

(GENERAL)

COMPTROLLER
FILE NUMBER

260952

REPORT
OF

CITY COUNCILMAN SAM SMITH, CHAIRMAN,
SEMINAR PLANNING COMMITTEE FOR THE SEMINAR ON
EQUAL OPPORTUNITY AND RACIAL HARMONY, ON THE
SEMINAR HELD AT WASH. JR. HIGH SCHOOL, MARCH 22,
1968, AND AT GARFIELD HIGH SCHOOL, APRIL 6, 1968.

Comptroller File No. 260952

Report of City Councilman Sam
Smith, Chairman, Seminar Planning
Committee for the Seminar on Equal
Opportunity and Racial Harmony, on
the seminar held at Wash. Jr. High
School, March 22, 1968, and at
Garfield High School, April 6, 1968.

FILED

MAY 20, 1968

C. G. ERLANDSON
COMPTROLLER AND CITY CLERK

BY W. A. Perkins DEPUTY

ACTION OF THE COUNCIL

REFERRED

MAY 20, 1968

TO

ON FILE

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REPORTED

DISPOSITION

RE-REFERRED

TO

REPORTED

DISPOSITION

REPORT OF COMMITTEE

Mr. President:

Your

Committee

to which was referred the within

would respectfully report that we have considered the same and respectfully recommend that

CHAIRMAN

CHAIRMAN

C588.1.03



THE CITY COUNCIL OF THE CITY OF SEATTLE

1106 SEATTLE MUNICIPAL BUILDING

SEATTLE, WASHINGTON 98104

SAM SMITH, CHAIRMAN
PUBLIC SAFETY COMMITTEE

May 20, 1968

F.C.M.

Honorable Floyd C. Miller
President
Seattle City Council

Dear Mr. Miller:

Attached herewith is a copy of the first draft of the report of the City-sponsored Seminar on Equal Opportunity and Racial Harmony held at Washington Junior High School March 22 and Garfield High School April 6, 1968.

I would be first to state that some of the recommendations, which are enclosed, have already been made policy or law since the initial presentation April 6. Furthermore, other portions of the recommendations are already in effect by private organizations or in the process of being put in effect at this time. This is particularly true in the area of housing and jobs.

In order that citizens may fully be informed as to the extent and scope to which the recommendations of the City-sponsored Seminar are being utilized, I believe that it would be in our best interest to hold some type of public reporting session in order to find out those things that we are implementing and those upon which action is yet to be started.

We have on order copies of this report to be printed and made available to those who participated in the Seminars and to other interested public groups within our City or vicinity.

We, your Seminar Planning Committee, composed of Councilman Ted Best, Mrs. Harlan H. Edwards, Mr. Edward J. Devine, Mr. Walter Hundley, Reverend D. Harvey McIntyre, Reverend Samuel B. McKinney and myself, aided by the voluntary participation of approximately sixty-five leading citizens from all groups in our City, coordinated by the expert help and experience of Mr. Edwin T. Pratt of the Seattle Urban League and Mr. Philip Hayasaka of the Seattle Human Rights Commission, feel that we have discharged our duty faithfully and to the best of our ability as set forth in Resolution No. 21327, passed by the City Council on January 15, 1968.

From all appearances the expenses incurred in sponsoring the Seminar will be adequately paid for within the appropriation as authorized

SEATTLE CITY COUNCIL
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On File

Honorable Floyd C. Miller

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May 20, 1968

by the City Council. The final statement of the financial cost will not be available until the printing of this report is completed. The expenses as approved of this date are on the attached sheet.

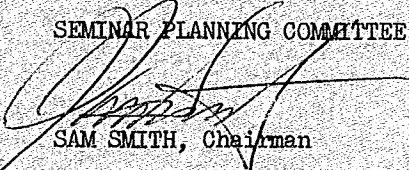
As you will note the report of the Seminar is divided into two parts; one centering around March 22, the other April 6, from which the final recommendations were made.

Upon Receipt of the printed copy of the Seminar Report, the various branches of government and private groups will be forwarded the formal report. Many of these groups are already putting into active programs those ideas which were generated the knowledge of which they gained during their participation in this worthwhile project.

We hope that this democratic exercise, in attempting to arrive at solutions to the most urgent Urban Problems, has been beneficial to our City, our County and our State.

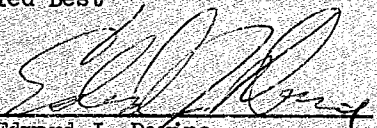
Respectfully submitted,

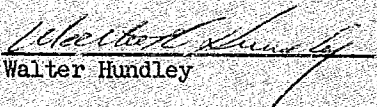
SEMINAR PLANNING COMMITTEE


SAM SMITH, Chairman


Ted Best


Mrs. Harlan H. Edwards


Edward J. Devine


Walter Hundley


Reverend D. Harvey McIntyre


Reverend Samuel B. McKinney

Attachments

DRAFT 1

SUMMARY OF PROCEEDINGS
AND
RECOMMENDATIONS
FROM THE
SEMINAR ON EQUAL OPPORTUNITIES
AND
RACIAL HARMONY

Sponsored by
SEATTLE CITY COUNCIL

INTRODUCTION

In a memorandum to the Seattle City Council, dated December 4, 1967, Councilman Sam Smith requested that the Council sponsor a two-day seminar designed to review, and reassess the effectiveness and progress of all programs, both public and private, "dealing with the problem of Equal Opportunity and Harmonious Racial Relations."

It was proposed that the first seminar day be spent receiving reports of programs in operation, their objectives and progress, together with a projection of anticipated program expansion and progress during the next six months.

The second day of such a seminar would be spent discussing new proposals and reviewing methods of accelerating existing programs in order that goals may be achieved within a reasonable period of time and prior to mid-summer.

The seminar was to be open to the public. Participants would include community segments as business, financial and credit groups, labor, human relations representatives, grass roots personalities and ordinary citizens. All segments of government - municipal, county, state, federal - concerned with such programs were to be asked to join in sponsorship.

For the most part, all of the above requests and proposals were accomplished. A planning committee of seven persons was appointed by Council Resolution:

City Council - Sam Smith, Ted Best, Mrs. Harlan H. Edwards

Mayor's Office - Edward J. Devine, Walter Hundley

Human Rights Commission - Rev. Harvey McIntyre, Rev. Samuel McKinney

The Planning Committee chose Philip Hayasaka of the Commission and Edwin Pratt, Seattle Urban League as coordinators of the program which involved staff, agenda, and operations.

By General Agreement, the Committee decided to invite a number of well-

known citizens to join in the efforts to make the seminar successful. Among these were:

