A CONSULTATION OF THE SIX ADVISORY COMMITTEES
TO THE
U.S. COMMISSION ON CIVIL RIGHTS
IN THE ROCKY MOUNTAIN REGION

RESOURCE DEVELOPMENT IN THE INTERMOUNTAIN WEST:
ITS IMPACT ON WOMEN AND MINORITIES

November 2 and 3, 1978

THE ABOVE ENTITLED consultation was held in the Mt. Princeton and Mt. Yale Rooms, Stapleton Plaza, 3333 Quebec Street, Denver, Colorado, on the 2nd and 3rd days of November, 1978, commencing at the hour of 9:00 a.m., and the following proceedings were had, to wit:

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PROCEEDINGS

(The following was chaired by Ms. Margaret Aro)

THE CHAIR: Good morning. I'm Maggie Aro, the Chair of the Colorado Advisory Committee to the United States Commission on Civil Rights. The commission's six advisory committees in the Rocky Mountain region are sponsoring this consultation entitled Resource Development in the Intermountain West: Its Impact on Women and Minorities.

Discussions held over the next two days will provide an opportunity for those of you who are interested in the topic, to share ideas and assess the problems and opportunities which result from rapid resource development.

Representatives of the advisory committees and staff of the commission's Rocky Mountain regional office will be present throughout the consultation to assist you in any way that we can.

Also available throughout the conference will be members of the commission's staff from Washington, D.C.

The U.S. Commission on Civil Rights is an independent, bipartisan, fact-finding agency of the federal government, established in 1957 to investigate, with the aid of state advisory committees, denial of voting rights and equal protection of the laws because of race, sex, religion, national

origin or in the administration of justice.

The commission reviews federal laws and policies with respect of denials of equal protection and serves as a clearing house for civil rights information. A detailed description of the commission's jurisdiction as well as other commission publications are available at the registration table right outside the door of this room.

As you will note from your agenda, the conference here today and tomorrow will feature panel discussions of resource development issues. The panels will begin at 10:30, after welcome and keynote addresses.

Please note that at 7:30 this evening, there will be two informal discussion groups in this room, and a third in suite 205. The consultation will begin again at 9:00 a.m. tomorrow morning with a keynote address by Nancy Dick, the Democratic candidate for the Governor of Colorado, and conclude with a final session at 4:00 p.m. And it is anticipated that the consultation will end completely at 5:00 tomorrow afternoon.

Every effort has been made to invite panel participants knowledgeable about the topics discussed in the next two days. After individual presentations are made, the panel moderator will invite questions from other participants. Then, if time permits, from the audience.

The three informal panel discussion groups this

evening are designed to provide time for a more detailed interaction.

This conference will provide the basis for a written report by the advisory committees, and as you see, we have a Court Reporter here to record the proceedings to assure that we will receive accurate statements by all participants.

Now, in that regard, we ask that you identify yourself by name, occupation and address, each time that you speak. Anyone wishing to submit documents into the record of this consultation or provide information to the advisory committees may do so within the next 30 days.

You will also notice that we have provided an interpreter for the deaf, an interpreter will be present throughout the consultation including the three discussion groups this evening. They're here, I think, on behalf of the advisory committees for the Rocky Mountain region.

Let me again welcome all of you to this morning's session. At this time I would like to introduce to you and turn the microphone over to Dr. Shirley Hill Witt, the Director of the Rocky Mountain Regional Office.

(Applause)

DR. SHIRLEY HILL WITT

A. (By Dr. Witt) Thank you, Maggie. On behalf of the

Rocky Mountain Regional Office of the United States Commission on Civil Rights, good morning.

The staff and our six advisory committees have worked hard to put together a consultation on natural resource development in the Rocky Mountain region that I am sure will be stimulating and informative.

This morning it gives me great pleasure to have the opportunity to introduce to you a very distinguished gentleman, a scholar and humanitarian, Dr. Arthur S. Flemming.

Dr. Flemming, Chairman of the United States Commission on Civil Rights, since 1974, has had an illustrous career. Past president of three schools of higher eduction, McAllister College, the University of Oregon and Ohio Wesleyan, Dr. Flemming has also served as secretary of the department of health, education and welfare, has participated as a member of the United States Civil Rights Commission, special presidential consultant on aging, chairman of the White House Conference on Aging, and chairman of the commission on aging from 1973 to 1978.

I am honored to present to you this morning, Chairman Arthur S. Flemming, who will give us some opening thoughts. Dr. Flemming.

(Applause)

DR. ARTHUR S. FLEMMING

A. (By Dr. Flemming) Dr. Witt and friends, first of all may I express to Dr. Witt my deep appreciation for having been invited to come here and make some opening comments at this particular conference. I know that I speak for my colleagues on the commission and for the staff director of the commission when I express to Dr. Witt and all of her associates connected with all of the state advisory committees here in this particular region, our very deep appreciation for the leadership that is reflected in the development of the plans for this consultation.

Personally, I feel that this is a very significant event in the life and the history of the U.S. Commission on Civil Rights. I feel it is significant because it is an event sponsored by all of the state advisory committees in this particular region. This is unique as far as the history of the commission is concerned.

And I certainly want to commend the chairpersons and the members of the committee along with the regional director and her staff for having decided to, in effect, pool their resources in this particular manner in order to deal with this very important subject.

It is a significant consultation in the second place because of its timeliness. Certainly you are going to be

dealing with issues that are confronting this region today. You're not speculating about how you're going to deal with issues that may arise tomorrow. The issues that you are going to be concentrating on are here right now.

I had the opportunity of reading the proposal that was prepared by the staff, leading up to this consultation, a good deal of material in that proposal is in the background document that has been made available to you in connection with the consultation. And as I read that material, I was very, very much impressed with the fact that these are issues that confront this region and therefore our nation right now, and that they are issues that cry out for constructive solutions.

So, this is a significant consultation because of the timeliness of the consultation, the fact that you are dealing with issues that are confronting you today.

Also it seems to me that this is a very significant consultation because during the course of the consultation, you will be dealing with all of the basic civil rights issues that confront our country as you take a look at the specific issues surrounding the subject matter of this consultation.

You are going to be dealing with issues in the field of housing, with issues in the field of education, with issues in the field of employment, with issues connected with

the administration of justice. And many of the issues that you will be dealing with in the area of administration of justice are issues that are directly related to the problems that confront the American Indians today.

As some of you in this room know, the U.S. Commission on Civil Rights has been paying a considerable amount of attention to some of the issues that confront the American Indians today in this part of the country and also on a national basis. We held some public hearings in South Dakota, held public hearings in Seattle, Washington, we will hold a national hearing dealing with some of these issues. And the issues that you will be dealing with affecting the American Indians under the heading of administration of justice are very basic and are very fundamental issues, issues that it is very important for our nation to deal with in a more constructive manner than we have up to the present time.

And as I read the background material for the consultation and thought in terms of some of the other issues in the field of civil rights, that you will be dealing with, I couldn't help, for example, but take particular note of some of the issues that will confront you in the area of employment. There are going to be some new opportunities presented to this particular region in the field of employment. In fact right now, new opportunities are being presented to the

region in this particular field. But are these opportunities going to be dealt with in a manner that is symptomatic of the way in which we have been dealing with then nationally, in a manner that reflects racism and sexiam, or are they going to be dealt with in such a manner that a few years from now when we look back on this particular period, we'll be able to say that in this region, because of affirmative action, it was possible to rise above racism and sexism.

We talk a great deal about the need for affirmative action programs. Certainly in this region there is a very real need for the development and the vigorous implementation of affirmative action programs if racism and sexism is to be combatted in a meaningful and effective manner.

Then I feel that this is going to be a very significant consultation because it is a consultation that will be making a major contribution to one of our most important national studies, when I say our I'm referring to the U.S. Commission on Civil Rights.

This is an area that we have identified as a major area, an area to which we are going to give a good deal of attention in 1979 and in 1900-and-80. This consultation is going to be a tremendous help to the U.S. Commission on Civil Rights as it tries to deal with these issues on a national basis.

And I'm sure that out of the papers that will be

presented here, out of the discussion that will take place, revolving around these papers, are going to come ideas and are going to come suggestions that could not possibly have come to us in any other way. And I just want you to know that the results of this consultation are going to be considered very, very carefully by the members of the commission and by the members of our staff.

I've noted that in some of the preparatory material for the consultation, emphasis has been placed on the impact of developments in the region on minorities and on women, and also on persons with fixed income, and from time to time specific reference is made to the impact on the elderly. As Dr. Witt indicated, it was my privilege to serve for five years as U.S. Commissioner on Aging. And one of the issues that we confronted in this area of aging was the issue of the impact of the whole energy issue on older persons.

They have suffered throughout the country because of the energy crisis, and just as we are so inclined, as we plan in an area like this, to overlook minorities and women, so we're also inclined to overlook the aging.

The U.S. Commission on Civil Rights' authorization to function has just been extended for five years as a result of the passage of a bill by the congress and the signing of that bill into law by the president. And included in this new authorization is an enlargement of our jurisdiction to cover

discrimination on the basis of age and discrimination on the basis of handicap.

So, we are interested in the fact that as you think in terms of minorities and women, you are also going to think in terms of others on fixed income, including older persons.

Now let me go back to what I regard as the timeliness of this consultation. Again, I am very much impressed with the fact that you are dealing with issues that confront this region right now, issues that call for actions right now, and I hope that throughout this consultation, you will be identifying the actions that you believe can be taken, for example, by the federal government right now in order to make it possible for some of these issues to be dealt with in a more constructive manner than would otherwise be the case.

And I know that if you do, Dr. Witt and her associates will make sure of the fact that the identification of actions that can be taken right now by the federal government will be made available to us as a commission very quickly, and if they are made available to us very quickly, we are not going to wait for a printed report, we will begin to make representations to the appropriate departments and agencies of the federal government right now.

The U.S. Commission on Civil Rights has a responsibility to identify basic issues, make studies, hold public hearings,

evaluate the evidence, make findings and recommendations to the president and the congress. But it also has an oversight responsibility, responsibility of determining what agencies of the federal government that are involved in the civil rights area in any way are doing or are failing to do, and where we identify failure to act on significant issues we have an obligation and a responsibility to call those failures to the attention of the president and the congress.

So, I want you to feel, as you go about your deliberations, that you're not only contributing to a discussion which will emerge in a printed document, a few weeks or a few months from now, but that you're also participating in a discussion where, if certain steps are identified that should be taken now by federal departments and agencies in order to deal with these issues in a more constructive manner, that that word will be passed onto us as a commission and we'll be more than happy to evaluate the recommencations that come out of deliberations of this kind with the idea in mind of moving in and recommending some action on our part, which we, if it is appropriate, will recommend should be taken very quickly, and not postponed.

I certainly want to congratulate again the chairpersons and the members of the state advisory committees in this region, Dr. Witt and her associates, for having displayed the kind of leadership that is reflected in the calling of this

consultation.

I want to congratulate each one of you and express our appreciation to each one of you for responding to the opportunity to participate in this consultation. I know that you're going to have an exciting time, I know that you're going to feel that you're dealing with issues that are very, very important to the life of the region, and I'm sure that out of your deliberations there will come some constructive actions which will affect, in a very positive manner, the lives of persons in this particular region.

Thank you very much.

(Applause)

Did you all hear that conversation? The -- I was trying very, very hard to stay right within the time limits that had been set on the program here, because some people in this room know that I have to discipline myself in order to do that, particularly when I get into the whole field of civil rights. But I understand that the keynote speaker, the next person on the agenda, has not yet arrived, and the suggestion has been made that possibly I would like to enlarge a little bit on the comments that I've made or particularly to the role of the commission in some of the issues that the commission feels confronts us at the present

time, particularly in the light of our enlarged jurisdiction.

Well, as indicated in the opening of this particular conference, of course when the commission first came into existence it was charged with the responsibility of dealing with discrimination on the basis of race, color, national origin or creed. Then, after a few years, administration of justice was added to the jurisdiction of the commission, and then, after that, a few years later on discrimination on the basis of sex was added to the jurisdiction, and now, as I indicated very quickly in my comments, discrimination on the basis of age and handicap has been added to our jurisdiction.

