at Jefferson last week, with two groups of 35 to 40 each. They are trying the approach of talking with rather than to the students. Also, they talked only with low achievers and potential drop-outs, rather than with all students. He would like to have an incentive clinic for the parents to attend. This will be done under the sponsorship of the U.L.

Althea Williams gave the Guild report. The Guild made \$500 on the Mad Hatters Ball. They are planning to hold a charm clinic for 3th grade girls, to teach them how to use make up and fix their hair properly before they enter high school.

President Vann suggested that the board should start thinking about appointing a committee to work on the 1967 U.L. Convention, which will be here in Portland.

Mr. Hill commented that press coverage of the U.L. is much improved since the time of the housing controversy.

The meeting was then adjourned.

Urban League board of directors meeting
Thursday May 21, 1964

AGENDA

Adoption of minutes

1. Non-discrimination policy statement
2. Communications and actions
 - a. Emergency housing fund
 - b. Board resignation
 - c. NUL staff visit
3. Religious resources committee
4. Urban League youth community
5. NUL letter to UGN regarding national dues
6. Report of Special Projects Committee and UL extended program -- R. P. Gantenbein
7. Discussion of 1965 budget
8. Report of Housing Committee -- O. Winston Taggart
9. Agency Program reports

U.L. Guild

Job Development

Urban League of Portland
Board of Directors Meeting
Thursday, May 21, 1964

President Vann called the meeting to order. Those present were: Roger Bachman, Dr. Richard Frost, Peter Gantenbein, Dr. George Guy, Edward J. Hawes, Mrs. Jessie Johnson, Mrs. Sidney P. Lathrop, Russell A. Peyton, C. B. Scott, O. Winston Taggart, Dr. DeNorval Unthank, Miss Helen Holcomb and Thomas R. Vickers.

Communications were read. A non-discrimination policy from the U.G.N. was read and adopted.

A letter from Dr. Unthank, concerning an emergency housing fund was read. It dealt with the case of Mr. and Mrs. Compton McKenzie, who, although they won a housing discrimination case, were not able to move into the contested apartment due to lack of funds (as a result of having to pay rent, etc. while the case was in court). Dr. Unthank suggested that a special committee be formed by the U.L. that would raise and keep a revolving loan fund, to meet emergencies like this, involving victims of open housing discrimination. President Vann appointed a committee for this purpose, consisting of Dr. Unthank, Dr. Frost, and Mr. Hawes.

Elinor Shank's resignation was read, and accepted by the board. She can no longer serve on the board because she is moving to Eugene.

Peter Gantenbein gave the report of the Special Projects Committee. He said that if the U.L. is successful in its application to the U.G.N. for funds to set up an Albina office, we will employ a full time social worker there, to concentrate on problem youth. The Council of Churches, Boy Scouts and Metropolitan Youth Commission are also interested in doing similar work in Albina, so perhaps our and their work can be coordinated. The Urban League is now equipped only to help those who come to us. The Albina office will reach out to the apathetic -- to those who would not come to us of their own volition. Roger Bachman suggested that we try to increase the salaries of present staff before undertaking this other project; and that we should ask the U.G.N. first for funds, but also make application to several foundations. Mr. Bachman further suggested that we concentrate not only on youth, but on the apathetic of all ages. Mr. Hill stated that we have seen the need for this program for quite some time, and that it was discussed with the U.G.N. three years ago, but at that time a priority study showed that it was more important to raise salary scales. The project will try to involve parents and others in the community, he said.

It was announced that Dr. Banner, the National U.L. research man, would be here from 5/31 to 6/3 to help us draft a foundation proposal.

Mr. Bachman read a letter from Mrs. ^{Lee} ~~Prentice~~ of Forest Grove. She had talked with Mrs. Hashimoto at Neighborhood House about starting a pre-school there this summer. Neighborhood House now has the problem of deciding whether to integrate the pre-school through the use of busses.

The preliminary budget, including the additional funds to be used for the Albina Project, was approved by the board. The statement of the case for the Albina Project and the Job Description for the new social worker were read. Dr. Unthank asked if there were other cities doing similar projects, from whom we could obtain information, and draw examples.