Mr. Price Sullivan, President, Seattle Chamber of Commerce
Mr. Alan Ferguson, President, Rainier Brewery and on Chamber of Commerce
Equal Opportunity Committee
Mr. Dan Starr, Publisher, Post-Intelligencer
Mr. W. J. Pennington, President, The Seattle Times
Mr. Les McIntosh, Executive Secretary, CAPI (Halfway House, Operations
Fish Hook)
Mr. James K. Bender, President, Seattle King County Labor Council
Mr. Lowell P. Mickelwait, Industrial Relations, Boeing Company
Dr. Forbes Bottomly, Superintendent, Seattle Public Schools
Mr. Alfred Cowles, Director, State Board Against Discrimination
Mr. William P. Woods, President, Washington Natural Gas
Mr. Thomas E. Bolger, President, Pacific Northwest Bell
Mr. Sid Laurens, Regional Director, Social Security Administration
Mr. Andrew Hess, Director, Federal Housing Administration
Mr. Andrew Young, President, Seattle NAACP
Mr. Charles V. Johnson, Regional Chairman, NAACP
Mrs. Ludwig Lobe, President, League of Women Voters
Mrs. Richard M. Emerson, 1st Vice-President, League of Women Voters
Mr. Ed Russell, Chairman, CORE
Reverend John H. Adams, Chairman, Central Area Civil Rights Committee
Mrs. Sloane S. Commeree, Business and Professional Women's Association
Mr. Waverly Davis, Negro Voters League
Mrs. Jack Brown, Classics Book Club
Mr. Rex Jones, SOIC Director
Rev. Herbert Lazenby, Neighborhood House
Mr. Benjamin Weeks, President, Seattle Urban League
Mr. John Peluso, President, Seattle King County Economic Opportunity Board
Mr. Art McDonald, Channel 4 KOMO
Mr. John Cherberg, KIRO
Mr. Bill Hillier, KING
Mr. Orville Robertson, Executive Secretary, Seattle King County Board of Realtors
Mr. C. Allen Benedict, President, Seattle King County Board of Realtors
Mr. Erling O. Reed, Seattle King County Board of Realtors
Mr. Vincent Hayes, Multi-service Center
Mr. Robert Flowers, Multi-service Center
Mrs. Forrest Smith, Seattle School Board
Mr. John Cannon, Yesler-Atlantic Urban Renewal Project
Mr. Carl Miller, University of Washington Black Student Union
Mrs. Clarence Ticeson, National Negro Women's Sorority
Mrs. Donald Woodhouse, National Negro Women's Sorority and State Department
of Public Assistance
Mr. Jess Ramaker, Boeing Company
Mr. Richard Carter, East Madison Branch, YMCA
Rev. James H. Stewart, Ecumenical Ministry
Mr. Robert L. Thompson, Seattle Chamber of Commerce
Mr. Neal S. Warren, Internal Revenue
Mr. Louis R. Guzzo, The Seattle Post-Intelligencer
Mrs. Beatrice M. Hudson, Yesler-Atlantic Urban Renewal Project

Mr. Les Streeter, The Seattle Times
Mr. B. T. Poor, Washington Natural Gas Company
Mr. Robert Reed, Neighborhood House
Mr. Barney Hilliard, Seattle Chamber of Commerce
Mr. Robert L. Williams, Seattle Public Schools
Mr. Winslow Whitman, State Board Against Discrimination
Mr. Winfield S. King, Seattle Musicians, Local #76
Mrs. Anita Jones, Operation Equality
Mrs. Hilda Bryant, The Seattle Post-Intelligencer
Mr. John B. Kirsch, Veterans Administration
Mr. Keith Hughes, Yesler Atlantic N. I. Project
Mr. Michael K. Ross, CORE
Mr. Russell Gideon, Central Kiwanis
Mr. James I. Kimbrough
Mr. Avery Willis, Washington Natural Gas Company
Mr. Roger Thibaudeau, United Good Neighbors
Mrs. B. Gloria Henderson, Employment Security
Mrs. Sylvia Ryan, American Association, University of Washington, Highline Branch

A series of full Seminar Planning Committee meetings produced the following:

I. TIME SCHEDULE

February 19, 1968

Compile list of all agencies, organizations, associations and firms that will be requested to submit a written report to the seminar. Included in the list will be the name of the individual to whom the request will be made.

February 20-23, 1968

Mail letters requesting report, stating also that selected agencies, etc., will be asked to make a verbal report at the seminar workshops.

March 8, 1968

Deadline for written reports from agencies, etc., to be returned

March 22, 1968

First day of the seminar

April 6, 1968

Second day of the seminar

II. WRITTEN AND VERBAL REPORTS

Request that the following topics be included in the reports:

1. What specific programs are currently being conducted by your organization that are designed to relieve racial tensions?
 - A. Your evaluation of program since its inception?
 - B. Your estimation of program accomplishments in next six months?
2. What specific problems are being encountered by your organization in the implementation of your program?
3. What programs does your organization propose to conduct in the next three months -- six months -- twelve months?
4. What are your recommendations of what needs to be done by other organizations?

III. ADDITIONAL SEMINAR STAFF ASSISTANCE

To assist in compiling a list of all agencies, organizations, associations and firms that will be requested to submit a report and to assist in carrying out the plans of this seminar committee, the following persons agreed to volunteer their services?

Housing -----	Andrew Hess, F. H. A.
Employment -----	Robert Thompson, Chamber of Commerce
Education -----	Robert Williams, Seattle Schools
Public Safety -----	Charles Johnson, N.A.A.C.P.
Community -----	Roger Thibadeau, U. G. N.

SEMINAR OBJECTIVES AND FORMAT

PURPOSE

The chance to achieve equal opportunity and racial harmony in the Seattle

area has been limited due to a lack of communication, an unwillingness to develop meaningful action programs, a disbelief in the extent of racial disharmony and a lack of stated official concern.

The purpose of this seminar, therefore, is to further close the gaps between knowledge of problems and programs to alleviate them.

OBJECTIVES

1. On-going programs will be reviewed and re-assessed with recommendations for extension and alteration where necessary.
2. To bring industry, labor, governmental agencies, civil rights organizations, community groups and average citizens together for honest exploration and evaluation of where Seattle must be within the immediate future.
3. To suggest needed action programs which various organizations, citizens' groups and governmental agencies may be able to implement in order to achieve meaningful opportunity and racial harmony.

FORMAT

It is proposed that the two day workshop provide ample opportunity for participation by those in attendance. Such persons will come from all segments of the Seattle community. It is to be a public workshop.

After a keynote speaker sets the tone and guidelines, concurrent sessions will be held on housing, employment, education, public safety and community. Each of these subject areas will receive reports on present programs with responses coming from all persons gathered, plus three designated individuals with specific responsibility to respond. These three individuals should represent professionals in the field of human relations, grass roots or average citizens, and the vocal young voices of the community.

The three pre-selected responding individuals (monitors) were to observe, evaluate, criticize and/or praise reports given in each group. Their appraisals, along with group recommendations, served as the basis of discussion during the second seminar day.

GUIDELINES FOR MONITORS

- The Seminar has attempted to plan for the most effective use of the knowledge which you bring.
- As we work to develop an accurate assessment of where the City of Seattle stands in moving toward or resisting change, your experience will be extremely valuable.
- It is important that the discussions in your session center around some specific, key questions:
 1. What needs to be done in Seattle to improve the conditions of Negroes?
 - a. Immediate
 - b. Long-range
 2. Who are the people who can make the decisions to do something about changes which need to be made?
 3. Why don't they make the decisions?
 4. What can be done to help the right people make the decisions?
- In this way, it is anticipated that the Monitors, as well as all in attendance, will develop an accurate assessment of where the action is now and where it should be within a ninety (90) day period.

Subdivision of the reporting groups were as follows:

A. EMPLOYMENT

1. Business and Industry
2. Associations
3. Labor
4. Utilities
5. Governmental

B. EDUCATION

1. Secondary
2. Higher Education
3. Association/Government

C. HOUSING

1. Sales and Rental
2. Voluntary Groups
3. Financial

D. PUBLIC SAFETY

1. City
2. County/ City
3. Associations

E. COMMUNITY

1. Private Organizations
2. Churches
3. Public Agencies

Letters requesting written reports from organizations, agencies, associations and firms were sent to 850 groups. The 202 responses were compiled into a handbook for easy reference evaluation. The book, following the above outline, now serves as a point of measurement in future assessment of improved and accelerated efforts during the early 1968 to minimize human relations problems.

Letters were also sent to representatives of the subdivisions requesting verbal reports at the first day of the seminar. Monitors were then assigned to the session where their specific knowledge would be valuable.