I'd like to make this clear, when we were asked by the members of the appropriate committees of congress what our feelings were about having our jurisdiction expanded in order to include age and handicap, we indicated that we'd be very willing to operate under that kind of expanded jurisdiction, provided, we said, the congress makes available to us additional resources that will enable us to discharge these new responsibilities.

Now, we felt that that was a very important proviso, because otherwise we would be taking some of the resources that we normally use to deal with discrimination on the basis of race, color, national origin, creed, administration of justice, and sex, and we'd be syphoning them off and using

them in order to deal with some of the issues involving discrimination on the basis of age and handicap. Well, the members of congress understood our position, and I think the office of management and budget and the executive branch of the government understands our position, so actually we will not begin to function in those two new areas, age and handicap, until we get additional funds.

Now, we can't get additional funds until the congress provides us with a supplemental appropriation, and that can't happen now until March or April, somewhere along there. But with that particular proviso, we do welcome the opportunity of moving in this new area.

Actually, we've had some experience on the aging side because a couple of years ago the congress asked us to make a special, one-time study of discrimination on the basis of age in the delivery of services supported in whole or in part by the federal government. We did make that study, we held public hearings, we issued a report, we made findings and recommendations addressed to the president and to the congress. And the congress has considered those recommendations and has accepted quite a number of the recommendations that we made in connection with an age discrimination act that will become effective on July the 1st.

So, so much for the expanded jurisdiction as far as the commission is concerned. But now let me come back to the

subject matter -- okay, I understand the keynote speaker has arrived. It's very, very -- I appreciate being given the opportunity of filling in a little time, but again I want to tell you how happy I am to have this opportunity of opening this significant consultation, and best wishes to you as you undertake your deliberations together.

Thank you very much.

(Applause)

THE CHAIR: I turned this microphone over to Dr. Flemming with the full assurance that he would be able to more than fill that five minutes and I guess we were just a little short on faith this morning, as you see, you got here as according to the time schedule and we just didn't believe you'd make it.

Our thanks to you, Dr. Flemming. I never cease to learn something from each edition so important to the conferences that we have had over the last few years regarding civil rights. And thank you.

DR. FLEMMING: You're welcome.

THE CHAIR: It's my privilege again this morning to introduce our keynote speaker, Harris Sherman. Mr. Sherman is a graduate of Columbia University School of Law, as executive director for the Colorado Department of Natural

Resources he oversees and advises state government in five major natural resource areas. Water, energy, mineral development, state lands, wildlife, and state parks.

Under his directorship are 1,150 employees in 11 divisions. Mr. Sherman is chairman of the governor's energy policy council, the water quality control commission and the Colorado Commission on Indian Affairs. He is a member of the Colorado Mine, Land Reclamation Board, and a director of the Colorado Weather Modification Program.

I am pleased to introduce Mr. Sherman, who will describe resource development in the Rocky Mountain region.

Mr. Sherman?

(Applause)

MR. HARRIS SHERMAN

A. (By Mr. Sherman) Thank you very much.

I was starting to enjoy Dr. Flemming's keynote address this morning, and I quite frankly would have preferred.

Let me first welcome all of you to the great State of Colorado, the great City of Denver. We want you to know that we have the finest air pollution east of Los Angeles, and we warn all visitors and guests to the state that you should be very careful not to chip a tooth on our great brown cloud, so forth.

Let me first say we were hoping that the governor could join you this morning. He's in the last days of his campaign for reelection and there were simply too many other priority commitments, so it just wasn't possible, and he asked me to substitute for him.

When he did that I always think of the definition of the word substitute as defined by my fifth grade teacher. She said that if when a window is broken you put in a piece of cardboard, that is a substitute. If instead you were to put in another pane, that would be a replacement. Well, last week I was speaking for the governor over in western Colorado and I explained, being the modest fellow that I am, that I was a mere substitute, and I, of course, explained what my fifth grade teacher's definition was, and after I finished this very nice older woman came up and she said I thought that was a great speech, she said you, you should know that you weren't a substitute, you were a real pain.

So I'm very reluctant to come in and be a substitute in these situations.

I thought it would be useful to give a very brief overview of how we see the current status of energy and mineral resource development in the western Rocky Mountain and northern great plains states. I don't want to bore you with figures and statistics so I'll be very general and later, if you want to come back to these I'd be happy to try

to amplify on some of this information if I have it available.

It's a safe assumption to say that most of the Rocky Mountain, northern great plains states are seeing extensive new growth in these areas, which obviously comes as no surprise to you. We see that growth in four or five major areas, coal is clearly the most pervasive area, all of the six states represented here will see coal development within their jurisdictions. Uranium is another area that is growing rapidly in three of the six states represented here. Colorado, Wyoming and Utah. New Mexico is another state that has significant uranium development. Oil shale is a resource that is yet to be developed but there are significant oil shale reserves in Colorado and Utah, some in Wyoming, and we'll come back to that if you'd care to get into why oil shale has yet to materialize.

There is extensive nonenergy mineral resource development going on in this area as well. I suppose copper development is one good example of that, that we're seeing in Arizona, Utah, Montana. Molybdenum is a mineral which is being extracted at an increasing rate in Colorado, although not in other states, so it's not simply an energy issue.

I should hasten to add, though, that as most of you probably know, the federal government owns 56% of the western United States. That varies from state to state, Colorado I believe is about 36%, Utah is over 60%, most of

these resources are found in abundance on federal lands, for instance 80% of the high grade oil shale reserves are found on federal lands, 60% of western coal is located on federal lands, and I only mention that because federal policies, federal programs and federal directions are going to have a major influence on whether or not these resources will be mined and converted.

As important as the extraction of energy resources is the conversion of energy resources, and that really is a separate category in this whole issue and one which probably ought to be treated separately.

As you know, when you take coal out of the ground, you can put it into railroad cars and ship it to the, its final destination or you can put the coal into slurry pipelines or you can, instead, build a power plant next to the mine, convert it to electricity and by transmission lines, send the electricity to wherever it's destined to go.

That has a very, very major impact on employment questions, environmental questions, so forth, and we'll return to that shortly. But it has been, of course, a subject of great controversy in such issues as the coal stip power plant in Montana, the Comparowitz (Phonetic) power plant in Utah. Colorado has recently, not recently for the last three years we've had what we call a coal export policy which means that we are very much against converting coal to electricity

in Colorado when it's to be shipped to other areas of the United States. We have opposed that and we have not -- we have discouraged any utility companies that wanted to build power plants for that purpose but that is, of course, one of the very hot issues which is currently pending in these six states.

Uranium development we have some options, not as many options as coal as to how you convert uranium to -- through a milling process and eventually through enrichment processes and so forth. You can, in fact, ship uranium away from mine site and have it converted elsewhere but that raises many issues relating to transportation cost, safety factors, environmental factors and so forth.

Oil shale is a resource we have no options with. If oil shale is to be mined you can't put the shale into railroad cars and ship it somewhere else to be converted, it just doesn't work that way, it can't work that way. There is another component to the overall energy issue which relates not to only the extraction of mineral resources and the conversion of those resources but it relates to the administrative and support services for the energy industry, and this has particular significance for Denver, Colorado, because we seemingly are becoming an energy center for administrative purposes.

You go downtown most of these new buildings you will

see are related in one way or another to the energy industries or the mineral extractive industries, and interestingly, that poses certain housing issues in the Denver metropolitan area, it poses all kinds of issues which are not located only in the areas to be impacted by the actual development.

So, with that in mind, let me come back for a moment to coal, because I think it does have the most direct relationship to this conference.

Last night I was looking at some statistics that have been published recently by the department of energy and the department of interior, regarding the new federal coal leasing programs they're considering, and it is really remarkable the degree to which this resource has come into focus.

In 1962 only 3% of the country's coal production came from the west. Ten years later, 1972, 7% of the country's coal production came from the west. Then, as I will explain shortly, something dramatic happened between 1972 and 1977. In 1977 that had jumped to 17% of the nation's coal production, and most of the figures I have looked at show by 1985, that will go from 17% to 42%, and by 1990, 50% of this country's coal production will be found in, essentially the six states represented here.

And by the way, the figures are interesting just to give you an example, in 1962, 14 million tons were mined in

the west, 1990 a medium figure, this is not the high figure, medium figure is 800 million tons coming out of the west. And just by comparison then, you go from 40 million tons in 1972 to 800 million tons in 1990, or 7% of the country's national output to 50%. It's really interesting, the Powder River Basin which is in northern Wyoming and southern Montana, that region is projected to produce, by 1990, 26% of the country's coal output.

And the northern great plains area, which is that larger area including the Powder River Basin, the production there is supposed to exceed the entire production of Appalachia and the midwest by 1985. So, I think those figures are interesting and you now probably ask the question, why has this production level increased as it has?

I think there are three or four reasons. In 1971 the Environmental Protection Agency put out new air quality control regulations and in those regulations they said that no power plant could allow sulphur dioxide emissions in excess of, I don't think the figures are important to you but they said 1.2 pounds per million BTU's of output.

Well, what that means is that the eastern power plants which had historically used eastern coal, now had to shift, either to low sulphur coal, which is western coal, or they had to put scrubbers in their power plants to clean these -- clean out these emissions, and most of the midwest utilities

and a lot of the eastern utilities, found it cheaper to use western coal than to put in scrubbers in their power plants.

A second reason was that there was a dramatic rise in the cost of natural gas and oil so that a lot of utility companies began to switch to coal or any new utilities that were constructed were constructed with the purpose of using coal rather than oil or natural gas.

Third reason was that extracting western coal because it was close to the surface seemed to be cheaper than underground eastern coal mining.

I think that is probably, to some extent, true, but you ought to know from a strictly employment standpoint it's interesting, the figures I was just looking at last night, probably need two to three times the number of people in the mines, if it's an underground mine, than if it's a surface mine. Only 6% of the coal we anticipate mined out here by 1990 will be underground mining, and it's interesting that most of that is taking place in Colorado and Utah.

There were other factors relating to labor disputes and so forth, which I'm not an expert in, I don't really care to comment on, but there was a move to the west in part for that reason.

Last year as the Carter Administration began to formulate its energy policies, there are certain new ingredients into the coal production question that are going to become

very important, one is that the Environmental Protection Agency, based on the 1977 Clean Air Acts, has now stated that you must use scrubbers regardless of whether the coal is high sulphur or low sulphur. That means an eastern power plant, utility, could not ship in western coal and expect not to also install scrubbers, and for that reason from the strictly economic standpoint, it may not be worthwhile to use western coal as opposed to eastern coal.

Now, that EPA ruling is going to be under very sharp attack in the future months, EPA, I was reading the other day, they even question whether they're going to be able to uphold or sustain that administrative directive, they understand how politically controversial it is and so forth.

But in any event, whether or not the EPA ruling stands, western coal is going to increase, and the figures I've given you I think are probably -- probably accurate, they're probably realistic. Maybe a little lower depending on what happens with this eastern versus western coal scenario, but in the west and in the south we're seeing increasing demands for coal.

Now, I would be happy to talk to you about the futures of oil shale, uranium and molybdenum and so forth, the best I can if that's of interest to you, as it relates to these jobs, so why don't I just leave that for a question and answer format.

Let me speak briefly from the standpoint of state official responsible for this area as to what our concerns are relating to energy development and then particularly tie it to the employment question for women and minorities.

On the positive side of the ledger, I guess when we look at this new energy development and growth, on the positive side it is true that this kind of growth can bring a new economic and employment opportunities to the energy areas, there are many communities in our state that have wanted growth and vitality in place of economic stagnation, and many of these communities have felt they've lost their economic diversity over the past years.

So there clearly are some benefits from that standpoint.

The counties and the municipalities may also, and I underscore the word may, they may also realize a far greater tax base and be in a position to better provide services to the communities that they serve, but again that assumes that the tax base is going to exceed the expenditures required to do all these things, and that is a very interesting question that perhaps we can come back to.

I think there's also a feeling that if the nation is in a serious situation with regard to producing energy, this is an important responsibility that we have and perhaps we ought to assist in fulfilling that responsibility.

Now, on the more cuatious side, I should say that no

state or local government should look at the energy development through rose colored glasses. There are a myriad of potential problems and difficulties, the social, the income and the environmental areas with respect to energy development, and I want to quickly spell out a few of these and then go to the employment question.

