

MHRC hits City's minority hiring performance

The Metropolitan Human Relations Commission, in a report soon to be presented to the City Council, has found that minorities are not found in city employment in percentage relative to their members in the work force (8.4 percent). The City's utilization of minority employees is 6.3 per cent, of which 3.7 per cent are Black. Of 3,935 employees, 111 were Black men and 36 were Black women.

Public Affairs has not. The analysis states, "Public Utilities and Public Works pose a major problem with regard to improving protected class utilization."

Biased Hiring

An even more devastating finding is that in spite of the City's affirmative action guidelines, minorities were hired at approximately one-half the rate at which they applied -- indicating that there are still barriers to full employment opportunity in six of the City's eight job categories.

In the "Officials and Administrators" category 6.4 percent of the applicants were minority but no minorities were hired. In the

"Technician" category 15.4 of the applicants were minorities, with 8.3 of those hired being minorities. Other categories were as follows: "Protective Services" - 19.4 percent of applicants, 5.6 percent of hires; "Office/Clerical" - 18.7 percent of applicants, 7.5 percent of hires; "Skilled Crafts" - 7.0 percent of applicants, 2.6 percent of hires; "Service/Maintenance" - 11.0 percent of applicants, 5.6 percent of hires.

The high rate of white males does approximate their rate of application, but those of women and especially of minorities does not.

The study is based on Fiscal Year

1977-78, pointing to the fact that staff shortage in the Affirmative Action Office makes reporting slow and analysis a year behind.

Public Safety

The Department of Public Safety is handled by Commissioner Charles Jordan. The department was below parity (8.4 percent minority) with 5.3 percent, an improvement from 4.5 percent in the previous year.

The department was highest in "Officials and Administrators" with 28.6 percent. All other categories were below parity. The lowest categories were "Protective Services" and "Technicians." The department was below parity in

hiring, but 40 percent of the new hires in "Technician" were minority.

Of the 942 employees, 16 were Black men and 14 were Black women, or 3.2 percent. The greatest deficit was in the Police Bureau, with 13 Blacks out of 906 employees.

Finance and Administration

The Department of Finance and Administration was directed by Mayor Neil Goldschmidt. There were 13 Black men and 16 Black women out of 508 employees or 5.7 percent. Fourteen of the Black employees were in the Bureau of Human Resources.

Though above parity with 11.8 percent minorities, this department underutilized minorities in the "Technicians" category.

The department increased its minority percentage from 8.9 percent the previous year.

Public Affairs

The Department of Public Affairs is headed by Commissioner Mildred Schwab. This department underutilized minorities in "Skilled Craft" positions and there were no minorities in "Officials and Administrators." Not only was the department below parity in hiring minorities, but none were hired in (Please turn to page 2 col. 4)

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(Photo: Richard J. Brown)

Front asks academic remedies

The Black United Front has presented its education plan to the community, asking for academic remedies rather than numerical desegregation. "After fifteen years of transferring Black children out of their neighborhoods, we can find no academic or psychological reason for continuing the process," Ronnie Herndon, co-chairman said. "We reject the continuation of the process whether through bussing, boundary changes or clustering."

The Black United Front advocates the establishment of high quality elementary and middle schools in the Black community, which would be open to non-residents on a space available basis.

The Front referred to the writing of Derrick A. Bell, Jr. of Harvard School of Law and recently named Dean of the University of Oregon Law School.

"In the lengthy struggle to gain compliance with the Brown

decision, it was assumed that in a school system hostile to Blacks, it was necessary in order to ensure that Black children receive what white children receive to require that Black children be assigned to schools where white children were in attendance." It was a goal simple to state and extremely difficult to accomplish. From an educational standpoint, it has proven, to put it mildly, far from effective. In fact, on a nationwide basis, the overall achievement record of Black children in desegregated schools has not improved. After an analysis of hundreds of school desegregation studies, Nancy St. John, in her 1975 book *School Desegregation Outcomes for Children*, concludes that "During the past twenty years considerable racial mixing has taken place in schools, but research has produced little evidence of dramatic gains for children and some evidence of genuine stress for them." More importantly, the disparity between Black and white students in expulsion, suspension and other disciplinary actions has dramatically increased. Black students are being tracked into dead-end special courses where performance expectations are pathetically low and drop-out rates are predictably high."

In light of this, the BUF recommends that the seven neighborhood schools be given educationally-oriented remedies including good administrators, teachers and curricula. The district's policy of "counseling" Black students to attend schools out of the community should stop, but parents who wish to participate in the administrative transfer program should be provided transportation.

The Front recommends middle schools at Eliot and Kennedy. Eliot, which is currently a K-4 program has few resident children, so its conversion would not cause a major dislocation. The ECE - follow through program housed at Eliot should be moved intact to nearby Boise.