An Agenda for the Seminar's first day follows:

Washington Junior High School

March 22, 1968

12:30 p.m. Registration -- Gymnasium Foyer

1:30 p.m. General Session -- In Gymnasium

Opening remarks -- Master of Ceremonies

Greeting -- Mayor

Keynote Address -- Henry B. Tolliafero, Jr.
Director of Congressional Relations
National Advisory Commission on
Civil Disorders

3:15 p.m. Concurrent Sessions -- in designated rooms

Housing -- Rooms 102,103,104,110

Community -- Rooms 107,108,109,111,113

Employment -- Rooms 115,116,119,122,124

Education -- Rooms 120, 121, 123, 126

Public Safety -- Rooms 130,131,132,134,137

5:30 p.m. Dinner

7:00 p.m. General Session -- In Gymnasium

Reconvene seminar -- Master of Ceremonies

Address -- Henry B. Tolliafero, Jr.

Summary Reports of Afternoon Session

8:45 p.m. Concurrent Sessions -- In designated rooms (same as afternoon)

Questions and answers based on summary reports

9:40 p.m. General Session -- In Gymnasium

Further directions and guidelines

10:00 p.m. Adjourn

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SUMMARY FROM RECORDERS

Housing

A. Discussion ranged over the following points:

Comments from member of State Real Estate Commission.
Dave Guren on Operation Equality
Andy Hess on FHA non-discriminatory practices.
Elliott Couden relating Seattle Real Estate Board bad practices.

Minority Group's desire to live together geographically: open housing legislation.
Citizens groups for open housing and their effectiveness.
Difficulties of minorities, especially newcomers, in establishing credit.
Urban renewal displaces and their potential recourse.

B. Issues that took priority in the floor discussion were:

Lack of enforceable legislation has hampered State Real Estate Comm. in disciplining discriminators.

Do realtors lose money when they get unfavorable reports from neighborhood into which Negro has moved?

R. E. Commission should take responsibility of bringing discrim. problems to the govt. and to the public.

State should take responsibility in educating realtors on minority questions.

Main thing needed: open housing legislation.

FHA in Wash. State has tried to be persuasive in advocating open occupancy and in deleting discriminatory sections from realtors codes.

Multiple listing realtors have generally cooperated with FHA.

Lending institutions relationship to the minority community.

C. Disagreement centered around:

Emphasis should not be placed on poor practices of Seattle Real Estate Bd. (and Wash. DC headquarters) as brought out by Mr. Couden -- but rather on improvement in realtors' attitudes i.e. North End Realtors suggested new policy statement for State Real Estate Com. as prepared by Atty. General, Governor's atty. etc.

Extent to which financial institutions should be creative.

D. Questions which were unanswered:

Slowness and uncertainty of passage of necessary legislation on all levels, local, state, and national.
Specific solutions.
Where is the responsibility for referring individuals to the proper state, local, federal, or private assistance program?

Do all lending institutions have the positive open mindedness necessary when reviewing minority group members' requests for credit; some, but how many?

E. Consensus seems to have emerged around:

Recent shifts in improved attitudes of Realtors are encouraging. In King County especially.

Last item voted on by group (unanimously): City Council should pass open housing ordinance immediately.

The real measure of the effectiveness of citizens groups for open housing is not the number of positive referrals, but the attitudes they change -- the educational benefits accrued.

The need for open housing legislation on all levels:

F. The following specific actions were recommended:

See second point under E.

Open housing legislation in Seattle by action of City Council; in state by action of legislature; and in U.S. by action of House to adopt the same bill as Senate.

Implementation Civil Disorder Commission Report by President Johnson.

That the State Real Estate Commission require strict non discrimination regulations as part of the licensing process, and strongly enforce them.

That financial institutions work to create a broad program of innovative lending practices which will improve housing opportunities for minority race members.

Urge the construction industry to develop more housing in the moderate cost range.

Recommend an approach to mortgage and home financing which parallels the present approach to employing "qualifiable" rather than qualified personnel.

Urge that the white community recognize that the root of the urban problem is white racism and color prejudice on the part of whites.

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Churches and other non-profit organizations should develop programs using the low cost housing opportunities offered and recommended by the federal government.

We commend the city program of code enforcement to maintain and improve housing and extend this program effectively by including provisions for financial help to owner occupants without adequate resources.

G. Issues which were presented but not reacted to were:

Few minority people buy new subdivision homes.

Need for better communication between racial groupings.

Need to provide jobs before housing problems can be fully treated.

The present King County Open Housing Law which is not being enforced.

Need for more activity in code enforcement.

H. Significant issues which were not raised (Recorder's opinion):

The practical problems of drafting enforceable open housing legislation.

The possible damage that could be done to existing cooperative attitudes regarding open housing if such legislation were passed at this time.

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SUMMARY FROM RECORDERS

Employment

A. The discussion ranged over the following points:

Hotel and restaurant industries: government grants.

Unions and apprenticeships -- Todd Shipyards: Teamsters.

National Alliance of Businessmen -- role of federal government -- school education for vocational and technical work.

Open housing.

Use of tests -- their weakness.

Apprenticeship training.

Adequate advertising of job openings.

Qualification of minority group applicants.

Attitude of large number of employers.

How counselling should be conducted.

B. The issues that took priority in the floor discussion were:

Why aren't unions here?

Vocational courses needed before student gets out of high school.

Reasons that minority leave schools, are unemployed.

Percentage of minority members employed -- too low.

Extending company policy to front-line supervisors and workers.

Reaching the hard core unemployed.

How to help prepare the unemployable for some type of job -- through Federally assisted training programs.

Promoting Negroes into decision-making positions.

Garnishment control.

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C. Disagreement centered around:

Role of apprenticeship -- its importance.

Union discrimination -- employer's responsibility or union "dodge" -- is there a joint complicity on part of employers and unions?

Whether standards should be lowered in order to employ members of minority groups.

D. Question which were unanswered:

Teamsters Union: what are you doing to combat discrimination?

How do we keep hard core unemployed working and productive once they are employed? (partially answered)

How far backward are you (as an employer) willing to bend to employ minority people?

How do you place new minority people in full time jobs over part-time senior workers wanting to work full time?

D. Consensus seems to have emerged around:

Employment could not be separated from education and open housing.

Set up a separate personnel structure which would work on a person to person (counseling of hard core unemployed once employed).

Unions need to be open.

Apprenticeship programs.

Insularity of minority groups.

National training program on massive scale.

Business has not done all it could to facilitate employment of minority groups.

F. The following specific actions were recommended:

Every segment of society has to give and come forth with a positive attitude toward non-discrimination.

Open housing laws should be available.

Special counseling personnel outside of traditional methods and means.

Shorten apprenticeship training period.

Get more federally subsidized training programs.

Modify tests to comply with skills required rather than that with middle-class background.

Better integrated staff in more businesses.

G. Issues which were presented but not reacted to were:

Big Brother -- tutor type programs within trainee programs.

Sincerity of employers to really help minority people.

H. Significant issues which were not raised (Recorder's opinion):

Who is to get the employer to deal more fairly with minority applicants.

How to motivate minority people to become fully qualified.

Whether a Negro would be chosen for a management position over a white applicant of similar qualifications, in a predominantly white business.

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PUBLIC SAFETY

A. Discussion ranged over the following points:

Public Health Service

Youth Service Center

Legal Services Center

Police relations/community

Opportunities for employment

Fire Department

Neighborhood Youth Corps in City Departments

Employment of minorities, but especially Negro attitudes toward justice and law enforcement and attitudes towards arresting officers (all ethnic groups)

Programs being carried out now - their limitations by requirements of civil service; the dangers of patting ourselves on the back - the need of communicating to the community on the problems.

B. Issues that took priority in the floor discussion:

Police relations and alienation - what can we do?

Importance of problems of communication between cultural groups - complicated by race.

True in-services, legal-medical-police

There were no members of the community present.