You've got the environmental issues and there are important environmental questions, air quality, water quality, mine land reclamation, what happens to our wildlife resources, the area of uranium development we have a number of health oriented releated issues, we have a separate set of questions regarding water, particularly as it deals with energy conversion. Is there enough water to do these things? Where does the water come from? Who loses and who gains by the transfer sale of water from one area to another?

We suspect agriculture is going to be a major loser in that agricultural water rights simply can't compete with energy or with the big cities for that water because you simply can pay a far higher or greater price for energy water. How does a state like Colorado that has a healthy income balance between agriculture, tourism and mining, how do we retain that balance?

Transportation issues, I've talked about them briefly, and in Colorado it's from -- for those of you who are familiar with the front range here, as we get into the coal transporting

issue we are seeing every day trains coming down from Wyoming which are on their way to Texas and it's interesting that this year we have 28 trains a week going down the front range and these are what we call unit trains, they have 100 cars each, the train tracks go right through our major cities. So there is some disruption now as these trains move through cities, 28 a week, by 1985 that will increase to 140 to 160 a week, and if we have roads that we don't want disrupted we have to build grade separations, that's a very expensive business.

The whole question of boomtowns, you know, Colorado has seen boomtowns in the past in our gold rush and our silver rush, we're very concerned about towns swelling up and then contracting. That's one of the reasons why we're against building power plants for other areas of the country where you have a 1,000 workers come in, they're there for three, four, five years and then they disappear and you need 50 people to maintain a facility.

How do we insure that these developments are long term so that you don't see the boom-bust cycle take place? And how do these little communities, how do they survive in the face of this? The tax base usually is not in place, I see Burman Lorenson here, who worked on the state staff in figuring out how we got money to the communities to build these services they needed.

The tax base is usually not in place and it won't be in place for five, ten years and yet when the workers come to these little towns they need those services immediately. And if you're going to have workers who are happy and content with their jobs you've got to have these services in place and yet it is unbelievable how the state government and the federal government virtually have no programs in place now, at least in Colorado, to intelligently and adequately handle the needs of people who are moving into these little communities, and believe me, these communities can double or triple overnight in size and we've seen lots of bad examples of what's happened.

We've seen very few good examples of how we intelligently deal with this. And yet the federal government proceeds to lease lands for certain kinds of energy developments, they proceed to move forward with energy policies and the social and the ecomomic impacts of these developments are yet to be fully understood and programs in place to intelligently deal with these.

Now let me briefly focus on the employment question. From our standpoint, and I guess I'm being very myopic and narrow minded in saying this but from our standpoint we feel strongly that if Colorado is to benefit from these developments, these jobs must be available for Colorado citizens, and let me explain why I say that. I came back from Alaska

last year, with my eyes wide open to what had happened up there. Alaska, in the last four years, they have employed more people than in the previous 100 years of their history. And during that period of time the unemployment rate went from 6% up to 16%, and I have to tell you that the Indians in Alaska and the non-Indians in Alaska, generally were not the ones who got the jobs. The in migration was fantastic, and Alaska has suffered dearly from not intelligently getting on top of that issue.

So in Colorado, we have started a program called jobs for Coloradans. And this program is aimed, number 1, to giving energy jobs to the unemployed and the underemployed, both in the project areas and in the cities of Colorado where you find markets of unemployment or underemployment.

I think that minorities and women will be the primary beneficiaries of this program, if it works.

What we are asking, number 1, is for the companies in this state to voluntarily participate in these programs. Not to go to other cities elsewhere in the United States to seek workers but first to come to us and work with us in trying to insure that we can fill these jobs with Colorado residents.

The companies I think are beginning to realize it's to their advantage to do this, and the reason I say that is that many of these companies have experienced enormous worker

turnovers which have proven to be economically very harmful to them. And I think that they understand the ties of their workers to the communities in which they live or to nearby communities is extremely important and may have a lot to do with the happiness, the satisfaction of the people working in these industries.

The Colorado Department of Labor has established, in this state, a training institute in Denver, it's done in cooperation with the department of energy and the U.S. Department of Labor, what we're asking is that the employer first comes in and gives us the job specifications that the employer needs, we even ask the employer in certain instances to write the curriculum for these job programs, the employer may be called in to even teach the course, and we anticipate these courses will be no longer than six to nine months and then, if the person who is being trained completes the course, there's a guarantee that that person will be employed in a particular energy industry, and we are trying to insure that that person will be able to have certain relocation programs and finances and resources available to make the relocation efforts as easy as possible.

Well, this is a program that's just underway and I -- I'm really not the person to talk about its success or failure, there may be people here who have knowledge of what the Colorado Department of Labor is doing, but we feel that

that is really a wave of the future in terms of insuring that people in this state who need jobs or who are unemployed will get those jobs.

Now let me just say that this is a new area but it's an extremely important area, and it's really the best way in which this state can benefit from developments that undoubtedly are going to go forward. So we look forward to your conference, and I hope, I know I see a lot of familiar friendly faces here who I hope I can get in touch with at the culmination of your conference to find out exactly what has happened, and if you've got some new ideas that we can share in and participate in, we'd be delighted to do so.

Let me stop with that, and open it up for any questions or comments that you might have.

Yes?

Q. (By Ms. Ann Charter) I'm Ann Charter from the renegade state of Montana, and I'm a past chairman of the Northern Plains Resource Council. And it's very disturbing to me right now to have the keynote opening address address resource development and confine it to fossil fuels development, so I guess my question is, how can you make the statements that coal development is going to increase up to 50%, that jobs are going to be all dependent on industry and so on, one thing you overlooked in telling about the shift of coal development from the east to the west and that was

primarily at the onset because the coal companies wanted to get away from the high union labor, which they have done.

And also I think that, I'm not sure that you considered the point that these energy industries provide five and a half percent of our total job employment in the country, and of that five and a half percent, most of it is filling stations, and the filling stations are being automated. And 95% of the jobs created in the past two decades have been in merchandising and so on. And so I just think that perhaps one of the outcomes of this conference will be that you'll find the people are way ahead of government and industry, and I just wonder why, you know, that isn't part of the opening statements.

A. (By Mr. Sherman) Well, let me hasten to add that you know, first of all I'm not telling you necessarily what I would prefer to see, but I'm just saying to you as a reality, the fact is that the United States Government owns a phenomenal amount of land and resources, and we've recently participated in the efforts of the department of interior to put together their new coal leasing program, and I think the handwriting is on the wall, whether you like it or not, that it is likely that that extensive kind of coal development primarily on federal lands is going to take place.

And -- by the way, I agree with you, I think there is another side to the energy equation, which I did not go into,

because I didn't think it was something that was necessarily something you were going to focus on here but I agree with you on the -- there are alternative forms of energy which can be very useful to helping this country meet its energy needs, and which also are a source of jobs and employment.

For instance Denver was very fortunate recently to receive the national solar energy research institute, it's going to be located near Golden. Not only do we think we'll be making a contribution to exploration and development of solar energy but it is going to be an employment source within the State of Colorado.

There are a lot of conservation programs in this country, energy conservation programs, which also, I think, can be extremely useful in providing jobs. The whole insulation, winterization program is a very important one in providing people with jobs and in many ways you might be able to provide as many if not more jobs in certain instances as if you were focusing your efforts on the supply side.

But this area of the country, because of the resources that are here, and because of the amount of federal land and federal influence, I think are going to be very much in demand, and I think it's encumbent upon the states and people to make sure that if it is in demand that it is done as positively as possible, it's done with a minimum amount of environmental impacts and minimum amount of social and economic

adverse impacts that would take place.

I'm always reminded of the -- of man's three most dubious statements, one, I promise I'll be faithful. Two, I put the check in the mail yesterday. And three, I'm from the federal government, I'm here to help you.

Q. (By Ms. Charter) Can I ask one more thing on that? Then is it your policy or the government policy in this area that because the resources are here and because the government owns them, they should be developed? I mean is that the rationale for developing it?

A. No, I don't think, my own personal feeling is that should not be the rationale for development. And you know, there are many instances in which the resources I feel should not be developed, and there are other instances when the resources should. But there are phenomenal pressures in the western states right now to develop those resources.

I can not even begin to tell you what those pressures are, and when the department of energy and the department of interior decide on a national energy policy, and it says that coal is going to form a certain mix in that policy, western coal is going to be a very key ingredient.

You know, I'll share an interesting figure with you. When you talk about the employment issue, we have an underground mine in Colorado that mines almost a million tons of coal a year, and that mine employs 300 people. We have

another strip mine in Colorado that employes over a million tons a year and it employs 60 people. And I think you know from an employment standpoint the way in which you extract the coal is going to make a big difference.

I won't quarrel with you about the issue of labor problems in the east as being a factor that led in part to a reemphasis of western coal.

Yes?

Q. (By Mr. Ellis Cose) Yes, I'm Ellis Cose, Joint Center for Political Studies.

Obviously you focus on coal and I was just wondering is there an implicit judgment on your part that the development of uranium resources will continue to be constrained by political and other forces?

As you know the only real alternatives for electrical generation to coal are fossil fuels which are in very short supply and uranium fissure.

A. Uranium, at least in the foreseeable future, is going to continue to be a resource in demand in the four western states that have uranium resources. Colorado has seen a sharp increase in the amount of uranium activity, both in terms of the exploration and development. This is largely associated recently with the president's decision not to proceed with the construction of the fast breeder reactor. And because of that, it has emphasized or accelerated the

extent to which uranium companies are looking toward the production of uranium.

But uranium has its own sets of associated problems, and I'm not talking about the construction of nuclear facilities, I'm talking about here the milling of uranium, the enrichment of uranium and so forth, and we have pending before the state two or three different proposals now for large uranium mines. These would be strip mines, they would not be underground facilities.

So no, I didn't mean to imply that uranium will not be a resource that we'll see a lot of in the immediate future, I think we will.

THE CHAIR: Mr. Sherman, thank you very much. We appreciate your opening our conference, and starting questions, and we'll have another opportunity to ask those questions, there will be much more information brought before you, but I'll tell you what, as a moderator of group activity I had to take an oath in blood last night that I would run things on schedule. And our opening session is hereby over, in approximately 15 minutes, a few minutes less than that, we will be starting with the very first panel discussion.

Don't be discouraged and if you have additional questions if you'd like to write them down, possibly we can get them answered in full at another, later session, okay?

Thank you so much.

(Applause)

(Short recess)

(The following was moderated by Ms. Alberta Henry)

THE MODERATOR: Good morning, Ladies and Gentlemen. Shall we get started? I am Alberta Henry, sometimes I'm called Henry Utah, so they put it up there for you to see but otherwise Alberta Henry, Chairperson of the Utah Advisory Committee.

We welcome you again to the regional energy consultation. The six state advisory committees to the U.S. Commission on Civil Rights in the Rocky Mountain region, as you've been told this morning, is sponsoring this consultation. And the six states are Colorado, Wyoming, Utah, Montana, North and South Dakota. They are all greatly affected by present development and the impacts are expected to be even greater in the future.

This panel today will deal with the directions for the future of region 8. This discussion will outline possible resources and development in region 8 during the next ten or 20 years. National energy policies and their impact on women

and minorities will also be examined.

We are excited today. We are blessed and we are ready. Are you excited today? We are excited because this is the first time that a region has joined together to bring about a project. It is the first time that the commission has undertaken energy and its impact on women and minorities.

The idea of the first time should be exciting and you should be excited. We are blessed because we have some outstanding and knowledgeable speakers to share with us today in this important occasion. And we are ready? We are ready to give our undivided attention for our minds are attuned and our expectations are great.

We have, as our panel, on my left here, the first speaker will be Mr. Ellis Cose, and he's the senior fellow and director of the Joint Center for Political Studies. He's also director of the energy policy project at the center for political studies and he also belongs to the American Association of Blacks in Energy. Mr. Cose will examine the impact for increasing energy production and rising energy costs on women and minorities.

He will also outline the potential for growth in region 8, and he will look at who will benefit in terms of jobs and he will offer some suggestions to the type of policies which are needed in order to aid poor in dealing with the impacted energy production and increasing energy cost.