It was announced that we have gotten 427 new and renewed members in the past few months. President Vann stated that he felt we should have gotten more members from the "grass roots" in Albina, and that the distance these people feel toward the U.L. could be dispelled if we are more aggressive in publicizing our program in Albina. He suggested that we extend our membership drive and attempt to get some of these people to join. If we are successful in this, we will strengthen the position of the League.

A letter was read from the National U.L.'s Religious Resources Consultant, suggesting that we form a Religious Resources Committee. The board felt that we do not need such a committee because we already make use of the community's religious resources.

A communication from the National U.L. was read regarding the formation of an U.L. ~~youth~~ youth group. Mr. Hill stated that if one were formed, it would have to be very closely supervised. He further stated that the Albina project would take the place of a youth group. The board voted to table discussion on this and on the Religious Resources Committee.

Mr. Taggart gave the report of the Housing Committee. They are going to publish a brochure stating that people can get information and help from them in obtaining new housing outside of Albina. This is being done in cooperation with the Portland Development Commission, which wants a pilot group of 25 people, who are interested in moving out of Albina, in order to see what problems these people encounter. The committee has not been successful in approaching people directly and asking them if they are interested in moving from the area, so will try the approach of publicizing their program, and seeing if people will come to them. CLEO asked the Portland Real Estate Board to make a statement in support of open housing, but the real estate board said they did not make statements on that issue.

Agency program reports were given. The Urban League Guild's Charm Clinic had a good attendance, including 3 or 4 white girls. Two or three people have been placed so far off of the Skill Bank list. The Parents Clinic was attended by 80 to 100 persons.

The Housing Authority has formed a tenants association to help deal with racial problems, it was reported.

Funds to send John Holley to the Los Angeles Health and Welfare Conference are not available.

A committee was appointed by President Vann to lay the groundwork for the 1967 Annual Conference, consisting of: Mr. Weber, Mr. Taggart, Dr. Guy, Mr. Peyton, Mrs. Johnson, Mrs. Lathrop, Mr. Gantenbein, and Mr. Vickers. Mr. Vickers and Mr. Peyton will co-chair it.

We have not been holding regular monthly meetings because we have been having a number of program meetings. But we will hold one in the fall. Mr. Vickers suggested we have a chairman to plan monthly meetings.

The board was urged to write letters to their Senators in support of the Civil Rights Bill, because the Senators have been receiving more mail against than for it, due to the work of the Save our State Committee.

The meeting was then adjourned.

URBAN LEAGUE BOARD OF DIRECTORS MEETING
Thursday June 18, 1964

A G E N D A

1. Reading of minutes of the May meeting
2. Reading of communications
3. Report of Special Projects Committee..... R. P. Gantenbein
4. Report on personnel, temporary and permanent--
Urban League personnel standards..... E. Shelton Hill
5. Report of Field Office Site Committee..... Mrs. Lonnetta Plummer
6. Report on the visit of Dr. Warren Banner..... Roger Bachman
7. National Urban League Conference..... C. Don Vann
8. Report on Urban League incorporation..... Belton Hamilton
9. Report on Nursery School Project..... John Holley
10. Guild Report..... Miss Sadie Grimmett

* * * * *

URBAN LEAGUE OF PORTLAND
BOARD OF DIRECTORS MEETING
JUNE 18, 1964

The meeting was called to order by the President, O. Don Vann. Others present were R. P. Gantenbein, Dr. Richard Frost, Russell Peyton, Belton Hamilton, Richard Neal, Mrs. Isaac Payne, Tom Scanlon, Winston Taggart, Lawrence Rennett, Mrs. Lonnetta Plummer, Dr. Hideo Hashimoto, Hugh McDonald, Dr. DeNorval Unthank, Mrs. Sidney Lathrop, Mrs. Althea Williams, and E. Shelton Hill and John Holley, staff.

The minutes of the last meeting were read and one correction was made: "The letter read by Mr. Bachman was from Mrs. Lee instead of Mrs. Prentice of Forest Grove." Motion was made by Mr. Gantenbein and seconded by Mr. Neal that the minutes be approved with the correction.