Ideas which would bring about change in hiring less skilled people (a) lowering testing standards and changes in civil service; more in-training service programs to provide more jobs, more incentive, improved morale; ex: New Careers

C. Disagreement centered around:

Whether the idea of lowering standards was what one wanted. Rather on the job training assisting people; Stress was put on oral rather than written exams.

D. QUESTIONS which were unanswered:

If juvenile court conference committees are very effective in West Seattle, Kent, Rento, etc. - why don't we use more in Seattle?

In Legal Services Center, etc. - How do we educate (sensitize) people to communicate:

Any research regarding a "Youth Code"?

How effective is Legal Services Center?

How can we help Police Department recruit?

Why were there not more citizens of minority groups hired in city license department? Sheriff's office?

How to solve problem of hard core unemployed and/or those who are not employed because of limitation of written Civil Service exams?

E. Consensus seems to have emerged around:

One of our biggest problems is breaking down the alienation between Negro community and police force -- a feeling that we all have responsibility for this -- and all are frustrated.

The men felt that being able to talk to each other (working in different department) was very helpful and interesting. They would like to do it more often. The men seemed very sensitive to the needs of the community.

Finding ways to help people by making jobs available; by providing incentives so people will be able to follow through on training. Aiding with family situations if necessary. Salary schedules which would attract all levels of training or untrained minority groups.

F. The following specific actions were recommended:

More development of face to face relationships in dealing with all social relationships. Development of hiring standards which are more realistic and which will permit action in hiring.

G. Issues which were presented but not reacted to were:

There was reaction to all that was presented.

H. Significant issues which were not raised (Recorder's opinion):

1. Didn't really focus on the tensions between races and ethnic groups.
2. We didn't bring up the prevention of riots in the first place.
3. We didn't talk about "public safety" at all!

EDUCATION

A. The discussion ranged over the following points:

Progress made in different schools and in the Headstart Program.

Open Housing

White racism in the schools

Does the school administration have the "guts" to have quality, multi-racial education?

Funding

A

Academic freedom of teachers

Communication and involvement between University and Central Area. Programs of University involving disadvantaged students and community problems.

Discrimination at the University

I

Ways of getting faculty involved.

B. The issues that took priority in the floor discussion were:

Negro history

White racism. Racial acceptance in the receiving school.

Busing of students not the answer

Criticism of University School of Education as not effecting changes in its training of teachers

Not enough done by University to meet needs or problems until crisis or lots of community pressure.

Continuous Progress Center best long range plan yet.

C. Disagreement centered around:

School curriculum

"Drop in the bucket" type of solutions so far

Some people felt University was improving and changing their teacher training program.

Mediocrity of teachers

D. Questions which were unanswered:

What exactly should be done now? How to implement real school integration?

Will University undertake an analysis of President's Report on Civil Disorders?

University effort to come up with additional funds to support Federal programs which may be cut or eliminated.

Is research in education meaningful visavis current problems?

E. Consensus seems to have emerged around:

More progress now.

More effort by University administration to take care of problems of discrimination against minority students and faculty by mainly support personnel of University.

More effort to recruit minority faculty

More encouragement of faculty to become involved in community.

F. The following specific actions were recommended:

Appoint a committee which represents Central Area to Seattle Community College

In-service teacher training, medical services for headstart and coordination of agencies.

Negro history in all history books, not just a course in Negro History.

Opening of a University branch campus in Central Area.

G. Issues which were presented but not reacted to were:

What programs have endeavored to change attitudes of white community?

Negro school administrators

Effective use of the best teachers.

H. Significant issues which were not raised (Recorder's opinion):

School closures

Negroes on School Board

COMMUNITY

A. Discussion ranged over the following points:

What needs to be done in Seattle to improve condition of Negroes?

The Churches' contribution (and lack of contributions) in this area.

Contributions of other groups

B. The issues that took priority in floor discussions:

Lack of communication between races - thus misunderstanding

Discrimination within the middle class - little understanding of the man in "overalls".

Problems of youth

C. Disagreement centered around:

Results are expected too fast

It is a white American society and you have to give it time to react to circumstances.

D. Questions which were unanswered:

How do you get the "man on the street" to accept a job that pays less than he earns illegally?

Where's the money coming from? How to spread the "gospel" to those people who were not present - those who are unconcerned and frankly opposed?

E. Consensus seems to have emerged around:

Too many group discussions without results

Action needs be taken now on open housing, school integration and employment for all, regardless as to qualification.

The need for action - we have talked and planned enough. Let's see some concrete results. For instance, youth at CAMP are becoming very cynical about jobs which will last more than 1 month, etc.

F. The following specific actions were recommended

Mandatory integration of schools

Has publicity relating facts about assumption of property devaluation if minorities move in

Neighborhood meetings to encourage better understanding and to get immediate results at the meeting and follow up.

Institute, support and increase voter registration and participation in Central area and elsewhere.

Improve youth's relations with police department

Support Liberty Bank with dollars

Housing tours of Central Area

Creating sense of trust between young people and adults

Support Outward Bound

One church in Central Area and another in suburbs last summer had weeks exchange vacation school program. Gave kids chance to learn about different religion, social strata, economic level, etc. Strongly recommend these exchange type situations between churches and all other groups possible.

"Big Brother" program for keeping psychologically marginal people on the job especially during first few months

Work closely with NAB on summer jobs. IF PRIVATE SOURCES DO NOT CLOSE THE GAP, MAYOR AND COUNCIL MOST STRONGLY URGED TO SUPPLY SUMMER JOBS FOR ALL YOUTHS DESIRING THEM. Emergency funding if necessary. Put kids to work in all departments of city possible - police, fire, emergency, garbage pickup and cleanup in Central Area, recreation programs, parks, etc. WE STRONGLY SUPPORT URBAN COALITION AND JOBS NOW.

On schools, we endorse generally (though some might disagree with certain specifics of the 11-point program of the Central Area Committee on Civil Rights and John Adams' plan. WE STRONGLY FEEL THAT THE BUSSING SITUATION SHOULD WORK BOTH WAYS - IF 300 ARE BUSSED OUT, 300 SHOULD BE BUSSED IN.

ACCESS TO THE CITY COUNCIL'S EARS SHOULD BE MADE EASIER (EVEN FOR THE SMALLER, DISSIDENT GROUPS. Council meetings should be moved out to different areas of the city and perhaps small "city halls" opened in storefronts in various areas.

We encourage the Human Rights Commission to have Junior Achievement investigate broadening and deepening their efforts in the Central District

We encourage the City Council to consider the metro area as a whole, considering people who live in the suburbs and work in city for financing of many of these programs.

We want Human Rights Commission strengthened in power and urged and allowed to really get into action.

WE WUPPORT EMERGENCY OPEN HOUSING ACTION

In general, get rid of feeling of "What do 'they' want now?" and replace with a feeling that by improving 'their' lot we also improve our own ... a whole feeling of city improvement.

G. Leadership in community ... why don't the leaders make decisions?

H. Methods of reaching the 'man on the street' who is apprehensive of seeking employment because of lack of qualification.

HOUSING

Discussion ranged over a number of points, with the subject commanding the most interest and support being a local open housing ordinance. Emphasis by the delegates was also placed upon other aspects pertaining to housing; such as low cost housing, financing, attitudes and action of those in the real estate industry as well as of white America.

NOTE: On April 19, 1968, thirteen days after the City-sponsored Seminar, the City Council passed an open housing ordinance which is looked upon as perhaps the best in the nation.

EMPLOYMENT

The subject of health and education became part of this discussion, as all three have close interrelationship; however, the major points focussed around the need to employ hard core unemployed and the relationship of business, labor and government to the urban problems. The primary recommendation was the need to produce 3,000 jobs for the hard core unemployed during the present summer.