Our next speaker, Mr. Clarke Watson, he is the chairman of the American Association of Blacks in Energy. Also the director of the energy policy project at the center for political studies. He will talk about the employment opportunities in the field of -- energy field for Blacks in region 8. He will also discuss what type of energy policy he believes are best for Blacks and reasons behind his thinking.

He attempts to deal with the question, what role can the United States energy policy play in sustaining high levels of economic growth that creates jobs for Black Americans. And he will also touch upon the barriers which minorities are experiencing in energy-related field.

Our third speaker will be Mr. Roger Kahn. He is executive director of the Colorado Coalition for Full Employment, and his title will be, development in the intermountain west and its impact on women and minorities.

Mr. Kahn stresses the link between employment and environmental issues and he wonders about the supposed benefits of standard resource development and the number of jobs that will flow from the development of appropriate technology, and he will also examine each in terms of their impact on both the social and natural environments.

We have also with us after the three speakers who will take somewhere in the area of 20 minutes to speak, we have

some respondents, and on our right we have Pauline, who was supposed to be with us, we won't name her until she gets here, we have Robert Huff, who is with us today and he's the community development manager of Atlantic Richfield, thank you.

And we have also Tess, she has Tess up there but I have something else down here, McNulty, and I guess that's all right.

Tess, may I call you that?

MS. McNULTY: That's my nickname and Hester's my printed name, that's the confusion.

THE MODERATOR: Let's say Tess because it's in front of her and she feels comfortable with that one, I think, and she is the natural resource coordinator for the League of Women Voters, and we thank you for also coming.

We have, as participants from the state advisory committees, we are to have two, we have one here today, his name is Arthur Raymond, and he's from Grand Forks, North Dakota. Thank you, Mr. Raymond.

We're ready to begin now but we have some important facts, and may I reiterate those important facts that we were told just in case they slipped our memory. First, we have with us a Court Reporter, and his name is James Bouley, and he will be transcribing. We also have with us, if needed, but she's here with us, a deaf interpreter and her name is

Ann Reynolds, so if you need her, she's here.

Number 1. Each speaker is being given 20 minutes. Each respondent is being given ten minutes. They do not have to take them but be comfortably within them. But we would like for them to stay within the time because we have a commitment to do all of our things today.

When you get ready to speak, we're asking you if you will stand up, state your name, and the speaker, if you have time. If there is time for question and state your name and what speaker you're directing your questions to.

Most important, only one person to speak at one time.

Also here with us on my right is Roger Wade. He is from the Rocky Mountain Regional Office of Commission on Civil Rights who will be here to give us the backup and the resources that we need.

With no further ado and no other questions, we will turn the meeting over to our speakers for today, the first one, Mr. Ellis Cose.

(Applause)

MR. ELLIS COSE

A. (By Mr. Cose) Thank you, Alberta, and thank you for inviting me. And thank you also for giving me a promotion,

but I think that I should enter a slight correction so that my boss won't think that I've pushed him out of a job and so that I can go home without thinking that Clarke Watson has pushed me out of one.

I am not the director of the Joint Center for Political Studies, I'm director of the energy policy project at the Joint Center for Political Studies, and Clarke Watson is not the director of energy policy project of the Joint Center for Political Studies, he is the President of the American Association of Blacks in Energy. So I think that with that, another aside.

I was at the department of energy yesterday and I was talking to several people, and among those people that I talked to were a gentleman who has been monitoring Black employment and employment of women at DOE, and another gentleman who had been monitoring employment of Hispanics at the department of energy. And they were both quite pressed and they were pressed for at least a few reasons.

One is that though the department of energy is not the worst federal agency in those regards, it's very near the bottom. The other is that as you all know, there has been a hiring freeze of sorts imposed at the federal government level, and both of these people are very much concerned that what that is going to mean is that the inequity that's already existant within that department is going to remain, if not

be aggravated. And I think that's worth mentioning because their concern was really part of a much larger concern that we have when we get together to talk about the kinds of issues that we talk about today. And we talk about distributive impacts of various policies or regional impacts or socioeconomic impacts, what we're really talking about is equity in policy.

And how do we go about creating that, how do we go about maintaining that? And equity is one of those very funny words in this language. It's very much like love in that everyone agrees that we need it, and everyone agrees, and everyone knows what it means, and yet everyone's meaning is at least in some respect different. And I'm gratified and delighted that this conference has been called because I think that the definition of equity is going to remain a very important issue and it's an issue at least in regards to resource policy and resource development for this region, that this region is going to be very key in developing, and I think it's also worth nothing that defining process is made a good deal more difficult when you have a situation where, if you don't have a shrinking economic pot you do have an economic pot which is growing at a decreasing rate and this region has the privilege, if you will, of having a situation where the economic pot is still growing and is projected to grow even more rapidly in the future.

And that carries with it a great deal of responsibility and a great many potential problems. Few regions in the world have been blessed as this region has. This region has beautiful land, vast mineral source -- I see I've already bored one person -- and few of the big city headaches that are so common out in the east.

With 3% of the nation's population and that's kind of an important statistic, the region contains over 50% of its coal reserves, including not all of the low sulphur coal but including 88% of the low sulphur coal in the country. And about 50% of its uranium.

As a former senator from Colorado noted, oil shale deposits in Colorado's western slope and deposits in Utah and Wyoming contain as much oil as the entire known world reserves.

Well, the fact that this area has these reserves obviously doesn't mean that these resources are going to be developed to its advantage. As I've already commented and as a number of other people have mentioned, resource development brings with it any number of problems.

Before I go into those I think it's worth pausing to go over a few more statistics. This region, as I said, region 8, Colorado, Wyoming, Utah, Montana, North Dakota and South Dakota, contains 5.58 million people when the last census was taken. Of that, 1.5% or 83,685 are Black. 16%, 340,000, are

Hispanic and 81% of those Hispanics are in Colorado. The average per capita income in 1974 was $4,575.00, slightly above the national average. Slightly over 10% of the families in this area live in poverty, and it contains a labor force of 2.1 million persons.

It has 16% of the nation's land mass and it produces a relatively small proportion of total U.S. energy last year, but the production potential is huge. As are the problems.

One observer noted that the social benefits of burning low sulphur coal are enjoyed mainly by the citizens of certain midwestern cities while the social causes are felt in the north and Rocky Mountain region.

The problems are numerous. As another person has noted, the boom inevitably drives up costs for everyone, housing costs, social liability of local governments and one sociologist indeed commented the exploration of energy resources to the colonization of the nation.

Just another aside, I think that it's worth noting that the problems that this region faces in energy resource development are not at all unique. On the international front Iran and Algeria are facing very similar problems, Alaska, as someone mentioned earlier, has faced similar problems and we're talking about kind of a generic problem.

So back to the western region. What are we talking about when we talk about western energy resources? In the

short term, we're talking primarily about coal. Coal accounts for some 90% of domestic energy reserves, and some 18% of domestic production. And President Carter's target of double coal production by 1985 is well known, most of that coal is going to have to come from that region.

The former governor of Wyoming noted that the exploration of coal in his state alone could translate into a state of somewhat over 300,000 persons increasing in its population by a third in only a few years.

Another federal study noted that the largest increases in service production and employment will occur in Wyoming, North and South Dakota, and Montana. Colorado production is expected to increase from 32 million tons in 1973 to nearly 200 million tons by 1990. And total employment is expected to increase in coal from about 1,300 to around 10,000 in that same time.

What will that mean for women and for minorities? Well, it's important to note first of all that this region contains relatively few Blacks. It's also important to note that the employment of minorities and women in the energy industries in general has been very low. To quote the director of research for the EEOC, the high risk, high paying world of energy development processing and distribution is a White male bastion. According to his figures, 79% of the workers in oil and gas extraction are White males. As are 79% in

electric services, 72% in gas production and distribution, and 94% in coal production, which is the most important to this region.

What that means is that only 4% of the workers in the coal industry are minority group members and somewhat less than that are female.

The statistics in the other energy industries are nearly as bleak. And partially because of the racial makeup in this area. The number of minorities involved in the energy production in the west is even lower. Well, what that means first of all is that unless something drastic happens, the employment effects on minorities as a group, direct employment effects are likely to be minimal. By one analysis, the proportion of minority employment in coal mining and petroleum and natural gas production is expected to decline slightly in upcoming years even as total employment increases somewhat. And unless the western states make a concerted effort to hire the Hispanics who are here now, and to bring Blacks into the area to work, there's little likelihood that the projection will be proved wrong.

In addition to the absolute numbers of women and minorities being small, the percentage in higher level positions is practically infinitesimal. In 1977, for instance, females made up about 18% of those in mining, and of that 8%, 4.4% were managers or administrators, compared to 9.3% for males.

For minorities the percentages were likewise low. Humphrey of the EEOC argues that such statistics can not improve on their own. The improvement will, in large deal in the dedication of the industry's leaders to equal employment.

In addition to recruiting, however, there is another problem and that's the matter of training. It's true as Humphrey notes that a number of the jobs in the energy field require very little education, that many women and Blacks can be trained on the job, there can be as I think the speaker mentioned earlier this morning, short term training projects which last a few months to get people into things like coal extraction and some of the crafts industries. But it is also true that many of the jobs, and especially the higher level jobs, are in fields that women, Blacks and Hispanics, have tended to steer away from.

The federal energy administration which is now part of the department of energy, concluded that because of increasing resource development there would be increased demands for engineering, mechanical, electrical, nuclear and mining and certain others and physical scientists, specialized technicians and highly skilled mining and drilling personnel.

Economist Bernard Anderson suggests that much can be accomplished through counseling and guidance programs for minorities, and he also suggested that the emphasis be shifted away from job creation programs to skill enrichment programs.

Much the same would apply for improving the percentage of women in the energy industries.

Another point of numbers, for instance. Of all of those who are in undergraduate engineering programs, Hispanics make up something less than 3%, that means that 9,000 Hispanics totally are enrolled in engineering programs. And fully one-third of those are at the University of Puerto Rico.

The percentage of science and engineering doctorates awarded to Hispanics is well under 1%, and the figures for Blacks are comparable. Nationally a reflection of the fact that only 40% of Hispanics have completed high school, 46% of the Blacks have compared to 67% for the Whites, and I think it's largely a reflection also of a phenomenon of minorities just as I said, kind of steering away from those industries because they haven't been encouraged to go into them, having had the proper training and background to go into them.

Well, clearly, then, as I said, unless something happens, not many minorities and not many females are going to be hired as a direct result of the energy boom. The effects arising in the energy prices will be felt largely in other ways. Consumers will feel it in their personal budget, and in addition the price of energy can affect the composition of industry in general. The poor spend a larger portion of their income for energy supplies than do the nonpoor. The

poorest one-tenth ..... spends nearly 30% of his energy for income and the richest, somewhat over 4%. Energy expenditure, however, is also a function of region. In other words, those who live in the east pay more for energy supplies than those who live in the west. And I'm going to throw some other statistics at you because I think they are kind of interesting, I think they're also kind of important.

According to Lester Thoreau, an economist, the average household spent 7.4% of its oncome on direct energy supplies a couple of years ago, the average household in the west, however, spent 6%, a somewhat smaller proportion than other regions, costs are lower for several regions, partially because of the abundant hydroelectric power in the region, partially because of the low number of heating days and largely because of the west coast energy surplus.

Theoretically, then, energy price increases in the west should be less crushing than increases in most other regions.

Computing Thoreau's data, for instance, 57% increase in gasoline prices and a 40% in home energy prices translates into a 3.7% cut in the real income of the northeast, a 3.4% cut in the north central region, a 3.9% cut in the south, and a 3% cut in the west. Such massive projections have little use in determining how the aged, how the poor, or how those on fixed income will really cope.

For those who are poor, are different in many ways. And the regions are different in many ways. States are different. And many ways again.

In the western region of this nation research units, Greer, for instance, found that poor households consumed nearly 70% as much electricity as did average households in the area, 64% as much electricity as did average households in the nation, 76% as much natural gas as households in the region, and 68% as much as the average across the nation.

Low income families consumed less gasoline, because they particularly owned fewer cars and they drive them fewer miles. One study, for instance, showed that the poor household's average is about 8,000 driving miles per year, while the middle class is about twice that.

Well, again those numbers don't mean a whole lot. So we extrapolate to give an idea what that can translate into.