Mr. Hill advised the Board that a copy of the National Urban League Manual, revised on May 21, 1964, was in the office and available for anyone to read if they desired. He called attention to a recent memorandum from the National Office listing various vacancies throughout the Movement.

Mr. Gantenbein reported for the Special Projects Committee and gave a brief resume of the activities which had resulted in the UGN Board recommending priority be given to our Field Office and endorsing the release of emergency funds for this project. It is expected that the UGN Budget Committee will approve this recommendation and that funds will be available on July 1, 1964.

Mr. Hill reported on a meeting called by the Community Council of representatives of other agencies who had expressed interest in placing workers in the Albina ~~office~~ area. Included were the Metropolitan Youth Commission, the Boy Scouts, Family Counseling Service,

YMCA, Planned Parenthood and the Urban League. The Council of Churches indicated they had their funds for extended work in the area. It was thought that the Urban League Field Office might possibly serve as a headquarters for those agencies with staff workers assigned to the area.

Mr. Hill mentioned that if our agency were already operating in the area that we might possibly become a Contracting Agency for the President's Poverty Program. Considerable discussion followed on the work of the Field Office. Mr. Hill briefly outlined the type of program to be conducted, indicating that most of the work during the first few months would be gathering material and assessing the area. It is planned that the Field Worker would work with parents and youth giving special attention to "out-group youth", channel those who need our regular Urban League services to the office downtown; attempt to discover the individual needs of the area and set up programs to meet ~~xxxx~~ these needs. ~~xxxxxxxxxxxxxxxxxxxxxxxx~~

Mr. Hill then recommended that Thomas Vickers, Board Member, and teacher at Boise School, be employed as the temporary director of the Field Office during July and August while a search is made for a permanent professional staff person. Clerical help, he said, is also needed. It was moved by Mr. Webber and seconded by Dr. Hashimoto that Mr. Vickers be employed for this interim period provided funds were made available by UGN.

Mrs. Plummer reported for the Field Office Site Committee that a possible location had been found at 3928 N. Williams Avenue at a rental rate of \$66.00 per month. Mr. Hill mentioned that the Portland Housing Authority had offered space in one of their apartments for our office without charge. After considerable discussion, Mr. Neal made a motion that the Site Committee secure this space on Williams Avenue (or other space if it is more suitable) and sign a lease

for not more than 6 months, with option to renew after that time. Motion seconded by Mrs. Plummer. It was understood by the Board that this motion was contingent upon funds becoming available.

Mr. Bachman reported on Dr. Banner (of the National Office) visit to Portland from May 31 to June 3, 1964. The special projects committee met with him for several ~~xxxxxxx~~ hours, going into detail the statement of case for a special field office. Dr. Banner offered many good suggestions on how to secure funds for such projects.

Mr. Hill reported that a press conference for Dr. Banner was held with mass media and that he had cut a tape for the program "Religion in the News". Mr. Banner also met with UGN officials.

Mr. Rennet recommended that Mr. Nickerson be assigned to spend some time in the field office with it is set up.

Mr. Vann reported that the National Urban League Conference would be held in Louisville, Kentucky on August 2, and that he had been elected as delegate from the Portland Urban League. Mr. Hill urged all ~~the~~ Board Members who might be able to attend and participate in the Conference.

Mr. Gantenbein raised the question of whether there was money available for professional staff members to attend the Conference. Mr. Hill replied that in order for all three of them to attend we would need an addition \$600.00 to \$700.00. Mr. Gantenbein felt that it was vital that Mr. Hill attend the Conference so that he could interview possible applicants for the Field Office at that time. After some discussion, Mr. McDonald moved and Mr. Bachman seconded a motion that efforts be made to secure the money and if sufficient money was available that the Executive Director and other professional staff be authorized to go to the Conference. Mr. Vann appointed Mr. Webber and Mr. Gantenbein to work out the details.

Mr. Hamilton reported that he and Mr. McDonald would report for their committee at the next meeting.