NOTE: Since the initial recommendation and printing of this report, over 2,000 of those jobs have been provided by private industry and governmental agencies as well as civic and religious groups.

COMMUNITY

Discussion ranged over all the main subjects of the seminar, such as housing, employment, education and public safety. Subject of greatest interest revolved around the availability of those in responsible leadership positions being more accessible to the average citizens, and of the need for concise and comprehensive information relating to resources available.

EDUCATION

Issues that concerned delegates centered around the perceived role of higher educational institutions to urban problems and of the immediate necessity to end de facto segregation in the schools on an equitable and just basis. Attitudes of racism were further discussed as the problem in attaining equal educational opportunities.

PUBLIC SAFETY

Discussion included the underlying causes of racism as the obstacle in achieving justice along with law and order. Concern and interest were also expressed along economic discrimination that occurs because the institutions involved with public safety appear to be more oriented toward the affluent society.

Various recommendations tend to point out that better communication between law enforcement agencies and the community that they served would be most beneficial to all concerned.

NOTE: Since the April 6 Seminar, the Fire Department, Police Department and National Guard have experienced successes in recruiting members of the disadvantaged groups. Also, other steps are being taken to improve communication such as establishment of store front offices and the beginning of the Trainee Programs in these and other departments.

J 1

SEMINAR - Part II

Following are recommendations from the first day of the Seminar. They served as the basic points of discussion on the second day:

Recommendations for Consideration

HOUSING SESSION:

To Seattle City Council:

1. The adoption of a fair housing ordinance with an emergency clause.
2. Adoption of an anti block busting law.
3. Adopt and fund a rent supplement program.
4. Strict code enforcement for the 20 substandard neighborhoods in Seattle.
5. Resubmit land bank proposal to voters.

To King County Commissioners:

1. Tax incentive for developers of low and middle income housing.

To Washington State Real Estate Commission:

1. Educational programs on minority housing for licensed real estate brokers and salesmen.

To Building and Construction Trades and Non Profit Organizations:

1. Construction of low income housing in all areas of the city.

To Seattle Housing Authority:

1. Build in scattered sites with provision to purchase.

To Incorporated Municipalities of King County:

1. Adopt a fair housing ordinance.

To Washington State Legislature:

1. Adopt fair housing legislation.

To Public:

1. That many persons be in attendance at State Real Estate Commission, April 16, 10:00 a.m., urging Board to adopt strongest possible non-discriminatory code covering activities of licensee with strict enforcement thereof.
2. Concurrence with the President's Commission on Civil Disorder that residue of inadequate race relations lies with white communities and responsibility for mending the situation lies with the white communities.
3. Urge Congress to pass Fair Housing Bill as passed by the Senate.

Formal grievance procedure for complaints on any of above.

EMPLOYMENT SESSION:

To City Council:

1. Appointment of city personnel to assist hard-core unemployed and teenagers in finding employment.
2. Equal opportunity be kept under surveillance in all city departments by the Human Rights Commission.
3. To conduct a survey of city employees by race, position and salary.

To City Council, County Commissioners and State Legislature:

1. That the city, county and state contract only with firms that do not discriminate.

To Business and Industry:

1. Relocate business and/or build business branches in Central Area.
2. Reassess overtime use of present employees that may result in depriving minorities of jobs.
3. A massive summer employment program for youths with city as coordinator.
4. Hire and train more non-whites.

To Labor and Management:

1. Rigid seniority provisions frequently tend to deter the selection, advancement and retention of minority persons. More flexibility should be provided than is found when straight seniority provisions are utilized.

To High Schools:

1. Prevocational and vocational training be expanded in continuous contract with apprenticeship program.

To Urban Renewal and Model Cities:

1. Requirement for all contractors to develop affirmative action plans for the employment of minority hard-core unemployed.

To Federal Government:

1. Increased number of federal compliance agents to be headquartered in Seattle.

To Employment Service Agencies:

1. Greater coordination of Central Area agencies involved in obtaining minority employment.

To Civil Service:

1. Evaluate civil service procedures, particularly in written and oral exams.

To Washington State Legislature:

1. Re-evaluate high cost of bonding for minorities starting small business groups.
2. Review garnishment procedures and penalties with goal that only after debt is legally established, would the garnishment proceed and that the garnishee would retain a larger proportion of his wages.

To Transit:

1. Public transportation to facilitate Central Area residents for employment in suburban areas.

To Contractors:

1. Encourage expansion of subcontracting firms in Central Area.

Formal grievance procedure for complaints of any of above.

2 ✓

PUBLIC SAFETY SESSION:

To Police Department:

1. Increase communication between police in all levels with members of the minority community.

To Minority Groups:

1. Encouragement of minority group persons to join the Police and Fire Department.

The Engineering Department:

1. City provide general sanitation and public service inspection, assuring sanitation and all services provided by the city is maintained.

To City Council:

1. Appoint committee of responsible citizens to be notified whenever a potentially dangerous altercation takes place that may result in turmoil.
2. Evaluation of firearm procedures by police.
3. Strict gun sale law.
4. Mandatory human relations courses for city employees, particularly in supervisory positions.
5. Expand Legal Aid Services to include public defender system.

To Bar Association:

1. Legal aid available 24 hours for those requesting advice when arrested.

To News Media:

1. Adopt procedures for covering disturbances.

To Youth Center:

1. Separate facility in Youth Detention for those not held on lawbreaking offenses.

To Fire Department:

1. Use voluntary firemen to coach interested candidates for the Fire Department in preparing for written examinations.

To Established Agencies:

1. Support the New Careers project in its job training program for the under-qualified.

To National Guard:

1. Consider a 5% overage where units are overstrengthened to encourage additional minority personnel.

To King County Sheriff's Office:

1. Encourage activation of a youth corps to assist the economically deprived.

To Municipal Court:

1. Explore fully the "Manhattan Bail Project", wherein some arrested for intoxication, and first misdemeanor offenders can be released on personal recognizance.

To Civil Service:

1. Make an effort to recruit personnel from all racial and ethnic backgrounds.

Formal grievance procedure for complaints on any of above.

EDUCATION SESSION:

To School Board:

1. Integration should be speeded in a manner that minority children not bear brunt of all bussing.
2. Additional Continuous Progress Centers.
3. Human Relations Councils in all high schools.
4. Human relations program in elementary schools.
5. Every school enrollment reflect social and racial composition of city.
6. Cross bussing of whites and Negroes.
7. Redesign program curriculum to include vocational education.
8. Additional social workers to help find jobs and assist families.
9. Program curriculum to include minority group history.
10. More exchange programs with all high schools, including county and parochial.

x 6

To University of Washington:

1. Establish urban study centers.
2. Faculty in School of Education to teach in elementary and high schools to learn what to "teach" teachers.

To Community Colleges:

1. Location of a campus of Seattle Community College in Central Area.

Formal grievance procedure for complaints on any of above.

COMMUNITY SESSION:

To City Council:

1. Expansion of Detached Workers Program to work city-wide and suburban areas.
2. City Council committees meet in various communities of the city at a time that most working persons could attend.
3. Appointment of more non-whites on boards and commissions.
4. Establish neighborhood or area human relations councils throughout the city.
5. Establish "store-front" city halls throughout city, staffed by an employee of the Citizens Service Bureau, with a member of the City Council available directly to the public at specified hours (e.g. two afternoons) every week.

To News Media:

1. Sustain coverage of positive stories concerning non-whites.

To U.G.N. Planning Division:

1. Prepare a check list of programs or activities by which individuals, couples, families, or groups could work with, assist, or become better acquainted with individuals of all races.

To Council of Churches and Catholic Interracial Council:

1. Develop a program of church-sponsored or group-sponsored interracial social or recreational programs.

To Model Cities:

1. Develop an effective public information and communication program to promote better understanding of inner city problems.