In June of this year, gasoline averaged 63.4 cents a gallon in region 8. Let's assume an average of 14 miles per gallon for automobiles, we could therefore surmise that an average poor family would spend roughly $362.00 a year for gasoline and that middle income families will spend roughly $679.00 at 30 and $57.00 a month respectively.

For January of 1978, the average monthly electric bill for 500-kilowatt home in Colorado was $18.14. We assume that rates are uniform which is somewhat unrealistic assumption. And that the poor consume 70% as much electricity.

We can surmise that the average bill was $12.70. For those two forms of energy then, a poor family could spend $42.70 a month and an average income family $75.00 a month.

When we call, however, that the average income in Colorado is well over 100% above the poverty level, it means that the medium income family is seven times better off than the poor income families, then it becomes clear what we mean by disproportionate impacts.

The disparity increases even more if costs for natural gas and heating oil are added. What that means also that those families headed by Blacks and by women are hit hardest, as well as those consisting of the elderly. For those are the groups that make up a disproportionate number of the poor.

In 1974, for instance, the Black median family income was $7,800.00, the median for Hispanic families was slightly above that, around $9,000.00, the median for female-headed households was about $7,300.00 and for all White families, it was $13,356.

Again it is worth keeping in mind that not all poor people are the same. And policies designed to deal with the typical poor household may benefit some, have no effect on others and leave some much worse off than before. Just as poor people differ, so do the regions in which they live. They differ on the average distance residents travel to work, average share of income spent on energy, the home, for instance, that spent $18.14 for electricity in Colorado, would have spent $15.00 in Montana, $13.00 in Wyoming, 21 and --

$21.31 and $21.26, respectively, in North Dakota and South Dakota.

What that means in short, is that it's very difficult to talk in terms of designing the national policy to deal with impacts on a vague aggregate called the poor. Because those impacts vary as a function of any number of things.

A number of plans have been proposed for alleviating such impacts, peak-load pricing, life-line rates, energy staffs, flat rate pricing, etcetera, etcetera, etcetera, and there's not room in the papers, to go into examination of all of those. Clearly, however, what the complex of variables are due for is flexibility in energy policy because there is really no such thing as quote, an average poor person. And because it's unrealistic to talk about an average cost of energy, it's also unrealistic to talk of a single, perfect policy.

As already noted, it's less than likely that increased production of coal in this region is going to have tremendous direct employment impacts on minorities and on women. It's likely that as energy development increases both of these groups will benefit, at least to the extent of acquiring entry level positions.

Nevertheless, in specific areas the impacts of development on employment and on lifestyle will be huge.

A spokesman for the Sierra Club once noted that a

single large power plant and associated coal mine might bring an additional 15,000 people to an area with a few thousand persons now. And even modest oil shale development proposals projected population increase of about 100,000 people or more.

The communities that will be affected most by this development are largely rural, and though development will bring greatly increased urbanization. Consequently the most significant impacts of energy development in costs are going to be indirect. And as numerous comments have noted, it's the costs -- as the costs for labor decreases relative to the cost for capital it is likely that industries will shift from energy intensive to relatively labor intensive processes.

It is also likely that the service sector of the economy, notably labor, intensively will grow at a much faster rate than other sectors, meaning there will be an increase in demand for things like hospitals, health care facilities, auto repair shops and similar businesses.

On the other hand, prospects for air and truck transport, chemical product companies, etcetera, are going to go down. Such shifts, again are likely to increase employment effects for minorities and women who have traditionally had greater access to service industries. The impact on the west, however, is likely to be at least somewhat different than it is generally. For the impact on the west will be dictated by the

fact that so much of the development will be taking place here, the local questions, the local impact will become much more important here and this is going to place a burden on land use planners and on policy makers to assure that the western development takes place in a lot more rational fashion than it did in the east. And this planning will have to take a lot of things into account, including community attitudes.

One sociologist, for instance, noted that the sudden influx of workers and businesses during a boom can intrude upon the social values of a community. One, resource congestion and overcrowding, another is inflation, breakdowns in interpersonal relationships, increases in alcoholism, drug abuse, and that could very well happen here for the very simple reason that there is no serious labor surplus in this region.

And it's a good idea to talk in terms of jobs going to people in Colorado, but the reality is that many of the jobs that are going to open up will have to go to workers who migrate in from other communities and from other regions of the country. And should be kept in mind that most of the areas target for resource development are rural and overwhelmingly White in character, and in order for that energy boom to have any real direct effect on Black, on Hispanic employment problems a substantial number of unemployed persons are going to have to move into such areas.

And if indeed a large number of minority members begin to move into such areas, we have an unpredictable racial variable which is added to the numerous problems that newly booming communities face already.

Black and Hispanics live in urban areas, much moreso than Whites. I suspect that that is at least partially because they feel they're not welcome in predominantly White rural areas.

And if that's the case, they can not be expected to flock to such areas on their own. They have to be relocated And private enterprise has been notably unenthusiastic about such social experimentation, a review of some of the unemployment statistics noted earlier clearly indicate that the energy industries especially have not been in the vanguard of any type of affirmative action movement. Nor is it reasonable to assume that the affected communities will in and of themselves decide to actively recruit minorities to come there. And even if they did, though such an effort would undoubtedly help alleviate minority unemployment problems locally, it would do very little to help alleviate the problem on a national basis.

Since energy producing sectors account for about less than 1% of the total employment nationally.

I've concentrated principally on the problems of coal development since at least in my judgment coal is the major

Rocky Mountain resource that's going to be developed in a short term. In the long run, however, oil shale may also become extremely important. The major domestic oil shale deposits are in western Colorado and some analysts believe that in the not too distant future oil shale will account for about a million barrels per day of oil production.

A footnote is worth noting, that we consume about eight million barrels a day as a nation.

The labor needs for oil shale development could be considerable, especially when one recalls that much of the development will be concentrated in the relatively small area, one estimate contends that the construction of oil shale facilities could require the opening up of thousands of new jobs by 1990. That labor again would be highly concentrated in skilled trades, pipe fitters, engineers, draftsmen, etcetera.

In short, one of the same problems that women and minorities have with conventional energy employment would also exist with oil shale production, most minorities and women simply have not been concentrating in technical and craft work. And in order for those groups to be most successful in gaining entry and promotion in such fields, there will have to be a commitment to training.

Just one kind of closing comment. As you all know, the congress, a few days ago, more than a few days ago now,

passed some form of national energy legislation. And within that package there is a provision for an office of minority economic impact. That provision was put in at the insistence of some people sensitive to the concerns that this conference hopes to deal with. It would have funds for business loan guarantees, for analysis of socioeconomic impact, and for similar things.

The director has not yet been named, the office has not yet been set up. But it is a step in the right direction. And it's important that we make sure that it's more than just a step and more than just a token effort.

Thank you.

(Applause)

MR. CLARKE WATSON

A. (By Mr. Watson) Good morning. Glad to see you all here. I notice that there's a fairly good turnout and I hope that our function serves the purpose that you're expecting.

I'll get right to it because I know we're running a little short of time. This is a summary of the paper that I agreed to put together for the commission, and I suspect it will be available to people who might subsequently make the request.

For a rational discussion to occur as regards employment opportunities in the energy field for women and minorities in this particular region, federal region 8, it's important to look first at the national picture. And from this national picture we can then make certain assumptions and apply them to a regional basis.

But I would like to caution that this study and all AABE studies -- AABE is the acronym for the American Association of Blacks in Energy, this study and all AABE studies as the name implies deal from a Black perspective. We do not, for example, conduct studies covering the status of women, since we have found that White women, under the guise of minority status, have been used to fill positions which would otherwise go to Black men and Black women.

I don't have anything against White women, I'm just stating what the facts are. I don't have anything against any women. But those are the facts.

Ellis mentioned earlier, for example, the department of energy. I guess it was about three weeks ago I had a meeting at the White House to discuss the department of energy, a meeting which was long overdue, the department of energy has done everything possible in a very active way, in a very egregious way, to make sure that Blacks have no participation at any meaningful levels. I would hope that this does not become reflected in the private sector.

I won't agree completely with my fellow AABE'er, but we have found that in the private sector there's been a great willingness and an investment of dollars that far exceeds the department of energy. For example, last week at the conference we had in the next block, Mr. Metzger, the regional director of the department of energy, commented that he would make one of the things he did consist of going to the private sector and saying, where are your women and minorities? And I had to ask him, as you'll recall, Glen, I had to ask him, well, how could you go to the private sector and ask where are your women and minorities when you have virtually no women and minorities?

And he said, well, I agree. Nothing I can do about it. The problem is that it's a problem at the very top of the administration, I believe that perhaps that problem can trace back to the Oval Office, I believe there's an assumption that continues to prevail in the United States that as long as we're dealing with civil rights and integrating lunch counters and busing, well, then Blacks are qualified but if you talk about the department of treasury or the department of energy, or economics, then somehow we don't quite make the grade and that's the way the department of energy has tended to treat minorities.

We expect within the next 12 months to do something about that, whether we have to file a suit or how we approach

it, we do intend to see that something is done to bring life and color and direction and motivation into the department of energy.

I had to say that.

(Applause)

So again I didn't want to sound as if I was attacking White women but that has been a real problem, I was in San Diego Tuesday doing a presentation on some off-shore development projects. And the department of interior was there, and the department of interior, with the exception of Jim Joseph and Wallace Green, the undersecretary and the deputy undersecretary, they have been really dealing with affirmative action and they've got these very attractive young White women to be sure, but nevertheless, they are there and so Blacks aren't there and it happens in many of those departments.

So I want to say that, to return to my original point, in order to reflect upon how Blacks may fare regionally and interregionally how other minority groups might fare, in this region, I want to just give you some national perspectives.

The president announced his national energy plan as you recall, in April of last year, on the 18th, and subsequently on the 20th he reiterated his remarks, and the

national energy plans goals were to reduce the nation's dependence on foreign oil by reducing the rate of growth of energy demand and increasing the reliance on coal and nuclear power for energy supply.

The primary strategy is to use taxes, price, and regulations to promote conservation of energy, especially oil and gas. On the supply side, the plan calls for a doubling of the production by 1985. Other measures to augment supply include controlled increases in the price of oil and gas, and as you know there's been some lack of agreement in terms of whether those prices are going to be reflected in taxes or replacement costs but those are issues yet to be resolved.

Other, and also there would be a new pricing tier for new, new oil etcetera, etcetera, and those of you who have read the energy plan as it's finally come out, notice there is a whole lot of levels there, and it kind of defies one's imagination. And while the president may have accurately defined energy as the number 1 problem facing the nation, most Blacks and other minority groups view high rates of unemployment as their number 1 problem.

And recent developments suggest that the gains made in the '60's in narrowing the historic employment gap have once again eroded. The historical evidence also indicates that the closer the economy is to operating at full capacity,

the lower is the unemployment rate for Blacks and the smaller is the differential between non-White and White employment rates. Therefore, it's not surprising that Black Americans have recently become concerned about the implications of U.S. energy policy for the maintenance of sustained economic growth and its consequent effects on Black employment.

Now I'll digress from my prepared talk to get into that for a moment and when you get ready just, you know, you know, hit your little thing.

One of the problems that I think we confront when we talk about energy growth and development and energy problems per se, is we don't recognize its relationship to the economy. Now, the president got out of bed this morning, he was a little more pleased than he was last week and he may be hopeful of remaining in office another four years. That was not the way he felt a week ago and the news that we had over the last few days about the decline of the dollar was important. The best way it seems for minorities to appreciate and benefit from the opportunities that can be derived from energy development is A, to make sure that development occurs, and B, be prepared to take advantage of that development once it does. B, the preparation and being prepared to take advantage is what Ellis had referred to earlier, the training. Which is so vitally necessary.

Fifty percent of jobs in the energy industry are

technically oriented, however 90 to 95% of the disciplines that have traditionally been pursued by minorites are not in the technical professions. We have a plethora of lawyers, we have an abundance of school teachers, we have a maximum amount of social workers and we have Black studies scholars running out of our ears.

Unfortunately these are very luxurious kinds of pieces of knowledge to have and disciplines to pursue but at the same time we have been lax in getting prepared to deal with jobs that pay a lot of money.

