

no secret that American principles of democracy have not yet been extended to all Americans. The FEP act should reassure our belief in democracy."

Several tangible evidences of this "reassurance of belief in democracy" from the "grassroots" have come to the attention of the bureau of labor recently.

The cleaning up of job-application forms having discriminatory questions is part of the bureau's work under the FEP act. Recently, it was discovered that some Oregon firms were using printed forms supplied by a big-time out-of-state printing company. This firm being informed about the Oregon law and the illegality of the questions it was distributing assured the bureau of labor that immediately it would delete the offensive questions not only on those blanks furnished its Oregon customers but on all forms sent to other states not having FEP laws. It assured the labor department of its future cooperation.

The other evidence that the leaven of economic democracy has begun to work involved an employer named in a complaint. A young Negro college student out of school for one term in order to earn enough money to continue college, answered an ad in a Portland paper for help wanted. When she asked to see the manager of the concern she was flatly told by the receptionist: "No colored help need apply." She filed a complaint. When the deputy commissioner visited the company manager about the matter he was visibly disturbed by the discriminatory action of his employe. What was especially heartening to the deputy on the case was the fact that the manager accepted responsibility for the action of his employees. He immediately stressed the non-discriminatory policy of his firm to all employees and warned that any employe not conforming in the future to such policy would be fired. It was the belief of this young employer as expressed to the deputy commissioner that democracy cannot be taught outside the United States unless it be practiced within by those at home. Before the deputy commissioner left this man offered his ser-

VICES to the labor department's speakers' bureau so he could speak out for the FEP act.

Mr. Kimsey and his staff in their report of activities during the law's first year think they have made a good beginning. Much has been accomplished. Positions in chain groceries, retail clerical positions and in food processing and packing plants have been opened for the first time to Negroes. But the labor commissioner reminds that much remains to be done. "There are problems of other minority groups other than Negroes which must be solved," says Mr. Kimsey. "They are the largest minority in Oregon and the most frequent victims of discrimination. But there are also large numbers of Chinese and Japanese to whom only certain kinds of work are accessible. There is a large Indian population whose adjustment to American life is made more difficult by the limitation of employment opportunities. There are Catholics and Jews who sometimes find that their religion is a bar to their employment."

Kimsey stresses that education over a long term is the key to the Oregon problem. This fall his staff is distributing resource books throughout all public and school libraries of the state. These books will contain materials explaining the Oregon act, facts on race and prejudice and the conditions that make for better community human relations. Cooperation of school teachers and librarians has been secured for this educational venture.

Oregon is today one of eight states with an FEP act. Legislatures of 14 states are considering passage of similar statutes. Now that the Oregon law has finished its shakedown period these states have begun to evaluate the year's work done in Oregon. Questions and appeals for information are coming in from these states. For them Oregon is the pioneer state in economic democracy.

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