Formal grievance procedure for complaints on any of above.

To Park Department:

1. Inventory all public buildings and encourage public or private agencies to staff recreational or service programs therein.

To CAMP:

1. Conduct tours of all Central Area agencies to acquaint volunteers with service opportunities available.

To Community Organizations:

1. Central clearing house for minority employment opportunities.

Formal grievance procedure for complaints on any of above.

To Park Department:

1. Inventory all public buildings and encourage public or private agencies to staff recreational or service programs therein.

To CAMP:

1. Conduct tours of all Central Area agencies to acquaint volunteers with service opportunities available.

To Community Organizations:

1. Central clearing house for minority employment opportunities.

Formal grievance procedure for complaints on any of above.

Agenda for Part II of the Seminar followed this format:

GARFIELD HIGH SCHOOL

APRIL 6, 1968

9:30 a.m. REGISTRATION

10:00 a.m. GENERAL SESSION -- In Auditorium

Convene Seminar -- Councilman Sam Smith

Keynote Address -- U. S. Representative James P. Corman, Member,
National Advisory Commission on Civil Disorder

11:00 a.m. CONCURRENT SESSIONS -- In designated rooms

Housing -- George Fleming presiding.
(Lunchroom) Assisted by Elliott Couden
Dave Guren, recorder

Employment -- Councilman Ted Best Presiding.
(Auditorium) Jerome Page
Randy Carter, recorder

Education -- Councilman Tim Hill presiding.
(Library - Assisted by Margaret Ceis
2nd Floor) Mrs. Williams, recorder

Community -- Councilman Phyllis Lamphere presiding.
(Activities Center) Assisted by Reverend Lincoln Eng.
Jean Owens and Mrs. James Walker, recorders

Public Safety -- Councilman Sam Smith presiding
(Study Hall - Assisted by Lewis Martin
2nd Floor) Mrs. Stephen Williams and Mrs. Gibbons,
recorders

Noon GENERAL SESSION -- In auditorium

Summary reports of
Concurrent Sessions -- Housing: Elliott Couden

Employment: Councilman Ted Best

Education: Margaret Ceis

Community: Councilman Phyllis Lamphere

Public Safety: Councilman Sam Smith

1:00 p.m. ADJOURN

Preceding recommendations were considered and accepted by each of the respective sessions.

CONCLUDING STATEMENT

Seattle's first official Seminar on Equal Opportunity and Racial Harmony has been regarded a success for its efforts to provide a communication channel for a variety of programs and individuals seeking solutions.

During the two day Seminar, all segments of the Greater Seattle community participated and made their voices and opinions known. Special efforts were made to insure participation from those who would normally dismiss Seminars as wasted efforts. That such representatives returned for both days of the Seminar speaks well of the foresight the City Council had in sponsoring such public sessions.

The groundwork for constructive community programs to alleviate remaining racial problems has been laid. It is now encumbered upon the Seattle City Council to maximize the Seminar's deliverations by immediate and positive follow-up. Each Seminar recommendation is directed to a specific entity of government, business, labor education and/or community group. The Council must take the responsibility to act upon those items within its jurisdiction and use its good offices to forward and encourage action upon recommendations directed to other organizations.

By sponsoring this first Seminar the Seattle City Council has the obligation to observe and evaluate action which must take place during the first few months immediately following the concluding day of the Seminar.

Within a reasonable period of time, the Council should request progress reports on specifically directed recommendations. A number of efforts are already underway. The Council's continued interest and follow-up can insure further positive efforts.

EMPLOYMENT

BUSINESSES & INDUSTRIES	ACTION TAKEN.		NATURE OF ACTIVITIES							PLANS		PROBLEMS				
	Policy, pledge, statement	Program		Special Recruiting	Special Training	Cooperation or participation in community programs	Long-time policy at integrating staff	Special staff assignments	General personnel policy		Continue	Extend		Patron or employee attitudes	Inadequate training work patterns, etc.	Lack of qualified applicants
American Can Company	X	X		X							X					
American Inventory Co.	X															
American Linen Supply	X															
American Mail Line	X	X			X	X						X		X		
Automobile Club of Washington	X															
Associated General Contractors	X	X									X					
Bache & Company	X	X		X		X	X		X			X				X
Boeing Company	X	X		X	X	X	X		X		X	X				
Broadmoor Golf Club											X					
Blue Cross	X	X		X	X	X		X				X			X	
Carnation Company	X	X		X			X		X		X					X
CBS Construction Co.	X															
CF&I Steel Corp.	X															
Container Corp. of America	X	X		X					X			X		X		
Clough Equipment Co.	X															
Commission Co.	X						X									
Consolidated Dairy Prod.	X	X		X							X					X
Courtesy Chevrolet	X	X		X		X					X					X
Crescent Mfg. Co.	X	X		X		X					X					
Crown Zellerbach	Programs at national office															
Clarks Restaurant	X					X						X				X
Continental Baking	X	X		X	X	X	X		X		X	X				
Carling Brewing	Programs at national office															
Dependable Bldg.	X	X		X	X		X	X	X			X		X		
Dick's Drive-In	X	X		X					X		X	X				X
Eastman Kodak	Programs at national office															
Electro Development Corp.	X					X			X							X

BUSINESSES & INDUSTRIES	ACTION TAKEN		NATURE OF ACTIVITIES						FUTURE PLANS		PROBLEMS		
	Policy, pledge, statement	Program	Special Recruiting	Special Training	Cooperation or participation in community programs	Long-time policy at integrating staff	Special staff assignments	General personnel policy	Continue	Extend	Patron or employee attitudes	Inadequate training work patterns, etc.	Lack of qualified applicants
Foster-Hochberg	X					X							
Pentron Ind.	X							X		X			
Frito Lay	X	Programs at national office	X	X	X			X		X			X
Fisher Flouring	X	X	X	X	X			X	X		X	X	
General Electric Co.	X	X	X		X				X			X	
Georgia Pacific Corp.	X	X	X	X	X				X			X	
Glaser Beverages	X	X	X		X					X			X
L. R. Gloster & Assoc.	X				X								X
Great Northern Railroad	X	X	X		X				X				
Griffen Fuel	X	X	X		X			X	X				
Heath Tecna	X	X	X		X								
Humble Oil & Refinery	X	X	X	X	X				X		X		
Junior Achievement	X												
KING Broadcasting	X	X	X		X				X	X			
KIRO Inc.	X	X	X		X			X	X	X			
KOMO TV	X	X	X		X				X	X			
Leckenby Company	X	X	X	X	X	X		X	X	X			
Nebar Supply													
Northern Pacific Rail.	X								X				
Naramore, Bain, Brady & Johanson	X					X			X				
W. C. Nickum & Sons	X								X				X
Nordstrom-Best	X	X	X	X					X	X			
North Pacific Banknote	X	X	X		X				X	X		X	
Metro Volkswagon	X	X	X	X						X			
Olympic Hotel	X	X	X	X	X				X				
Pacific Iron & Metal	X		X			X							
Pacific Intermountain Express	X	X	X		X								
Pacific Plastics Co.	X				X								X
Palmer G. Lewis Co.									X		X		X
Perfect Photo	X					X							
Pittsburgh Testing Lab.	X					X							
Pacific Car & Foundry	X	X			X				X				
Pache Davis & Co.		Programs at national office											
Pacific Northwest Bell	X	X	X	X	X		X	X	X	X			

BUSINESSES & INDUSTRIES

ACTION TAKEN

NATURE OF ACTIVITIES

FUTURE PLANS

PROBLEMS

Richardson & Holland

Seaboard Lumber
Seattle Iron & Metal
Seattle Times
Seattle Service Bureau
Shannon & Williams
Skyway Luggage
Standard Oil of Calif.
Star Manufacturing Co.
Superior Reprographics
Sealand Freight Svc.