Out of all due respect, out of all due respect to the educational profession and both my mother and my sister come from that profession, out of all due respect to that profession and other soft disciplines, they don't pay any money. They really don't. And the comparisons are there and I'm sure you're all aware of what they are.

So, myself, and the industry locally, and the Denver Public Schools and the Colorado School of Mines, we've been working on a project where we're going to go back to the seventh grade and track children all the way up through the 12th grade to prepare them for -- to go to mines, to go to Cal. Tech., to go to MIT, because if you go to MIT you then become, at least considered by Schlesinger, to have some brains, but we're going to try and get kids to pursue those kinds of disciplines because we recognize that soft pack,

soft path theorist and technologist sound very good and they're philosophically soothing, but the realities are machines still run on fossil fuels, most of our energy needs are going to have to be impacted and addressed by fossil fuels, at least through the end of the 20th century. By then solar technology probably will have caught up where it can have some impact on basic energy supply.

Right now solar technology is still experimental, we all love it and we know the sun is free and someday we can use it but right now, in terms of economics, solar costs run about, you'd have to pay $55.00 for a gal -- for a barrel of oil in order to have some equivalent cost.

So we can't really afford to delve into those political luxuries when we have these hard basic problems yet to resolve.

Also, fusion energy probably will be, as we move out of the 20th century, fusion energy will probably be a very viable source because we'll have once again, an almost non-depletable source, because we'll be dealing with fusion which is a lot safer and cleaner than fission, although fission is something we need to develop as we get through the end of this century too.

But all of these things imply that it's going to be necessary for minorities and women and young people of any, regardless of race, to be learning technical kinds of

professions and to be geared towards that, we still have to have some teachers to teach them how, but let's have a greater balance and that's how we can appreciate the opportunities.

Now, yet another problem that confronts us in whether or not we will have opportunities for anybody in terms of resource development, be it this region or the outer continental shelf or Alaska, is the fact that at the same time we're talking about developing these resources, there's a very insidious move afoot by other people to make sure that there is no land and no resources available for us to develop.

Right now when you take all the totals which is around 600 million acres, this amount of acreage has been proposed to be set aside, for nondevelopment. But instead, as wilderness. Now, wilderness is fine, some wilderness is certainly desirable because it helps balance the eco. system but here we're talking about proposals of some 600 million acres, that's equivalent to the lower quarter of the 48 states, to the lower 48 states. That's California, Colorado, Wyoming, Utah, New Mexico, all of those, just picture that amount of land mass and that's what's been proposed to be set aside by, in some instances, the Environmental Protection Agency, the department of interior, the bureau of land management, the department of agriculture under the rare two studies, the department of commerce under the marine sanctuaries, and

all of these, based upon the 1964 Wilderness Act, the 1960 Multiple Use Sustained Yield Act and the 1977 Federal Land Policy and Management Act and then a lot of congressional committees that would desire to do this.

Now, these people are saying, develop on the one hand, but where you develop is your problem. We're not going to have any opportunities for women, minorities or for White males, God forbid, if we don't have some resources to develop. But the problem is we have such leadership as Robert Redford and John Denver who really don't appreciate signing paychecks, and the cost of living and the fact that most of us have families to support and that we can't exist on a Rocky Mountain high alone, that we have to really have some other things, something substantive and something that sticks to the ribs.

That is a very serious problem that's going to confront us, it's a problem that's going to be confronting the 96th congress when it convenes, and it's something that women and minorities and all of us, regardless of race, are going to have to be very appreciative. You can not have vast amounts of wilderness and at the same time develop the nation's energy supplies.

All we do is we continue to be dependent upon Arab nations for our domestic supplies. We expend about 46, 47 million dollars last year importing oil. Well, when you

export those kinds of dollars you're also exporting jobs. And Arabs don't have an affirmative action plan. They have a middle eastern plan and that doesn't do us any good.

In Marin County, California, one of the most expensive places to purchase a home, in anywhere in the United States, and that county is one of the five most expensive areas in the United States, behind Anchorage and Boston, New York, it costs a lot of money to buy a home in Marin County.

There are a lot of Arabs buying homes in Marin County but Chicanos and Blacks can't buy homes or pay the rent in the ghetto. So we obviously are going to have to resent the fact that we have people who would prefer to see us dependent on foreign oil supplies and withhold those opportunities for us to have a more stable economy in which the opportunities for minorities can expand.

Finally -- three minutes, good. See, I was second guessing you.

Finally, I believe, and I've spoken to it in this paper, that I was delighted to give, just inferentially I'll put it that way, but finally we have to recognize that in the whole question of resource development and opportunities for minorities we can not afford provincialism, we can't say that the western half of the United States is going to be the playground for the eastern liberal establishment, a place for Ted Kennedy to come play, because if Ted Kennedy wants to be

concerned about employment opportunities, then first he can deconcentrate his wealth, he can divest himself of some of his wealth and see that it expands to minorities.

But right now, we can't afford that kind of provincialism, we can't afford to have what we had happen to us in San Diego, people arguing for tourism and saying we don't want to develop off-shore, but how the hell do tourists get to San Diego? They don't walk, they either fly, that's fuel consumptive, or they drive, that's fuel consumptive. So we've got to start thinking in terms of our national responsibilities and our overriding responsibilities and recognizing that we have balances and that we can achieve balances that energy development does not imply the destruction of the environment, that we've all made mistakes in the past, the energy industry, the public sector and the private sector, but this is a time where we can be moving forward to insure that every man, woman or child, has a substantial opportunity to increase the quality of life for themselves and their families, as we finish out the century.

(Applause)

MR. ROGER KAHN

A. (By Mr. Kahn) Last night I was supposed to be having

dinner with a friend of mine who called me up and said, this friend of mine is working for one of the senatorial candidates, and he said I'm sorry, I'm not going to be able to join you for dinner, I appreciate the invitation, I'm going down to debate blank, and that's going to be a real tough one. And I said I don't envy you, I wouldn't want to be debating blank. And as Clarke was talking I couldn't help thinking about that, and thinking that for several months now I've wondered what would ever happen if Clarke and I were on the same panel.

And several of his comments inject me, if you will, they're kind of like I don't quite now how to deal with them because there's a lot that is absolutely accurate in what he's saying. And there are other parts that I think are somewhat shortsighted.

And I hope that as we visit today, I will be able to share a relatively broad perspective that may try and look at how different components of our economy can be balanced. And what the implications of that are in the region. Because projected development is so massive in this region, for example the department of interior recently projected 300 new energy facilities in the region which will employ directly ten's of thousands of employees, that, incidentally, does not mean that they're in place, that they're built, that they will be built, but they are indeed projected and officially

so. Because of the implications of this development are so pervasive, this forum has provided me with an opportunity to think about these trends and their effects on the people and the environment in this region.

During the '60's my work in large eastern city focused primarily at areas of poverty and survival for minorities, specially Blacks and Puerto Ricans. My awareness of women's concerns was heightened through that experience because a great number of civil rights and poverty-related issues disproportionately affect poor and minority women, and also because of a significant number of female civil rights and antipoverty workers were among the earliest of the new feminists.

As the '70's began, I migrated west, and chose to move to a small mountain town in Colorado's majestic, beautiful western slope. There were then only about 350 residents. Fewer than in the apartment building in which I grew up. Most of the people were older, and an unhurried, funloving lifestyle prevailed amidst a bunch of boarded up buildings and the most magnificent mountains that I'd ever seen.

Like most newcomers to the area, it took the admonition of an old time rancher who said, son, you can't eat that scenery, and the depletion of my savings to make me realize that if I was going to remain a resident of this small town, I was going to have to figure out a way to make a living.

Typically, like many of the other immigrants in this overall region, particularly those of us who came in the '50's, late '50's and '60's, I found work servicing other people, the tourists, if you will, who came to the area to enjoy the environment and thereby demonstrated that although the scenery could not be eaten directly, there's no question about that, it was possible to make a living and participate in an active, viable, tourist-based economy by providing services to people who came to regenerate themselves by playing in and appreciating the pristine environment.

After spending the first half of the decade living in this small town, I decided to move back to a city and resume my full time work in the area of human rights. This time, however, probably because of my intimate involvement with the clear, natural surroundings, my definition of fundamental human rights was broadened to include the right of everyone to reside, work and play in a clean environment.

This does not exclusively mean those people who live, work and play in rural areas. It means downtown Denver, New York City, Chicago, Houston, Los Angeles and all the other major cities.

Fortunately I was able to find work eventually with an organization that interpreted the quest for human dignity in much the same way as I. For probably the past two years I've been working with a tax exempt, nonprofit, community

education organization called the Colorado Coalition for Full Employment. Our primary goal is to create a society in rural and urban Colorado in which everyone who wants to work is able to do so at a job that has meaning for that individual as well as for the community in which he or she lives.

Additionally, because of the incredibly magnificent beauty of the Colorado landscape, and that's clearly what attracted the majority of our present residents, we are particularly concerned that jobs which are created keep the integrity of our very delicately balanced environment intact.

The twin concerns of employment and environment and the ways in which they intersect have caused us to think about the Colorado economy and what's happening to it. And particularly to think about what effect the increased national demand for energy production will have on us. Clearly employment and environmental issues impacts most poignantly in this region around the whole question of energy production.

Although our analysis is focused on Colorado, I believe most of it is directly transferable to other Rocky Mountain states because the projected mass of energy development in the intermountain west ultimately is based upon what is determined to be the national and perhaps even the international energy needs. And the major energy resources are not confined solely to Colorado's borders.

I'd like to share some of our thinking with you today, particularly focusing on the social, economic and political impacts of that national demand on women and minorities. To begin with, when we think about the Colorado economy and the industries that form its basis, we think of agriculture, tourism and recreation and minimal production. Neither agriculture nor tourism require large residential populations. And in a semiarid area where water is all too scarce, that's a major asset.

Agriculture, as well as tourism and recreation, moreover are economically dependent on a pure environment. Agriculture needs good water for irrigation, and good land for food production. Tourism and recreation need good water for fishing, camping, kayaking, skiing and unspoiled vistas to attract tourists.

It's worth noting that these two components of the economy are integral parts of the national interest. Clearly food production is in the national interest. We all have to eat. Less obviously but equally certain, tourism and recreation are part of the national interest today. All one has to do, even for a single moment, I'm sorry, a single season, is service the needs of the tourists from New York City, Chicago, Atlanta, Houston and Los Angeles, who come to Colorado's mountain communities to understand that in our very pressurized, industrialized society where people lead lives

of not such quiet despiration, there must be places where people can go to regenerate their worn souls and recreate themselves so they can once again return to their home communities and fight their daily battles.

Seemingly, then, it's important that new industry demands which are placed on this region do not destroy the existing economy, lifestyles or the environment on which both are based for the people who work and play in this region.

The massive energy production activities that are projected must complement and supplement already viable economic activities. Energy policies must recognize the needs of rural producing areas as well as those urban areas where the great proportion of energy is consumed.

Prior to focusing specifically on the impact of energy development in this region on women and minorities, it's important to discuss energy policies in general. As they relate both to production, which we think of both in terms of conventional and alternative technologies, as well as consumption.

These policies must focus both on short and long term needs, and they must distinguish between conventional energy production, oil, gas and coal, and alternative energy productions, such as solar, wind, water, geothermal, biomass conversion and the like. Moreover, there are some fundamental

principles which must guide our quest for sane energy policies.

Energy policies must provide energy as cheaply as possible to the consumer. They must be aimed toward employing as many people as possible. They must favor environment integrity. They must stress physical safety and finally, energy policies must encourage the full utilization of whatever available human and environment resources exist at a local level.

Significantly, if these criteria are adhered to strictly, people with low or fixed incomes, a disproportionate number of whom are women, minorities, older and handicapped people, will benefit the most.

What specifically, then, will be the effect of this energy development on women and minorities? At first blush and according to major conventional energy producers, it would appear quite good. We should expect more jobs. Which women and minorities unquestionably need. Increased opportunities, and on the consuming side, an unending supply of energy to heat and light homes, to cook and refrigerate food, to transport people between the major activities of their lives, to support job activities where people now work, and to obtain a larger portion of the bounty of American society.