John Holley reported on the Training Session for the Nursery School Program conducted by Mrs. Myrtle Lee. Mrs. Hashimoto is assisting Mrs. Lee along with a faculty member of Portland State College and a staff person from Fruit and Flower Nursery. Fifteen women have registered for the course and thirteen have started training. The training session will last eight weeks after which the participants will be qualified to supervise the nursery projects which will be set up in some of the churches ^{this fall} with the cooperation of the Albina Ministerial Alliance.

Mr. Hill reported that some placements had been made through the skill bank program.

Mrs. Williams reported that the Urban League Guild had made a contribution of \$200.00 to the Urban League, and that the Guild was sending one delegate to the National Urban League Conference. She reported also that a very excellent program was being planned for next year. A vote of thanks was given to the Guild by the Board for their cooperation during the past year.

Mr. Vann appointed Mr. Neal ^{as Chairman of Community Services} to work with the staff on planning membership meetings.

Mr. Vickers expressed thanks for the help Board Members had given during the recent membership campaign. Mrs. Payne was appointed the new Membership Chairman, with Mrs. Plummer as Co-Chairman. Mr. Vann reported that he had obtained the cooperation of Rev. Williams at Vancouver Avenue Baptist Church to hold a membership drive among its members.

There was considerable discussion on the housing problem. The consensus being that this was still the area in which there needed to be most improvement.

Meeting adjourned.

MEMORANDUM

To: Board of Directors of the Urban League of Portland
From: C. Don Vann, President
Re: Urban League Board Meeting
Date: June 18, 1964

A regular meeting of the Board of Directors will be held at 7:45 p.m., June 18, in the Urban League office. This is a very important meeting. Certain things have developed in the past few days which necessitate the Board's serious consideration and action.

It now appears possible that the extended services and the Albina branch office, which we discussed at our last meeting, may get into operation by July 1st, so we need your thinking on this matter. Please arrange to be present if it is at all possible.

At the last regular Board meeting it was suggested that each member be sent 10 application blanks for use among his friends and associates in recruiting new members. You will find them enclosed.

URBAN LEAGUE OF PORTLAND
Executive Committee
July 3, 1964

The meeting was called to order by the President, C. Don Vann. Others present were Robert Webber, R. Peter Gantenbein, Mrs. Lonnetta Plummer and Dr. Walter Reynolds, and E. Shelton Hill, Executive Director.

The Committee discussed the interview with Rufus L. Butler, applicant for the position of the Director of the Urban League Field Office. Each member who had been present at the interview was favorably impressed. They requested that his references be sent for. Any final decision will be postponed until after the National Urban League Conference on August 6, 1964, where other candidates might be interviewed.

The Committee authorized the employment of Thomas R. Vickers for the months of July and August while a search for permanent staff is continued.

The Committee agreed to pay Mr. Vickers \$500.00 per month for the two-month period and the Executive Director \$150.00 per month during this time because he would have to spend a lot of time to setting up the new program in addition to his regular duties.

The meeting was adjourned.

URBAN LEAGUE OF PORTLAND
Meeting of the Board of Directors
Thursday, August 13, 1964

***** A G E N D A *****

- Adoption of Minutes.....
- Communications.....
- Field Office Report..... Thomas Vickers
- Personnel Committee Report..... Mrs. Lonnetta Plummer
- Report on Anti-Poverty Meeting..... R. P. Gantenbein
- Date for Field Office Open House and
Appointment of Open House Committee.....
- Job Development Dept. Report..... Nathan Nickerson

M E M O

TO: Urban League Board of Directors

FROM: C. Dan Vann, President

RE: Urban League Board Meeting

The regular meeting of the Board of Directors will be held Thursday, September 17, 1964, at 7:45 p.m. in the Urban League Conference Room.

URGENT BUSINESS ITEMS

The Urban League Role in The Poverty Program

E.O.D. plans

Field Office forecast

I hope each Director will be able to be present.

CDV/bc

URBAN LEAGUE BOARD OF DIRECTORS MEETING

Thursday, September 17, 1964

7:45 P.M.