Texaco

Todd Shipyards
Three M

United Airlines
United Parcel
U. S. Steel

Waldorf Hotel
West Coast Wholesale
Wigwam Stores
Western Hotels
(Benjamin Franklin)
Weyerhaeuser

Zellerbach Paper

	ACTION TAKEN		NATURE OF ACTIVITIES						FUTURE PLANS		PROBLEMS		
	Policy, pledge, statement	Program	Special Recruiting	Special Training	Cooperation or participation in community programs	Long-time policy at integrating staff	Special staff assignments	General personnel policy	Continue	Extend	Patron or employee attitudes	Inadequate training work patterns..etc.	Lack of qualified applicants
Richardson & Holland	X	X	X						X	X		X	X
Seaboard Lumber	X				X				X				
Seattle Iron & Metal	X				X	X			X	X			
Seattle Times	X	X			X				X	X			
Seattle Service Bureau	X	X	X		X				X				
Shannon & Williams	X		X			X			X		X		
Skyway Luggage	X	X	X		X				X	X	X		
Standard Oil of Calif.	X	X	X	X					X		X		
Star Manufacturing Co.	X					X							
Superior Reprographics	X				X				X				
Sealand Freight Svc.	X		X										X
Texaco	X		X					X	X				
Todd Shipyards	X	X	X	X	X	X							
Three M	Programs at national office												
United Airlines	X	X	X		X				X				
United Parcel	X	X	X		X	X		X	X				
U. S. Steel	Programs at national office												
Waldorf Hotel	X											X	
West Coast Wholesale	X	X		X		X			X				
Wigwam Stores	X	X								X			
Western Hotels	X	X	X	X	X								
(Benjamin Franklin)	Programs at national office												
Weyerhaeuser	X	X	X		X				X	X			
Zellerbach Paper	X	X	X										

ASSOCIATIONS	ACTION TAKEN		NATURE OF ACTIVITIES												FUTURE PLANS		PROBLEMS				
	Policy, pledge, statements	Program	Housing	Special Recruiting	Health and Welfare	Training	Recreation and Social	Participation in Community Effort	Community Action	Long-term integrated program	Cultural	Special Staff assignments	Service	General Personnel Policy	Education	Continue	Extend	Patron or employee attitudes	Inadequate training work patterns, etc.	Lack of qualified applicants	
Associated Grocers	X	X		X		X		X									X				
Group Health Coop.	X	X				X		X		X							X				
Grange Ins. Assoc.	X	X						X									X				
Restaurant Assoc.	X	X		X		X		X						X			X				
Seattle Master Builders Assoc.		X															X				
Washington Brewers Assoc.			Programs left to individual members																	X	
Western Bldg. Material																					
Western Farmers Assoc.																					
Western Oil & Gas	X																X		X		
Western Ins. Information Service			Programs at national office																		
Seattle Chamber of Commerce	X	X						X	X					X	X		X	X			
LABOR UNIONS																					
Longshoremen & Warehousemen's 19	X									X											
Joint Council of Teamsters 28			Program handled on local basis.																		
Musicians Assoc. 76	X	X						X	X	X			X	X			X				
Plumbers & Pipe-fitters 32																					
Washington State Labor Council	X	X													X		X				
UTILITIES																					
Cascade Natural Gas	X																				
City Light	X																				
Puget Sound Power & Light	X																X				
Washington Natural Gas	X	X					X										X				
Washington Public Utility Dist. Assoc.	X							X					X				X				

	ACTION TAKEN		NATURE OF ACTIVITIES												FUTURE PLANS		PROBLEMS			
	Policy, pledge, statements	Program	Housing	Special Recruiting	Health and Welfare	Training	Recreation and Social	Participation in Community Effort	Community Action	Long-term integrated program	Cultural	Special Staff Assignments	Service	General Personnel Policy	Education	Continue	Extend	Patron or employee attitudes	Inadequate training work patterns, etc.	Lack of qualified applicants
<u>GOVERNMENTAL</u>																				
Dept. of Labor	X	X						X	X			X	X	X	X		X	X		
Dept. of Labor & Industry	X	X				X		X												
Dept. of Navy	X	X															X			
Employment Security Dept.	X	X				X		X	X	X		X	X	X	X		X	X		
Port of Seattle	X	X		X		X		X				X	X	X	X		X	X		
Seattle Civil Service	X	X		X		X		X				X	X	X	X		X	X		
Seattle Federal Exec. Board	X	X	X		X	X		X	X				X	X	X		X	X		
Seattle Regional Post Office	X	X				X		X	X	X		X	X	X	X		X	X		
<u>HOUSING</u>																				
<u>Sales & Rentals</u>																				
Apt. Operators Assoc.		X						X							X					
Eastside Brokers Assoc.																				
Seattle King Co. Bd. of Realtors	X																			
S.W. Multiple Listing									X											
Wash. Assoc. of Realtors	X	X	X					X							X					
Real Estate Mult.	X							X				X			X		X	X		
Seattle Housing Authority	X	X	X				X					X					X	X		
<u>Voluntary</u>																				
Kirkland Fair Hsg. Operation Equality	X	X	X				X	X		X		X	X	X	X		X	X		
Operation Equality Federal Way	X	X						X				X			X		X	X		
Operation Equality North End	X	X												X		X	X			

HOUSING
Voluntary (Cont.)

FINANCIAL

Aetna Life	X	X		X														X	
Family Life	X	X		X														X	X
Federal Reserve	X	X		X															
Franklin Savings & Loan	Makes special effort to make money available in Central Area.																		
National Bank of Commerce	X	X						X	X									X	
Northern Life Ins.	X	X		X				X										X	X
Pacific First Federal Savings & L.	X																		X
Northwest Mutual	X	X		X				X										X	X
Pacific National	X	X		X				X										X	
Peoples National	X	X		X				X	X				X					X	
Prudential Mutual Savings	X																	X	
Seattle Assoc. Credit Men																			
Seattle Federal Savings & Loan																			
Seattle First National Bank	X	X		X				X										X	X
Seattle Trust & Savings	X	X		X				X										X	
Wash. Bankers Assoc																			
Firstbank Mortgage Co.	X	X						X										X	X

	ACTION TAKEN		NATURE OF ACTIVITIES													FUTURE PLANS		PROBLEMS		
	Policy, pledge, statements	Program	Housing	Special Recruiting	Health and Welfare	Training	Recreation and Social	Participation in Community Effort	Community Action	Long-term integrated program	Cultural	Special Staff assignments	Service	General Personnel Policy	Education	Continue	Extend	Patron or employee attitudes	Inadequate training work patterns, etc.	Lack of qualified applicants
EDUCATION																				
Secondary																				
Archdiocesan of Seattle	X							X							X	X				
Seattle Prep	X														X	X				
Seattle Public Sch.	X	X				X	X	X	X	X	X	X	X	X	X	X	X			
Higher Education																				
Seattle University	X	X											X		X	X	X			
Seattle Pacific Coll.	X						X								X	X				
Seattle Community College	X	X				X		X							X	X	X			
University of Wash.	X	X				X		X	X			X	X	X	X	X	X			
U.W. Health Resource Study Center	X	X			X	X		X	X				X	X	X	X	X			
Assoc./Gov't.																				
Superintendent, Public Instruction	X	X						X	X			X	X	X	X	X	X			
Washington Education Association	X																			
PUBLIC SAFETY																				
City																				
Seattle Fire Dept.	X	X	X					X	X				X	X	X	X	X			
Seattle Park Dept.	X	X				X	X	X	X		X		X	X	X	X	X			
Seattle Police Dept.	X	X	X			X	X	X	X			X	X	X	X	X	X			
Seattle Transit Dept.	X	X	X					X	X					X	X	X	X			
Div. Licenses & Standards	X	X												X		X				
County/City																				
King County Sheriff's Department	X							X						X		X				
Public Health Dept.	X							X		X				X		X				
King County Prosecuting Attorney	X		X							X				X		X				
King County Medical Society	X	X						X					X			X				