I suggest, however, the picture is not nearly as rosey as it first seems or as the conventional energy corporations

would claim. Generally, social costs of energy development are not included in the cost benefit analysis. And if Alaska is any example, which Harris Sherman talked about earlier, where unemployment skyrocketed from 6% before the pipeline to 16% after it, the long term employment benefits associated with conventional energy development are questionable at best.

It's likely also that the cost of conventional energy production to consumers will become so high, especially following the deregulation of natural gas, because fossil fuels are increasingly a scarce resource and there's no getting away from that. That many older and poor women, Blacks, Chicanos, and other minority people will find that they can not afford heating, lighting, refrigeration, transportation and other fundamental living costs and that is particularly true in the urban industrial east.

Furthermore, virtually all conventional energy producing corporations, including those now developing new technologies such as oil shale or coal liquifaction, are well established and entrenched multinational corporations.

As we've heard, their record of employing minorities and women in the actual extraction of oil, gas and coal has been abominable. You do not need that statistic to see these, one needs only to tour the actual work sites to see that Chicano and Black men or women of any color are absent from

the places where energy is actually extracted and processed in the Rocky Mountain region.

And essentially the same observation can be made about the administration and policy positions within conventional energy producing corporations.

A luncheon visit to Denver's Petroleum Club, a favorite spot for energy company executives, reveals very few, if any, Chicanos, Blacks or women. The downtown energy building boom in Denver, which is stimulated by conventional energy company office needs, holds little promise either of employing significant numbers of minorities or women, except in traditional low level and dead end jobs.

Jobs in conventional energy production are highly technical, they require training in engineering, natural sciences, business administration, law, international relations, and construction and heavy equipment maintenance.

In addition to the technical academic training in universities, most of these skills are learned on the job. The only way to learn to operate an oil rig or negotiate for oil rights is to work on a rig or sit in on negotiating sessions.

In essence, the existing corporations are the only available training grounds and their records to date do not warrant much enthusiasm for the inclusion of significant numbers of any group of people other than the Anglo male.

In fact, one could argue that because of the increased national demand for energy now, and at virtually any cost, coupled with an industry wide history of shoddy affirmative action practices, and the new Bakkeism that seems to be running rampant, the conventional energy producing corporations might even regress in their hiring policies regarding women and minorities.

Certainly the work of Clarke and others I hope will help to control that potential.

Additionally, because conventional energy has to be tapped where it is found, and in this region that is usually in remote rural areas, new boomtowns are created. In a great many cases Blacks and Chicano and women wanting to work outside the home do not live in these places. Are not actively recruited to go to them, and are harassed when they do venture into these areas and not surprisingly, under these circumstances, are not especially interested in relocating to these areas.

Consequently, the boomtown phenomenon is especially detrimental to the interests of women, Blacks and Chicanos for some subtle and relatively insidious reasons. Besides the high rates of family disintegration in the few instances where families moved to these places together, alcoholism, drug abuse, brutality of all sorts and a general wild west syndrome pervades.

The dominant philosophy is that of the rugged individual. I'm sorry, the dominant philosophy of it is that of a rugged, individually he-man who ..... sees women merely as sex objects. This philosophy tends to erode through adult maturation and peer pressure, even the limited progress that women have made since the revitalization of the women's movement in the mid '60's.

Similarly, that same ethic, because virtually all of the hemen are White, permits the old stereotypes in Blacks and Chicanos to become dominant. And this also tends to destroy whatever limited progress minorities have made.

Racist and sexist attitudes run rampant in boomtowns, that's just bottom line. One needs to question closely whether in fact dependence on the increased production of oil, gas and coal in this region does benefit Chicanos, Blacks and women, either in this region or nationally. Seemingly neither from the point of view of a business person, an employee or from the perspective of a consumer, will these groups benefit from conventional energy production in either the short or the long run.

I might add that perhaps a slight overstatement and there's certain important things that we can discuss that would tend to modify that. However, the bottom thrust is true. Well, conventional energy production may employ many people, it shows little promise of addressing either the

employment or consumer needs of minorities and women.

If we examine alternating energy sources that is solar, wind, biomass, geothermal and energy conservation does the same picture exist for women, Chicanos and Blacks from the perspective of the producer, the worker or the consumer?

As with conventional energy production, although the picture is not black and white, the trends are clear. The alternative energy industry and the various technologies associated with it is relatively new and very rapidly expanding.

Business Week, within the past month, ran an article and may have been last week, ran an article that's sitting on my desk, talking about a five to seven billion dollar energy, alternative energy industry within, prior to 1985. It's not entrenched presently in the established hierarchy of power in the U.S. and as such, does not have a long history of excluding women, Chicanos, and Blacks, from decision making and administrative functions. In fact, Anglo women are prominently involved in alternate energy enterprises and Chicano and Black people are increasingly becoming involved in these fields.

The potential exists, in alternative energy production for women and minorities to enter into all phases of activities including high level policy making positions in the private and public arenas. And by so doing, shape the directions

of these emerging industries so that they are responsive to the needs of women and minority people.

In essence, as one of the men that I work with said, this is an opportunity for minorities to get in on the ground floor. Perhaps the most exciting potential of alternative energy development and conservation activities, at least from the point of view of an advocate for a full employment economy, is the huge job creation potential associated with these technologies, especially for women, Chicanos and Blacks, who have generally the highest rates of unemployment and underemployment.

A study conducted by Solar Cal., for example, concludes that for the next ten years, solar space and hot water heating alone could account for the creation of 375,000 jobs in California. Proportionate numbers of jobs would be created in this region as well in just those two components of solar.

Interestingly, another study by California's Department of Labor demonstrates that there are about seven times as many jobs created with solar energy compared to the same number of energy units produced with a major power plant.

Most importantly, the very great proportion of jobs associated with alternative energy development and energy conservation are relatively low level technologies. They don't require a Ph.D. in chemical engineering, nuclear physics, geology or 12 years of experience in international law. Most

jobs associated with these technologies are either for unskilled, skilled or semiprofessional workers. For Blacks, Chicano and women, who are disproportionately underskilled and underexperienced, this factor associated with alternative energy production could bring renewed hope for individual and group advancement in our broader society.

Moreover, because alternative energy and conservation activities are fundamentally decentralized, they can be adapted easily to different settings. The incredible sun and windpower in region 8, for example, can be harnessed to provide -- although the coast in region 8, I'm saying sun and windpower can be harnessed, so forseeably it's a local resource, it's a natural resource.

On the coasts, tidal power when it's developed, I suspect will have a lot of potential associated with it.

Alternative energy technologies can be produced both in the highly populated areas like Denver, where most minorities and many women wanting to work outside the home reside, and they can be produced in rural areas as well.

Additionally, because alternative energy is a decentralized industry, large concentrations of skilled workers and professionals don't exist in any one, two or three geographic areas. Whereas it may seem that all oil drill riggers live in Texas, and all coal miners in West Virginia, people involved in solar can live anywhere and everywhere.

With a region as fragile as ours, that's particularly important, some of the speakers have already talked to that in terms of the high need for people in conventional industry who are in-migrants.

Finally, from the consumer point of view, alternative energy holds the promise of sharply reducing utility bills, gasoline costs and food prices. This is particularly important when one considers that large numbers of women and minorities are either poor or working class people and the projected escalation of fundamental costs is beyond imagination. Consider, for example, that Colorado paid 13 million dollars to heat it's public state buildings in 1988, I'm sorry, in 1977, 11 years later that 13 million dollar bill in 1988 is officially projected to be 118 million for the same buildings.

Now new construction. Okay. That's a ten-fold increase. With alternative energy production including energy conservation, the demand for costly conventional fuels can be reduced sharply. That's good enough.

(Applause)

MR. COSE: I was just wondering if the members of the panel were going to have a chance to respond to the members of the panel? I have about ten bones to pick.

MR. WATSON: I have 20.

THE MODERATOR: May I answer? Because I have been still excited and I've enjoyed you so much, I've let you all go over and because of that I'm going to have to change the rules and going to have to request and ask our respondents if they will only take six minutes of their allotted time. If I let you respond, I'm going to have to ask them to stay --

MS. McNULTY: It's unfair to women.

THE MODERATOR: I know, I know. My only alternative is to ask the audience if they would not like just going over a little? I know I'm not supposed to, but you're the boss, would you mind me going over just a few minutes? 15 or 20? You would not mind? We will carry on.

Yes, you will have whatever time the respondents leave after their initial ten minutes. We are still excited and we're ready for our respondents, we see that Polly Garrett is here, we will announce her now. Polly Garrett is from --

MS. GARRETT: How about letting Hester take her full six minutes?

MS. McNULTY: I want ten.

THE MODERATOR: Pauline Garrett is still here, is here now from the -- she's the director of the Socioeconomic Impact Office of the U.S. Department of Energy. We will start with Polly. Nicknames are killing me. We will start with Polly and we'll ask her to start and next will be Robert and then

Hester for ten minutes each.

MS. PAULINE GARRETT

A. (By Ms. Garrett) I don't know that I got the specific time, so I may take less than my ten.

I wish that I had a chance to tell you about the perils of Pauline and why I was late this morning. It started at 5:00 o'clock in Rawlins, Wyoming, if any of you are interested, particularly Burman, if you would like for me to tell you about why I'm late to this thing, I'll be glad to in the short noon hour we're going to have.

Respondent to me, I took the role of reacting because I felt that the people who had taken hours of time to develop the papers which they've presented this morning, must have thought they were presenting an objective point of view for the issue presented to them. I'm sure they must have thought that. So, rather than to tell you that I feel that some of the papers were not objective, doesn't really get to the issue.

I guess I would like to ask some questions. Number 1, I wondered why, in any of the three papers, the panel, I thought, incidentally, was to direct the title, directions for the future and I guess my question is, why, if we are trying to make inroads into an area that has not yet been explored, has not yet been developed, has not yet met our needs and we

are really seeing ourselves as pioneers, and in this region more typical of a pioneer role to play, why not one in the three papers was really creative to the point where you were looking at what you would expect this country to be like 50 years from now or 100 years from now or 200 years from now.

I had hoped that this time I would find in the papers, looking at directions for the future, more of a futurist point of view. Most of us who represent the targeted population, being involved in this conference, minorities, women, have found that most of the people we work with on a day to day basis, whether they're associates or our managers or our supervisors, or the people for whom we are responsible, have lived with the problems and so I had hoped that the conference would allow the creative thinking of the group presenting the papers to challenge all of us who are in a decision making role, and I did not find that happening.

So I guess I would encourage, in my remarks, for us to take a look at what would we like the six states in this region to look like and to be like, and then give some suggestions on, some specific suggestions of how we would bring those changes about.

Less emphasis on the problem identification as we set directions, that's my first point. A second point is that in any of the three papers, and I hesitate, I want to be constructive

in my comments, I don't know what the directions were for you as you presented your papers and developed them, so I guess maybe my points are not as cogent as you would like for them to be.

The second question I would ask, as we looked at the paper on the gap in the gross national product, and addressed the factual studies presented to us there, I wondered why someplace in the paper we didn't take a look at unions. Because unions, by and large, look at performance standards and performance standards, by and large, are tied to production goals. And production goals determine directions that companies will take and organizations will take, and if we then want to take a look at production goals, let's take a look at where are the mechanisms that affect production goals.

And I am not involved in a union, I'm not trying to promote unionts, I'm not trying to downplay unions, I just recognize it as a mechanism that works within the industry, and the professional organizations are also looking at performance standards and my question to -- my second point is a question, why did we not address the mechanisms in place and some suggested changes that might come about in those mechanisms to set new directions for the future.

Thank you.

MR. ROBERT HUFF

A. (By Mr. Huff) When I first talked with Roger Wade about appearing on this program, I wasn't sure that there was a whole lot I could contribute because of the specific area in which I work. But after we discussed the potential thrust of this meeting, and as I understand it it is how to improve the job opportunity potential for minorities and women in the western region, with respect to the massive energy development that is supposed to occur. So I'm going to stick specifically to that point.

There are a lot of comments or have been a lot of comments made that I could perhaps take issue with, and sit down with the people who made them for three or four or five days and see if we couldn't reeducate each other, but I won't get into that.

The possibility that this massive energy development will occur in the west is not a sure thing. There are many, many forces at work which could stretch out the development of western energy for many more years than we would like to see. So these projections that have been made should be taken with a grain of salt.

