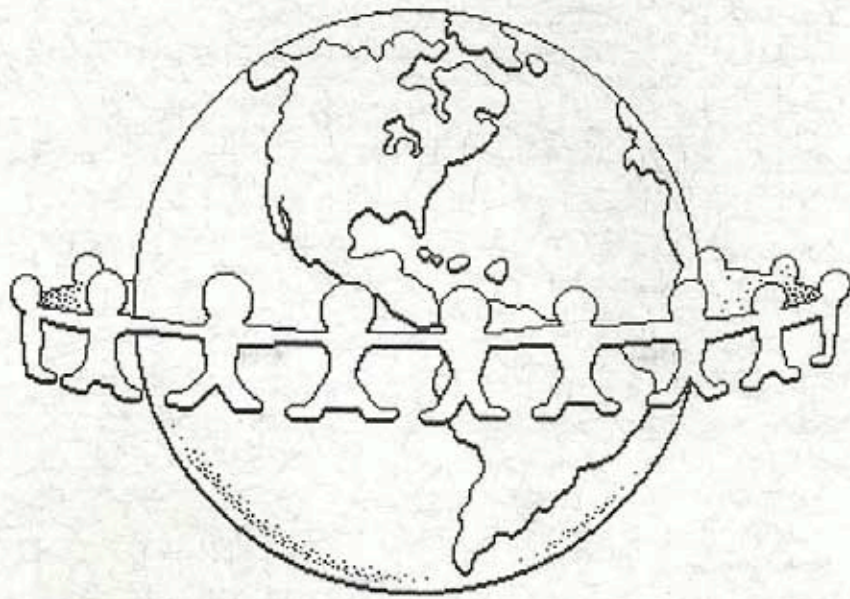


**Findings of the study of
Diversity and Discrimination
In Douglas County**



**League of Women Voters
of Umpqua Valley**

"I think people would like to be more positive but don't have many opportunities to socialize with diverse groups."

BACKGROUND FOR STUDY "VALUING DIVERSITY"

The League of Women Voters of Umpqua Valley has undertaken a study of diversity and discrimination in Douglas county. In June of 1993 a committee of League members was formed and was given the charge by the membership to survey Douglas County as to the extent of discrimination and also to see where there are successes in diversity. We began in September, 1993 with a survey at the Widening Circle's Celebration of Diversity. We developed and distributed a survey asking whether a person has experienced discrimination, where and in what form. We have surveyed over 230 people from diverse organizations and backgrounds; over one half reported encountering discrimination. The work place and social situations were the most common places mentioned. The most prevalent forms of discrimination were negative comments, being excluded or ignored and jokes which ridicule. At the end of our two year study we plan to share our findings with the County Commissioners, the Chambers of Commerce, businesses, schools and other interested parties.

Our diversity committee has met with small groups of Hispanics, Gays and Lesbians, Disabled Persons, and African Americans. We asked these groups to tell us how they see their own situation in Douglas County and what League and other citizens could do to make their lives better.

Our study will end in March '95 with an open meeting with representatives of various minority groups and with the publication of the study's findings.

compilation of all our surveys. All of the respondents did not answer all questions, resulting in a discrepancy of total figures.

Diversity / Discrimination in Douglas County

Diversity for the purpose of this survey is defined as differences in race, culture, sex, sexual preference, religion and/or age.

Discrimination for this survey is defined as unfair treatment of someone.

1. The following is a list of identifiable groups. Please indicate those to which you belong:

Men - 78	Women - 157	
Hispanic - 32	Asian - 11	Native America - 9
Caucasian - 139	Jewish - 10	Homosexual - 13
Adolescent - 10	Black - 4	Differently-abled - 9
Elderly - 17	Other - 22	

2. Have you encountered discrimination in Douglas County?

Yes - 141 No - 84

3. If yes, where did this take place?

Housing - 30	Restaurant - 27
Workplace - 59	Law Enforcement - 21
Shopping - 38	City/County Officials - 14
Church - 15	Social Situation - 71
School - 41	Other - 0

"I think this (survey) is a great beginning to help diverse groups to know each other and become a stronger community. Thank you for this experience."

