



## Bureau approved - Jordan gets the job

### Hilliard calls insurance agents for total commitment

William A. Hilliard, city editor of THE OREGONIAN, told more than 500 independent insurance agents and company personnel here last week there is a need in the insurance industry for "total commitment to a non-discriminatory hiring policy -- from the top to the bottom."

Speaking at the 44th annual convention of the Oregon Association of Insurance Agents, Hilliard said, "The background of racial injustice in this country is still with us, and it is a background that needs to be examined time and time again when we look around us and ask: 'Where are the blacks? Why don't they apply for work with us? They are protected by the laws.'

"That background tells us that blacks just are not going to show up overnight because of fair employment practice laws and other civil rights legislation enacted to insure them of equal treatment if they did, indeed, seek employment in areas where they had been excluded previously."

"The black today has no reason to believe that your doors are actually open," Hilliard advised the insurance agents. "But if you become the aggressive recruiter, the future should be different."

"Don't look for the 'super black' and don't be afraid of a black failure," he continued. "In general, blacks should be afforded the same treatment as any other person on the job. But we should remember that blacks have not had the opportunity, the environment and the encouragement that most whites have taken for granted. There is a need to take a second look at the white standards we have set up to use as a screen for job applicants."

Hilliard joined THE OREGONIAN in 1952, and was



WILLIAM HILLIARD

named city editor in 1971. He is a member of the board of trustees of the National Urban League, a member of the Area I Advisory Committee, Portland Public Schools, and a past member of the board of directors of the Portland branch, NAACP.

In the concluding session of the convention, the Oregon Association of Insurance Agents passed a resolution calling for the creation of an all-industry task force to provide increased opportunities in the insurance business for members of minority groups, including "a work/study program encompassing actual work experience coupled with concentrated education."

The Oregon Association of Insurance Agents, headquartered in Portland, is a professional trade association comprised of 750 independent agents engaged primarily in the insuring of property and casualty risks.

### Gilmore named to health program

Newly appointed members to the Oregon Regional Medical Program staff are Beatrice Gilmore, R.N., and Richard M. Grant, Ed.D. Mrs. Gilmore has joined the Health Resources Development Unit and Dr. Grant is heading the Health Care Needs Assessment and Continuing Education Unit.

Mrs. Gilmore received her Bachelor of Science degree from the University of Oregon School of Nursing and a certificate in Methods of Supervision from Portland Community College. Since 1970, she has been employed by Model Cities and the Comprehensive Health Planning Association of Metropolitan Portland as a Health Planner for the Model Cities area. Her previous experience includes serving as Supervisor-Coordinator for the Home Health Department of Bess Kaiser Hospital and on the staff of Planned Parenthood Association of Portland, Visiting Nurse Association of Portland, Multnomah County Health Department, and Multnomah County Hospital.

A native Oregonian, Dr. Grant received his Bachelor of Science and Master of Science degrees from the University of Oregon. He was awarded his Master of Public Health from the University of California at Berkeley and his Doctor of Education from the University of Oregon. Since 1968, he has served on the faculty of California State University at San Diego as Assistant Professor, Department of Health Science and



B. GILMORE

Safety. He has also served as a consultant to the Los Angeles County School District and San Diego State College.

The Oregon Regional Medical Program is one of 50 such programs in the nation authorized by Congress and funded by the Department of Health, Education, and Welfare. The Oregon program recently received a \$1,072,710 grant effective September 1, to provide funding for the program's fifth year of activities designed to improve accessibility, efficiency and quality of patient care in Oregon. The new award will expand program staff activities and fund eight projects in the state.

Charles Jordan, Director of the Model Cities Agency, was named Acting Director of the new Bureau of Human Resources created by the Portland City Council on September 20.