A G E N D A

1. Minutes of Last Meeting
2. Communications
3. Report from Special Project Committee -- R. P. Gantenbein
4. EOD Program and Plans
Appointment of EOD COmmittee
5. Report from Field Office ----- Rufus Butler
6. UL Guild Report ----- Sadie Grimmatt
7. Voter Registration ----- John Holley

Urban League of Portland
Board of Directors Meeting
Thursday, September 17, 1964

President Vann called the meeting to order. Those present were: Rev. Grady Brown, Rufus Butler; Dr. William Cate, Peter Gantenbein, Miss Sadie Grimmett, Edward Hawes, Dr. Hideo Hashimoto, John Holley, Mrs. Jessie Johnson, Hugh McDonald, Richard Neal, Mrs. Lonnetta Plummer, Lawrence Rennett, C. B. Scott, O. Winston Taggart, Thomas Vickers, Mrs. Althea Williams, and E. Shelton Hill, Executive Director.

Communications were handled by Mr. Hill, including letters from KPFB's Del Leeson outlining free radio space availability and one from the League of Women Voters indicating the policy statement adopted by the Portland chapter.

Mr. Hill gave a refresher sketch of the EOD program's performance in the past; it was unofficially decided that Cenoria Johnson would be a good source for a public meeting. Mrs. Williams was appointed to head a committee of Mr. Hawes, Dr. Hashimoto, and Mrs. Plummer to secure a meeting hall, handle arrangements, communications, etc.

Mr. Butler reported on the Field Office's progress. An art gallery, a company of players, participation in the Voter Registration, emphasis on additional educational programs as well as his direct participation in the Urban League Guild, the Governor's Committee on Children and Youth, and the Housing Committee of Community Council as a representative of the Field Office are just some of the Features anticipated by Mr. Butler as within the scope of his position.

The Voter Registration report was given by John Holley. A house-to-house canvassing is being conducted in the 65 precincts. The League of Women Voters will help by sponsoring voter clinics from October 3 until election time featuring movies and demonstrations about the voting procedure. That last week will also see an expansion of the voter registration booths into the super markets, dime stores, drug stores, etc. in an attempt to reach every potential voter.

Sadie Grimmett gave the Urban League Guild's report.

The Special Project Committee, as represented by Mr. Gantenbein, anticipates that Oregon will receive from one to one and one half million dollars from the anti-poverty legislation. A seminar will be held which will explain the circumstances of the bill, its provisions and the procedure of applying. No projects will be recommended until all applications have had a chance to be submitted.

Mr. Hill discussed Nathan Nickerson's trip with the forestry department, the availability of the Youth Opportunity Center's 32 trainees and the Corvallis woman's \$300 gift. U.L. officers were then excused from the board's deliberations.

Urban League of Portland
Board of Directors Meeting
10/15/64

President Vann Called the meeting to order. Those present were: Roger Bachman, Peter Gantenbein, Dr. Hideo Hashimoto, E. Shelton Hill, John S. Holley, Mrs. Sidney P. Lathrop, Richard M. Neal, Mrs. Lonnetta Plummer, Dr. Walter C. Reynolds, O. Winston Taggart, Dr. DeNorval Unthank, Robert T. Weber, Mrs. Althea Williams.

The minutes of the last board meeting were approved as read.

Mr. Hill read communications:

Letter from National U.L. Office regarding proposed target cities for new Urban Leagues. Sixty-two new leagues are planned for 1965, mostly in the southern area of the country.

Letter from Regional U.L. Office stating that some 300 Negro organizational leaders will meet in Washington, D.C. to discuss utilization of the Anti-Poverty Act.

Letter from U.G.N. regarding new offices. They are considering buying a building, and want to know if we are interested in office space there. Their present lease expires in May, 1965; our lease runs out in March, 1965. Mr. Hill stated that several other U.G.N.'s in other cities own their own buildings, and that he thought it would be advantageous for us to be in the proposed U.G.N. building because we would have closer communication with other agencies. At present we pay \$200 per month for 2,000 square feet of space. This is a low rental rate, which we have been able to get because Mr. Vidgoff, the former owner of the Dekum Building, is a long time U.L. member. We are not positive that the new owner, Mr. Stan Terry, will continue to do this for us. The board decided that we should fill out a questionnaire from the U.G.N. regarding our interest in office space in the proposed building.