	ACTION TAKEN		NATURE OF ACTIVITIES												FUTURE PLANS		PROBLEMS			
	Policy, pledge, statements	Program	Housing	Special Recruiting	Health and Welfare	Training	Recreation and Social	Participation in Community Effort	Community Action	Long-term integrated program	Cultural	Special Staff assignments	Service	General Personnel Policy	Education	Continue	Extend	Patron or employee attitudes	Inadequate training work patterns, etc.	Lack of qualified applicants
PUBLIC SAFETY																				
County/City																				
(Cont.)																				
Dept. Inst. Div.																				
Probation/ Parole	X							X									X	X		
Wash. National Guard	X	X		X										X			X	X		
Associations																				
Wash. Collectors Association																		X		
Wash. Fire Commissioner																				
COMMUNITY																				
Private Org's.																				
Amer. Friends Service Comm.	X	X					X	X	X	X	X		X		X		X	X		
American Jewish Committee	X	X	X		X	X		X	X		X	X	X	X	X		X	X		
Anti Defamation League, B. B.	X	X	X		X	X	X	X	X		X	X	X	X	X		X	X		
Archbishop's Committee on Human Rights	X	X	X					X	X	X				X	X		X	X		
Boy's Club of Seattle	X	X					X	X									X	X		
Camp Fire Girls	X	X					X	X	X			X	X	X	X		X	X		
CARITAS	X	X	X		X	X	X	X		X	X	X	X	X	X		X	X		
Catholic Inter- racial Council	X	X	X			X		X	X			X	X	X	X		X	X		
Central Area Mental Health Center	X	X											X							
Central Area Motivation Program	X	X	X		X	X	X	X	X	X	X	X	X	X	X		X			
Central Area Youth Assoc.	X	X				X		X	X	X		X	X	X	X		X	X		
Central Seattle Community Council	X	X	X		X	X		X	X	X	X	X	X	X	X		X	X		

	ACTION TAKEN													FUTURE PLANS		PROBLEMS				
	Policy, pledge, statements	Program	Housing	Special Recruiting	Health and Welfare	Training	Recreation and Social	Participation in Community Effort	Community Action	Long-term integrated program	Cultural	Special Staff assignments	Service	General Personnel Policy	Education	Continue	Extend	Patron or employee attitudes	Inadequate training work patterns, etc.	Lack of qualified applicants
COMMUNITY																				
Private Org's.																				
(Continued)																				
Christian Friends for Racial Equality	X	X	X				X	X	X						X		X	X		
Committee to Welcome Non-whites to Ballard	X	X	X					X							X					
Council on Aging	X								X				X							
Eastside Conference on Relig. & Race	X	X					X	X							X		X	X		
Forum Foundation	X	X						X	X						X		X	X		
Interracial Dialogue	X	X							X						X		X	X		
Junior Chamber of Commerce	X	X						X	X						X		X	X		
League of Women Voters	X	X	X					X	X	X			X		X		X	X		
Medina Children's Service	X	X						X	X			X	X		X		X			
NAACP	X	X	X		X	X	X	X	X	X	X	X	X	X	X		X	X		
National Conference Christians & Jews	X	X						X	X	X		X	X		X		X	X		
Neighborhood House	X	X	X		X	X	X	X	X	X	X		X	X	X		X			
Seattle Atlantic Street Center	X	X				X		X	X	X		X	X	X	X			X		
Seattle Board Child Welfare	X	X											X							
Seattle Community Org. Renewal Ent	X	X	X					X	X								X	X		
Seattle Repertory Theatre	X	X						X		X	X						X			
Seattle Urban League	X	X	X		X	X	X	X	X	X		X	X	X	X		X	X		
Seattle Youth Symphony	X	X						X			X						X	X		
Seattle Central Area Reg. Prog	X	X						X	X								X	X		
South County Human Relations	X	X													X		X	X		
School for Community Action	X	X	X					X	X				X		X	X	X	X		

COMMUNITY
Private Org's.
(Continued)

ACTION
TAKEN

NATURE OF ACTIVITIES

FUTURE
PLANS

PROBLEMS

Totem Girl Scouts
U.W. YWCA
YMCA
Citizens Voluntary
School Transfer
UGN

Churches

American Baptist of
Northwest
American Lutheran
Church
Fauntleroy Community
Church
First Baptist Ch.
First Presbyterian
Church
Herzl Conservative
Congregation
Methodist Church
Pacific Northwest
Synod
Roman Catholic
Archdiocese
Salvation Army
Southeast Minister-
ial Alliance
Seattle Presbytery
University Baptist
Church
University Presby-
terian
Council of Churches
Seattle Baptist
Association

	Policy, pledge, statements	Program	Housing	Special Recruiting	Health and Welfare	Training	Recreation and Social	Participation in Community Effort	Community Action	Long-term integrated program	Cultural	Special Staff Assignments	Service	General Personnel Policy	Education	Continue	Extend	Patron or employee attitudes	Inadequate training work patterns, etc.	Lack of qualified applicants
Totem Girl Scouts	X	X				X	X	X	X		X	X	X		X	X				
U.W. YWCA	X	X					X	X	X											
YMCA	X	X				X	X	X	X											
Citizens Voluntary										X	X		X	X	X					
School Transfer													X							
UGN	X	X	X		X	X		X	X			X	X	X	X					
American Baptist of Northwest	X	X	X																	
American Lutheran Church	X							X				X	X		X	X				
Fauntleroy Community Church	X														X					
First Baptist Ch.	X	X	X				X		X			X								
First Presbyterian Church	X	X														X	X			
Herzl Conservative Congregation	X														X					
Methodist Church	X	X	X			X	X	X	X							X				
Pacific Northwest Synod	X														X	X	X			
Roman Catholic Archdiocese	X	X	X		X	X	X	X	X		X	X	X	X						
Salvation Army	X	X			X	X		X	X		X	X	X	X		X	X			
Southeast Ministerial Alliance	X														X	X				
Seattle Presbytery	X	X	X		X	X	X	X	X		X	X	X	X		X	X			
University Baptist Church	X	X																		
University Presbyterian	X	X	X			X	X	X	X					X		X	X			
Council of Churches	X	X	X		X	X		X	X			X	X	X		X	X			
Seattle Baptist Association	X	X	X				X				X	X	X	X		X	X			

	ACTION TAKEN		NATURE OF ACTIVITIES											FUTURE PLANS		PROBLEMS				
	Policy, pledge, statements	Program	Housing	Special Recruiting	Health and Welfare	Training	Recreation and Social	Participation in Community Effort	Community Action	Long-term integrated program	Cultural	Special Staff Assignments	Service	General Personnel Policy	Education	Continue	Extend	Patron or employee attitudes	Inadequate training work patterns, etc.	Lack of qualified applicants
PUBLIC AGENCIES																				
New Careers	X	X		X	X	X		X		X			X	X	X	X				
Seattle Human Rights Commission	X	X	X		X	X	X	X	X	X	X	X	X	X	X	X	X			
Seattle Economic Opportunity Bd.	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X			
Seattle King Co. Youth Commission	X	X			X	X	X	X	X		X	X	X	X	X	X	X			
Washington State Bd. Against Disc.	X	X	X		X	X	X	X	X	X	X	X	X	X	X	X	X			
Washington State Dept. Public Assistance	X	X			X	X		X	X	X		X	X	X	X	X	X			
Washington State Multi Service Center	X	X		X				X		X			X		X	X	X			