4. What form did this discrimination take?

Denial of job - 22	Being excluded or ignored - 74
Looks or staring - 68	Denial of housing - 25
Gestures - 38	Negative comments - 109
Jokes - 72	Other - 18

5. If 1 is poor and 5 is good, how would you rank Douglas County in terms of treatment of people of diversity?

1 - 39	2 - 78	3 - 62	4 - 28	5 - 19
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6. In your opinion, is Douglas County diverse?

Yes - 86	No - 110
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7. Are diverse groups well integrated in Douglas County in terms of:

Socialization:	Yes - 64	No - 137
Jobs:	Yes - 81	No - 103
Housing:	Yes - 63	No - 116

8. Do you personally have a diverse group of friends?

Yes - 155	No - 64
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9. Do you work with people of diversity?

Yes - 121	No - 97
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10. Tell us about yourself. (optional)

Age:	Under 20 - 28	20 to 40 - 98
	40 to 60 - 68	Over 60 - 37
Sex:	Male - 79	Female - 156

How long have you lived in Douglas County? (years)

1-5 years - 56	6-10 years - 40
11-15 years - 36	16-20 years - 57
21-25 years - 15	26-30 years - 7
30+ years - 10	

(Surveys taken from September, 1993 Celebration, Job Program at UCC, Seniors Dining Sites, UCAN Confidence Clinic, UCC Phi Theta Kappa, Rotary Club)

Things We Can All Do To Celebrate Diversity

1. **Volunteer** for a progressive organization which works to educate about the value of diversity. Umpqua Coalition for Human Concerns is one. Get involved.
2. **Write** letters, eg. letters to the editor, letters to public officials, letters to civil and religious organizations. Express your support for civil rights for all people; encourage others to do the same. Speak out against discrimination.
3. **Talk** to your employers about forming anti-discrimination policies. It is a concrete way for people to create change. It raises awareness, involves people, and it helps create a climate that can have an impact on the greater community.
4. **Encourage** your friends, co-workers and family to get involved. The movement for civil rights needs help from everyone.
5. **Contribute** monetarily to organizations that can lobby legislators on issues in which you believe.
6. **Attend** community functions that foster diversity.
7. **Invite** to your home people of other cultures. Look for commonalities among people while celebrating our differences.
8. **Vote.** You count. This is a way to make a difference.

*"I hope people continue to get educated -
ignorance is not necessarily bliss."*

Now that League of Women Voters of Umpqua Valley has taken a stand on diversity in Douglas County we are able to speak out on issues as they arise. To quote Governor Kitzhaber, ***"Oregon cannot be a good place for any of us to live until it is a good place for all of us to live."***

"As an older woman, I find myself cut off [in conversation] and not asked to clarify my thoughts."

"At school, a 2nd grader from Mexico has been teased and called names. Another 2nd grader has been afraid to reveal that she speaks Spanish because she might receive the same treatment."

"I am 13 years old and am dating a 14 year old Indian boy. And when people see us together they make fun of us and call us nasty names. I feel that discrimination is stupid. I don't see why people can't see other people for what they are. If people can't see that, they have a problem and need help."

Community Resources at Douglas County Library

Douglas County Community Services Directory. This is a comprehensive listing of organizations which "stand ready to help people in ways ranging from replacing clothing destroyed by fires, providing college scholarships to local students, bringing groups of people with similar cultural or religious backgrounds together....."



League Committee: Lois Allen, Beth Brown, Minnie Grossen, Jean Mann, Libby Mizell, Lenore Paulsen, Beverly Paulson, Jacie Pratt, Sandra Ramirez, Diana Wales, and Adelle Sherwin, Chair.



The League of Women Voters, a nonpartisan organization, encourages the informed and active participation of citizens in government, works to increase understanding of major public policy issues, and influences public policy through education and advocacy.

For more information write:

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