Althea Williams reported on the plans for Equal Opportunity Day. Dr. Cernoria Johnson, Director of the National U.L.'s Washington D.C. Bureau, will be the speaker. The meeting will be held on Nov. 19th, 8:00 p.m., at the Labor Temple Auditorium at 4th and Jefferson. Publicity will be through T.V., radio, and newspapers, and flyers will be sent out a week before the meeting. Mayor Schunk will be asked to declare Nov. 19th Equal Opportunity Day. The meeting will be open to the public, with no admission charge. The Labor Temple Board is donating the auditorium -- seating capacity 800, public address system, and piano free of charge. Our expenses will be only the cost of housing Cernoria Johnson while she is here. She will arrive on the night of the 18th, and remain in Portland through Nov. 19th and 20th. There was some discussion as to the type of music we should have at the program. President Vann suggested prelude music while the audience is seating itself. Althea suggested Richard C. Moffat as the musician. The Board decided to leave the final decision about the music up to the E.O.D. Committee.

Peter Gantenbein gave the report on the Anti-Poverty Program. Last week he and other members of the Special Projects Committee attended a seminar on the Anti-Poverty Bill. The special Projects Committee, on the basis of a draft submitted by Roger Bachman, met for 2 hours with Carl Sandoz and Jerry Fry. The Urban League proposed broad responsibility for itself in the Albina district in order to fulfill these roles: Determine which families need help. Coordinate role of other agencies that would be involved there. The U.L. would like to set up new programs in Albina -- in the areas of housing, unemployment, drop-outs, etc.

If there is no existing agency to handle some problems, the U.L. would request money to set up a program to handle it. We are basing our approach on the family unit, on the family's set of problems. We want 10-20 counselors who will divide the families between them. They will try to be generalized counselors to these families, referring some problems to the staff of the U.L. or other agencies if they cannot handle the problems themselves. Thus the families will be dealing with one individual, rather than be confused by a mass of agencies. Mr. Hill stated that the U.L. will probably be the key agency in the program because of its experience in this field. A proposal will be submitted to the Federal Government from the whole city of Portland, not just from the U.L.

Mr. Hill reported on a tension area in housing at N.E. 41st near Alameda. The Rosenfeld family sold their home to a Negro family, and plan to move into another home five blocks away. The Rosenfeld's neighbors started harassing them by telephone on Saturday night, Oct. 11th. On Sunday, there was oral hostility. Dr. Bonthius got a few members of his church to talk to the people in the Rosenfeld's block. They were met with great hostility. One neighbor went so far as to threaten Mr. Rosenfeld's life. Dr. Bonthius talked to a doctor in the block who is highly respected, but the doctor stated that he believes Negroes are inferior to Caucasians. The next day one of the Rosenfeld's next door neighbors did apologize, however. The loan of the Negro family is still pending.

Althea Williams presented the Guild projects report. The Membership Tea is scheduled for Sunday, Oct. 18th. The Guild committee met at the Field Office regarding redecorating, and made estimates. The Guild will underwrite this project. The Field Office has pictures from local artists, and will have a rotating art gallery there.

O. Winston Taggart gave the housing report. In regard to a restrictive housing clause in the Cedar Hills area, Mr. Holley and President Vann talked with a representative of the Cedar Hills Co. and asked him to eliminate the clause. The representative agreed to explore the possibilities of doing so. At the last housing meeting the committee proposed that a letter be drafted from President Vann to Governor Hatfield asking the Governor to meet with real estate men of the state and ask them to support non-discriminatory practices in housing. The committee would like for the Governor to obtain pledges from real estate people to this effect. Board approval was given to this project. Mr. Holley reported that no responses were received to the letters sent out by the Portland Development Commission for the purpose of finding 25 Negro families who want to move from Albina. Dr. Reynolds said we should make clear to the Development Commission what was wrong with their approach. Mr. Holley felt that the letters were rather flat in tone. Dr. Reynolds urged that we pursue the matter and suggest to the Development Commission that they try another approach. Dr. Hashimoto pointed out that the commission might use these results to prove that Negroes do not want to move from Albina.