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Rights attorney heads law school

Derrick A. Bell, Jr., prominent civil rights attorney and professor of law at Harvard Law School has been chosen to head the University of Oregon's School of Law. Bell will assume his duties as Dean on January 1, 1981.

Bell, 49, is a graduate of Duquesne College in Pittsburgh and the Pittsburgh Law School. While a law student he was associate editor of the Pittsburgh Law Review.

He is a member of the bar in California, the District of Columbia, New York and Pennsylvania and has been admitted to practice before the U.S. Supreme Court, five Circuits of the U.S. Court of Appeals and several U.S. District Courts.

A member of the Attorney General's honor graduate recruitment program, Bell's first appoint-

ment was in the Office of Legal Counsel in the Civil Rights Division of the U.S. Department of Justice, in 1957. In 1959 he became Executive Secretary of the Pittsburgh Branch, NAACP.

From 1960 to 1966, Bell was staff attorney and then First Assistant Counsel for the NAACP Legal Defense Fund, handling civil rights litigation in virtually every southern state. Among the cases were *Merridith vs Fair* (Mississippi schools) and *Bailey vs Patterson* (transportation).

He was chief attorney on several major school desegregation cases including Oklahoma City, Jackson, Mobile and Savannah and supervised more than 150 school desegregation cases.

In 1966 he was named Deputy Director of The Office of Civil

Rights of the U.S. Department of Health, Education and Welfare, where he was responsible for administration of Title VI of the 1964 Civil Rights Act and helped draft the 1968 school desegregation guidelines.

He was responsible for coordination of compliance and enforcement in Education, Public Health, Welfare, Vocational Rehabilitation, Aging and Social Security.

Bell directed the Western Center on Law and Poverty at the University of Southern California Law School from 1968 to 1969, and since 1971 has been a member of the Harvard Law School faculty.

Bell has written extensively in the field of civil rights and education, one of his better known books being, "Race, Racism and American Law."

Oregon student joins panel

Camille Hamilton, a Stanford University pre-law student activist and 1978 West Linn High School graduate, will represent college students of the 13 western states here, February 24-26, as a guest panelist on the subject of "affirmative action" at the College Board Western Regional Conference. Other members of the panel are: Robert L. Bailey, Director of Admission and Records of University of California, Berkeley; Phillips W. Miner, Associate Director of Admissions, Pacific Lutheran University; and, Jesse L. Welch, Assistant Director of Admission, Washington State University.

The program to be held at Jantzen Beach Red Lion Motor Inn, has a variety of workshops and panels of interest to delegates from the 13 western states. The Affirmative Action panel will focus primarily on strategies for achieving and maintaining a heterogeneous student body since the U.S. Supreme Court's decision in the *Bakke* case. The specific topic is "will the real minority please stand up?"

Miss Hamilton says she is not certain why or how she was selected to represent all the students of different ethnic groups and economic stations in the 13 western states. "At any rate" she said, "I am glad for the opportunity to participate and to make an unscheduled visit with my family in West Linn."

Miss Hamilton is the sister of Konrad Hamilton and the daughter of Judge H.J. Belton Hamilton and Midori Minamoto Hamilton of West Linn, Oregon. She is well known to West Linn residents for the humorous roles she played in the high school dramatic productions,



CAMILLE HAMILTON

the articles she wrote for the school paper and her successful campaign for student body president, thus breaking a string of male student body presidents for the school's 53 year history. She is known throughout the state for her achievements in speech and poetry competition.

In college, she has continued to be

active in politics and drama but severely reduced her other extra-curricular activities. Keeping up the accelerated academic pace necessary to graduate in three years while trying to maintain a grade point average acceptable to the law school, she says, is enough to keep her busy.

Gangle seeks House seat

Rose Gangle has filed for the Democratic Party nomination to Legislative District 14, the seat now held by Dr. Howard Cherry.

Ms. Gangle is best known for her involvement with the issue of battered women. A legal secretary and paralegal, she is active with the Oregon Coalition Against Domestic and Sexual Violence, which was instrumental in the passage of Oregon's 1977 Abuse Prevention Act.

She is currently working with rural organizing projects and serves

as the metropolitan area's representative to the state board.

Ms. Gangle has worked as a paralegal for Bradley Angle House, a shelter for battered women, and currently volunteers for the program.

A former employee of Legal Aid, she helped form the Community Law Project and is involved in several organizations working to insure civil rights to women, minorities and the poor.

Ms. Gangle is the former District 14 Leader for the Democratic Party



ROSE GANGLE



Harold Williams is a candidate for the Democratic Party nomination to Legislative District No. 14. Williams, a labor negotiator for the State's Executive Department, is former Director of Affirmative Action for the State and was Executive Director of the PSU Educational Center.