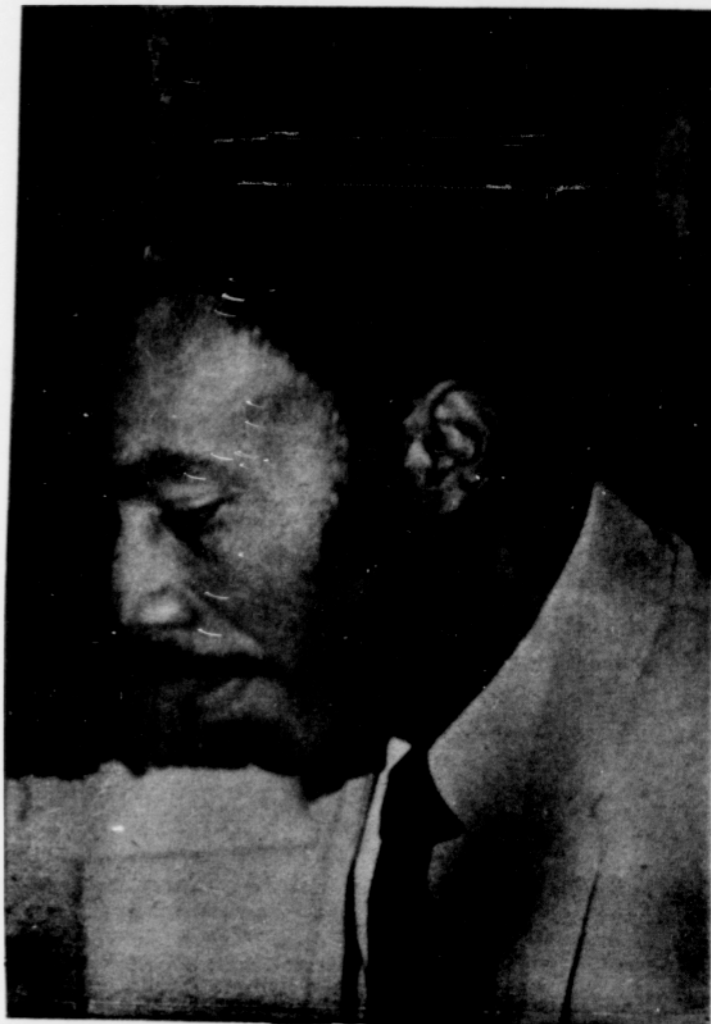
The City Council unanimously approved the creation of the Bureau of Human Resources proposed by Mayor-elect Neil Goldschmidt. The creation of the Bureau was steeped in controversy because it proposed that the Green Amendment be invoked, placing the GEO (War on Poverty) programs directly under the city and eliminating the Portland Metropolitan Steering Committee. The Bureau will administer the city's manpower and social service program including Model Cities.

The original plan included the takeover by the city of the functions of PMSC. This matter will be decided by the city council in a few weeks. Commissioner Goldschmidt said the incorporation of the poverty programs into the Bureau is basic to its existence. He believes there is too much overlap among the various social agencies and that the Bureau will help eliminate this problem.

Opponents fear that city control will take authority from the community boards made up of persons who use and benefit from the programs and will place all decision making in the hands of city government.

Also at issue is the question of civil service and the fate of the agency employees if they go under the city.

Jordan was named acting director and will be considered along with other ap-



CHARLES JORDAN

licants if he decides to apply for the permanent position. Commissioner Goldschmidt, under whose jurisdiction the Bureau now lies, said he hoped to get the Bureau in operation by January 1, 1973.

Cleveland Gilcrease, Executive Director of PMSC and one of the most outspoken citizens of the formation of

the Bureau, said he was pleased with the selection of Jordan to head the department. Gilcrease said he is in favor of a Bureau of Human Resources in concept but that he is opposed to the invoking of the Green Amendment as he fears it will remove the necessary independence from the poverty programs.

### Suit asks equal funding

A legal showdown has developed between a persistent Black fund-raising organization and the U.S. Civil Service Commission, the United Way of America, Inc.

In a case with broad ramifications, the United Black Fund, Inc., a non-profit charitable organization, has filed suit against the United Givers Fund and United Way of America, Inc. for discriminatory practices "against blacks and poor people."

In the suit, the UBF charges that Hampton has illegally prohibited them from participating in the Combined Federal Campaign, under the guise of Federal regulations promulgated by him.

Hampton, the fee, has deprived them of their right to solicitation privileges without due process, thus violating their civil rights covered in the Civil Rights Act of 1866. UBF filed motion for preliminary injunction mandating Hampton and his agents to permit UBF to solicit within the Federal installations in 1973 (which is slated to begin October 12, 1972), or prohibit Hampton from scheduling solicitation in that campaign prior to final judgment in this action.

A hearing on the case has been scheduled before Judge Oliver Gasch in the U.S. District Court, Room 21, at 4:30 p.m. on September 25. The results of the hearing has national implications, in that it sets precedence for other cases throughout the country, which have United Way of America under attack for their discriminatory policies on disbursements of funds.

UBF President Calvin Rolark asserts, "Blacks in the inner cities have failed to receive their 'fair share' from these (UWA) funds." Citing the National Urban League as an example, he points out that among minority organi-

zations the NUL receives the greatest amount from the United Givers Fund. And, NUL's share is only two-and-a-half cents out of a dollar. "Furthermore, this regulation inhibits freedom of choice which should be the right of every employee himself to choose where his collar for charity goes," Rolark continues.

"We cite the findings of the United Givers Funds' own Task Force headed by Mr. Hobart Taylor in which the failure of the UGF to meet certain critical community needs was highlighted... On the contrary, it should compel granting solicitation privileges so that the entire community may be serviced," concludes Rolark.