Mr. Hill reported that the Committee on Race and Education will present its report to the School Board on Oct. 29th at Lincoln High School.

The meeting was then adjourned.

URBAN LEAGUE BOARD OF DIRECTORS MEETING
WEDNESDAY, NOVEMBER 11, 1964

AGENDA

1. Adoption of minutes
2. Communications.
3. Dr. Hashimoto -- Report from Education Committee on the Report of the Committee on Race and Education.
4. Althea Williams -- Report from E.O.D. Committee. Discuss schedule arranged for NUL representative.
5. 1965 budget hearing.
6. U.G.N. and U.L. agreement.
7. Report of special projects committee. -- R. P. Gantenbein
8. Situation at Jefferson High School.

Urban League of Portland
Board of Directors Meeting
November 11, 1964

The meeting was called to order by President Vann. Those present were Peter Gantenbein, Miss Sadie Grimmett, Dr. Hideo Hashimoto, E. Shelton Hill, Miss Helen Holcomb, John Holley, Mrs. Lonnetta Plummer, Lawrence Rennett, Tom Scanlon, O. Winston Taggart, and Thomas Vickers.

Communications were read:

1. Letter from Whitney Young regarding Urban League meeting in Washington D.C., from Dec. 9 to 11, on new community programs which could effect social and economic conditions of Negroes.
2. Letter regarding withholding of federal funds from agencies which restrict their services to any one group. We have never restricted our services, Mr. Hill stated; they are open to Negroes and other similarly disadvantaged non-whites.
3. Letter from National Association of Manufacturers regarding a seminar on "The Moral Responsibilities of Employers for the Implementation of the Civil Rights Act." Mr. Hill commented that it is significant that N.A.M. has moved into the area of civil rights.
4. President Vann wrote a letter to the U.G.N. expressing concern about the salary scale of the U.L. staff. Gus Lange wrote, in reply, that our board should set its own salary scale in the budget request, and then the U.G.N. will do what it can to meet the request. Mr. Rennett suggested that we could increase the U.L. funds by requesting corporate donors to give directly to the U.L. rather than to the U.G.N. It was pointed out that our budget has already been drawn up and approved by the board for 1965, and we would appear before the U.G.N. budget review board on Nov. 23rd.

Dr. Hashimoto presented the statement drawn up by the Education Committee to be presented to the School Board in regard to the Report of the Committee on Race and Education. (Statement enclosed) Helen Holcomb suggested including the words "ethnic groups" in part dealing with use of textbooks which include all races. Otherwise, the board approved the report.

Mr. Hill read the agreement which we sign annually with the U.G.N., and which states our and their responsibilities. The board approved the agreement.

Peter Gantenbein presented the Special Projects Committee report. Our committee met again at the U.G.N. with other agencies. We are in the process of drafting a proposal covering the four areas of Urban League function as listed in the U.L. manual. They are: 1) job opportunities, 2) youth incentives and motivation, 3) housing, and 4) family unit services.

Report on E.O.D. was given by Mr. Hill. He read the schedule for Cernoria Johnson's visit.

Mr. Holley reported on the Jefferson High School situation. He stated that 24 girls had returned to school in the fall pregnant -- the majority of them Negro. The help of agencies such as homes for unwed mothers was obtained. Also a meeting was held with representatives of various agencies at Jefferson. The emotional problems of youth were discussed, including the need for positive family relationships, how to help youth evaluate use of sex, and the need for jobs and recreational activities. Increased use of agencies, training college youths as recreational leaders, and community programs to discuss sex frankly were also discussed. The school administration agreed to explore more extensive sex education programs. It was also agreed that a group would visit the Walnut St. theater, which shows "adult films" in order to request that they make these films unavailable to teen-agers. Mrs. Barnes, P.T.A. Council president, agreed to meet with the P.T.A. regarding starting some constructive programs.

At Jefferson High there have also been complaints of MacLaren returnees assaulting students in the halls. As a result there has been some question as to whether MacLaren returnees will be admitted to Jefferson in the future. Mr. Reed, the MacLaren parole officer, is disturbed by this possibility, and asked the U.L. for help. Steps are being taken at Jefferson to make the halls easier to police. Mr. Malo, Jefferson's principal, said he thought returnees should be distributed to other schools instead of being concentrated at Jefferson. The matter will be discussed further. Mr. Taggart suggested that Jefferson High might be a good place for white and Negro parents to meet and talk about such problems because they have a common involvement there. Mr. Hill stated, in regard to this problem, that many rumors had been exploded in the papers. Mr. Gantenbein suggested that a program should be set up for counseling MacLaren returnees, and that this should be worked out under the anti-poverty program.

President Vann reported that he and Rufus Butler conferred with members of the Tradewell Stores yesterday regarding problem of juvenile theft in the store in the Albina area. Mr. Butler suggested getting parents involved through his parent group, which would discuss the problem with the kids. It was also suggested having store police present to act as a deterrent.

The meeting was then adjourned.

STATEMENT TO THE BOARD OF DIRECTORS, SCHOOL DISTRICT NO. 1

November 16, 1964

From the Urban League of Portland
Presented by C. Don Vann, President

The Urban League of Portland is a community social service agency with professional staff, engaged in a community-wide program to promote interracial understanding and to establish equal opportunity for all citizens in education, housing, employment and all other areas of community life. As such, we have maintained a vital and active interest in local school developments as they affect minority racial groups and we have cooperated with the schools in many endeavors to establish sound intergroup relations in principle and practice.

We take this opportunity to compliment the School Board for authorizing the formation of the Committee on Race and Education, for staffing it with a competent, full time executive secretary and making possible the excellent study so recently completed. We also give our hearty commendation to the chairman and forty-two prominent citizens who served on the committee, for their tireless pursuit of facts and their deliberations, which have resulted in so thorough and comprehensive a documentation of the status of race and equal opportunity in our schools.

We appreciate the fact that our Executive Director and several of our board members were among those called upon to serve on the Committee, and appreciate that we were able to make recommendations and consult with the committee at various points in its deliberations.

While the Committee's recommendations do not go as far as the Urban League had hoped in their approach to breaking up the concentrations of Negro students, we take appreciative recognition of the fact that the Committee has not ignored this matter. In this connection, we take note of the provisions included in Recommendations 4, 11 and 12 of the "Recommendations Directly Affecting the School System", pertaining to regroupings under the Model School program, allowing transfers for Educational Enrichment (EE) courses and making allowances for administrative transfers. We also commend the inclusion of section 18(b), recommending that future new construction and boundary changes be planned so as to avoid cultural concentrations or racial isolation.

Our Board commends the Model School Program and the pre-school idea as sound approaches to providing a remedy for some of the major factors which result in unequal education in our schools.

We are happy to note that several specific Urban League proposals have been incorporated into the report and recommendations of the Committee on Race and Education. Among these are the suggestion that our school board and administration encourage the wider use of textbooks and other materials which reflect the contributions of all races and ethnic groups to American life (included in Recommendations 35 and 36), that the schools give attention to ways in which they may work for and influence desegregation in housing (Recommendation 37). In this connection, we also laud those items under "Recommendations Affecting the Community" (items 8 and 9) suggesting actions by government agencies concerned with housing to promote and encourage integration.

Although it is not included in the final recommendations, we also note with satisfaction a suggestion on page 25 of the report that Negro teachers be

employed more widely throughout the school system as a positive means of providing children with interracial contact under favorable circumstances. This also is in keeping with a recommendation of the Urban League.

The need for more intensive community services to meet the needs of children and youth in the Albina district, as included in the Committee's final recommendation, is recognized by the Urban League. The League has recently been able to extend its program through a field office in the neighborhood, and has been in consultation with other agencies regarding the extension of their services in the area.

In conclusion then, the Urban League of Portland believes that the report and recommendations of the Committee on Race and Education hold forth a promise for marked and substantial advancement toward the goal of equal opportunity in Portland Public Schools. Believing this to be an important beginning step, we recommend its adoption and urge its thorough implementation in accordance with the time-table set forth by the Committee.

To advance our common goals in this area, the Urban League will continue to offer its cooperation and support to the school administration.