### Walsh opposes Green on poverty issue

Mike Walsh, candidate for Oregon's Third District seat in Congress, criticized his opponent, Edith Green, for her lack of support of poverty programs.

Also told a group of Portland Toastmasters that the Third District is Oregon's only urban seat and one characterized by areas of extreme poverty.

Walsh said that since 1965, Congress has funded programs to aid these poverty areas and that this year after extensive hearings and debate, both Houses of Congress adopted a conference report that would extend the Office of Economic Opportunity through the next two years.

"Every Congressman from Oregon voted for the program -- except the Representative who has represented the urban Third District for the last 18 years," said Walsh.

"This bill, designed to aid cities and those in cities who need help, was rejected by Incumbent Edith Green," he said.

Model Cities and the Portland Metropolitan Steering Committee are doing a good job here, and I believe they should be supported -- not vetoed," he said.

### Angela seeks Cal position

Angela Davis plans to return to California by the middle of next month in an attempt to get her old job back at UCLA as a philosophy instructor, a close associate said.

Miss Davis, acquitted earlier this year of charges related to the Marin County Courthouse shootout in 1970, was fired by the University of California Board of Regents earlier that year on grounds she made inflammatory speeches.

The word of her return to California came from longtime association James Alexander who is accompanying Miss Davis on a tour of Eastern Europe.

### Gilcrease disagrees: questions civil service

by Cleveland Gilcrease

It is most unfortunate that one of our most publicized and accredited sources of information in the predominantly Black community, THE PORTLAND OBSERVER, in its September 21, 1972 edition, released such a biased and misinforming

article on the proposal for Civil Service Status of Model Cities and Possible Future Bureau of Human Resources Employees, recommended by Commissioner Neil Goldschmidt. While I can appreciate the viewpoint and opinion of Rev. A.D. Hender-

son, it is most important that the citizens of our city not be misled down a primrose path, due to promises traditionally made to primarily black and other disadvantaged persons in our community. As a Black man, I am not willing to settle any longer for promises. Over the years, too many promises have been made and later broken. I want guarantees, something concrete, a viable plan without loopholes, which has been adopted, endorsed, and proven workable before I will be ready to stand up and cheer.

First let me ask this question. Prior to reaching his opinion, did Reverend Henderson consult the members of the City-County Civil Service Review Committee, which was appointed approximately one year ago, with a budget of \$72,000 to be expended on research on the present Civil Service Structure. Perhaps if Reverend Henderson had contacted Dr. Lee Brown, who chairs this committee, or Mr. George Rankins, the Director of the Concentrated Employment Program, who also serves on the committee, he would not have been so eager to form his opinion.

This draft proposal was submitted to my office by Mr. Ron Buel of Commissioner Goldschmidt's staff, who requested my recommendations. Unfortunately, this proposal is filled with nothing more than supposition and I find myself unable to begin to make

any recommendations, except perhaps to tear it up and start again. Of course, this proposal appears to be mere continuation of the same approach taken by Commissioner Goldschmidt's staff, in regard to the establishment of a Bureau of Human Resources. The original proposal, as well as all subsequent documents related to it, have been non-definitive in nature and leave the most important matters to speculation and conjecture.

Let me raise a few more questions for everyone to consider. As this proposal would bring a totally new function into city government, should the existing positions be adapted into an old system? Or should the old system be adapted to the new function? The proposal states that "if an employee does not pass the examination, Civil Service status will be withheld." Are people fully aware of Civil Service guidelines so that they fully understand what can happen to a non-Civil Service member without gaining Civil Service status? The proposal deals with "how to get current employees (PMSC and Model Cities) who are performing their jobs well into the Civil Service system." This is most disturbing in that quite often in poverty programs, people with limited qualifications and skills are hired with the intent of teaching them how to perform their jobs well. At the point of

entry into the Bureau of Human Resources, many of the staff may not be performing their jobs "well". Where will they be then -- back out on the streets, collecting unemployment or on the welfare rolls? The Civil Service has long been a means by which to discriminate against blacks, minorities and low income, disadvantaged whites. In no way does this proposal set forth any type of change or restructure of this system. Why not develop a new Civil Service system, incorporating a viable, sound career ladder plan, by which those undertrained and underemployed could enter the system and have the opportunity to advance through it? So what if this proposal will supposedly "take care" of all those employees who are presently in the training process -- what will happen to those future employees to come? What avenue will they have to enter the Civil Service system? The availability of jobs listed on the "Civil Service Careers Opportunities List" within the proposal, is most (Please turn to p. 8 col. 5)

### Correction

E. Shelton is not a Republican, but is a life-long Democrat. His wife, Heloise is the Republican in the family. The Observer apologizes for this error!



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