But if it does occur, and to whatever extent it does occur, there will be jobs for minorities and will be jobs for women, just specifically talking about Atlantic Richfield,

our energy development activity with respect to coal at this point is confined to one mine which we've opened up in Wyoming. I can tell you that minorities and women have the opportunity to get every job that's up there, we have special training programs, we fund technical training programs at Casper College, we do special recruiting nationally and with respect to specific groups.

There are a number of women, both single, young women and single parent households, who drive the coal trucks, work in the warehouse, they do every job right alongside the men. They make 20, 22, $25,000.00 a year, they earn good incomes, these same opportunities are open to the minority, the other races, on the basis of qualification. After training or before training.

But I'd like to address something that nobody here has discussed, what really is needed if the single women, the divorced women with children, the minority families who come to the area, what really they have to have before they can take advantage of these jobs opportunities, is housing.

In the rural regions where this energy development is occurring, there is a shortage of housing to start with. There's a shortage of physical plants to perform the public services for these people. There's a shortage of capital. There has been very little new housing developed in any of these remote areas over the past 15, 20, 30 years.

With energy coming in, that housing shortage is growing enormously. The housing developed in this country, anywhere in this country, not just in the rural regions, is tied to federal programs. FHA, VA, as primary mortgage insurance agencies. Federal National Mortgage Association and several other national associations which provide a secondary mortgage market.

The development of capital facilities in the small communities is largely done through federal grants from EPA or from a number of other agencies. But all these rural communities are very low on the priority list and they do very seldom get this money so they do not have the funds to develop the streets, the water lines, the sewer lines, the sewage treatment capabilities, the water plants and so forth.

The result of all this, secondly, without -- with just conventional lending sources in these rural communities, there's no development industry. And to the extent that housing, apartments, mobile home parks or whatever you have, are developed, they're developed on a very small scale and they're developed by local people who have certain reasons or objectives in mind when they develop these apartments, they're always high cost or the houses, whatever they might be, so they're not particularly open to the lower income group coming into these mines, and a lot of cases an apartment developer will say he does not want singles, he does not want

divorced women with children, he does not want people with large families, maybe they will build primarily a one and two-bedroom apartment project, there's no room for a family with four or five children to get an apartment, even if they could afford it.

In order not to run over my six minutes, I'll just cut that short and say that if this group could do any one thing to assure that women and minorities would have the opportunity to take advantage of the job opportunities opening up in energy resource development, it would be to go back to Washington and try to get policies established that would insert FHA, VA, HUD, Fanny May, on a large scale into the western region of the United States.

Years ago HUD called me and said, we're going to present a paper to one of the congressional committees on what we should do to assist in housing development in the west. And we confess we don't know anything about the United States west of the Mississippi. Will you come back and tell us about some of the problems?

The local FHA insuring offices that were available in all these western states up until May have now all been transferred to Denver. So they have no local staffs. Timely subdivision processing, timely development of housing is almost impossible. If you get over 500 units in a housing development, you have to have an environmental impact statement

that takes anywhere from a year to two years to prepare. But this is the key element, I think, in providing opportunities for minorities and women to take advantage of these jobs and that's to be able to have available to them low down payment financing, below market rate financing, or just the standard FHA and VA financing with the assurance that the local lenders will give the primary mortgages will be able to sell those mortgages to the federal National Mortgage Association or the secondary market areas and replenish their capital so they can loan to the next employee that comes in.

I'll stop there because I'm sure I'm over my six minutes.

THE MODERATOR: I'm giving you ten and you still have two.

A. (By Mr. Huff) Well, that's basically the point I would like to make and I'm really confining my remarks to what I thought was the thrust of this seminar.

THE MODERATOR: Thank you.

(Applause)

THE MODERATOR: Yes, Hester, and you do have ten.

MS. HESTER McNULTY

A (By Ms. McNulty) Okay, I'll talk very quickly.

I first want to say that in spite of our League of Women Voters we welcome men in and if any six of you would like to join, see me later.

You did hear predictions from Harris Sherman this morning on coal development in this region and I also have some statistics because I thought that some of the ones given this morning weren't up to date but I think one thing was not mentioned, that in 1977, 42% of the coal produced in the western region was from federal lands.

Now, this has and leasing will be increasing because a court suit has been settled and I think this has two implications. Number 1, for equal opportunity in employment you're going to have a lot more federal clout because it's going to be on federal lands, it can be written in the federal leases.

The other thing is there's a sleeper in the 1920 Mineral Leasing Act, and it's in every lease for an underground mine, not a surface mine, but there are underground deposits, and section 30 says, that there shall be no employment of any girl or woman, without regard to age, in any mine below the surface.

Now, right now we have women miners on private lands

underground and they are leasing federal lands, so somebody had better start paying attention to that.

It may not be constitutional but it's going to be in the lease and the women miners may be fired.

VOICE: Excuse me a minute, are you referring to specifically why Wyoming is trying to repeal that part of their state --

A. (By Ms. McNulty) No, I'm referring to the federal act. The League of Women Voters' education fund, ran women in mining conference and somebody quoted the figure 8% of women. There only are 2.2% of women in the coal mining industry. Now, that includes secretaries, etcetera, and only point two percent of these work under -- in the mining, and Mr. Watson, White women want to make $60.00 a day or $80.00 a day rather than work at the local Burger Chef for $2.25, just as much as Blacks and Chicanos and Indians. Okay?

MR. WATSON: Their husbands are well employed.

A. (By Ms. McNulty) All of the region 8 states are going to be affected. Either directly or indirectly. Now, some of them feel a little more hostile to development than others but I think they all want the development to preserve their water, the cultural way of life, keep tourism and keep some scenery. So there has to be a balance and in that way we agree, Mr. Kahn.

We have held some conferences in the Rocky Mountain

regions on the impacts of western coal development, and one of them was held in Farmington, New Mexico, and we found that that town which had undergone an oil and gas boom, was much more ready to bring, take newcomers in, and the lot of women was much, much better because the services were in place, their children could belong to the Little League, there were health services, mental health services, and I think that we have to look in that, happen in the town before it undergoes one boom, you have to get a boom before you can get a town that has the services that women need.

Now, in this region we have some new towns and new communities. Wright, Wyoming, is one of them. There are many, many jobs for construction workers in, for new towns in this particular one they did bring them up from Denver, but it was very, very hard to keep construction workers from Denver in Wright, Wyoming.

On the other hand, once the town is done, it seems to me that we can get rid of one of the things that he was calling the wild west syndrome, if we target out affirmative action policies towards the new towns where the social structure is not established yet, or target them to towns like Grand Junction, and Rapid City, and Casper, Wyoming, that are established, and where many subsidiary jobs to the energy industry are needed.

No one mentioned except I think one speaker, in

passing, Denver is the biggest boomtown of all. And that's where the minorities, a lot of women too, live. This is where a lot of affirmative action could take place, to have women and minorities employed in all of the jobs that are being created in Denver, and I do agree with Mr. Cose, that the energy industries are male bastions.

They're hiring women and Blacks and Chicanos in some of the level jobs but they do not get into the decision making process. So I think affirmative action is need to get women and students of all races to take engineering and geology instead of teaching school.

And I have one more comment, is that we have the representative of the federal energy impact office sitting back there, they've been so busy addressing the problems of growth they haven't addressed this but federal region 8 should add onto Mr. Lorenson's job the job of coordinating the equal employment opportunities in this region.

(Applause)

THE MODERATOR: You have heard our speakers and now you have heard our reaction people, we will ask our SAC person from North Dakota, Arthur Raymond, if you have any questions before we open it up to the participants in the group.

Q (By Mr. Arthur Raymond) Well, thank you for givine me the opportunity to ask the question. I am Art Raymond from Grand Forks, North Dakota, a member of the SAC committee of that state.

I don't know whether I have a question or an observation. If you noticed, there was but one reference this morning to the word Indian. Just one. And that was made by Hester McNulty almost in passing.

MS. McNULTY: I have a whole section here I didn't get time to say.

Q (By Mr. Raymond) She made the statement, Blacks, Chicanos, other minorities, and Indians. Well, I can understand how the first two speakers had job to do, they are doing their job and it was in a specific area. So I can readily understand why they would have nothing to say about the American Indian.

But the third speaker was from Denver, and Denver has one of the largest populations of American Indians in the United States. What is happening to the American Indian here? Are these people here in Colorado not working for the American Indian? The known resources of energy lie in a broad belt in mid-America, stretching from the Canadian border south. This is where the American Indian lives.

One of your speakers told you there were some 80,000 Blacks in this area. Look at the Indian population in the

same area covered by that. And who owns the land?

The first speaker this morning said that 56%, can I do this?

THE MODERATOR: I don't hear you so go ahead.

Q (By Mr. Raymond) The first speaker said that 56% of these lands were federal lands. Harriett Skye went and asked him did this include the Indian reservations? He said no. It did not. And look at the Indian reservations and the lands they cover. And look what they have. They have most of the coal, and what is affecting that coal on those lands is the federal mining policy.

Thank you, that's my question.

THE MODERATOR: Thank you.

(Applause)

THE MODERATOR: You see how we bend all the rules? Isn't this exciting?

Now we're going to do something else. My next thing was that I'm supposed to open it up to the group. Am I not, for questions, but I'm being bugged over here, they want to respond. Shall I let them respond or open it up to the group? You're the audience. Open up to the group. The wishes of the group, you'll have to wait if I can sneak you in later, I will. Is that fair? Hands?

Q (By Ms. Chiz Ishimatsu) I'm Chiz Ishimatsu, Utah advisory. I'd like to mention the fact that as Mr. Raymond pointed out, Asians were the first minorities employed in Colorado mining and where are they now? They're not in the managerial positions, they're certainly not in the coal mines at this point, and they certainly have lost a whole lot of viability in a lot of these coal mining areas so I'd like to make it not Chicanos and Blacks and women, but to include Native Americans and Asians.

THE MODERATOR: Very good point to make but they assumed, I'm not going to let you hit them anymore, when they use the term minorities, they meant everybody, right?

Q (By Ms. Ishimatsu) Except they didn't, they were specifically Chicanos and Blacks.

THE MODERATOR: Any questions?

Q (By Ms. Eleanor Crowe) My name is Eleanor Crowe, I'm the housing director for the Colorado Civil Rights Commission.

I had, I've wanted to commend Mr. Raymond, I noticed the omission of Native Americans and Asians too. The -- but my other --

THE MODERATOR: Question?

Q (By Ms. Crowe) -- other question has to do, it's not exactly a question, though, I want to correct Mr. Clarke's idea on affirmative action. Because when we analyze affirmative action plans we look not to see how many minorities but

we look to see each kind of minority and women and we -- and we would not accept a plan, a report which had only -- only White Anglo women as a satisfactory affirmative action plan.

THE MODERATOR: You're writing that question down, I hope.

Q. (By Mr. John Johnson) My name is John Johnson of the Colorado Area West Council of Governments. I thought the three gentlemen did an excellent problem analysis of the situation, and a little ironic that Mr. Huff, from private industry, hit the nail on the head in terms of housing.

I just have a general question for the group, if you haven't invited people in high policy people from HUD or other people that provide housing in these areas, you've really missed the boat, and I know that's in terms of the energy fields, and I think energy industries could do a lot more in housing too, it's in their own self interest and I know that your company has but some of the others are very negligent in this realm and you know, it's causing them problems in turnovers and productivity and the like.

But if you're not in tune with HUD and people who are making decisions in housing and funding in this area, you might as well forget it.

THE MODERATOR: Thank you. The chair is really entertaining a question, if I don't get a question, the next time, I'm going to have to go to the speakers for reaction so please

may I have a question? No reactions or thoughts, questions, please. Yes? You have a question?

Q. (By Ms. Hilda Grabner) Mine is more in the form of a comment.

I am Hilda Grabner from Lark, Utah, and I fully agree with what has been said about the American Indians. We had American Indians in Lark and they were more or less oppressed just the same as they are everywhere.

But I would also like to make a comment on why, isn't it going to be emphasized or why is it not being emphasized and a projection made for the generation to come. We are talking about now, and some of us, I am a senior citizen, some will soon be senior citizens, but we have children and grandchildren growing up, and we are talking about the people of today.

Please project what is going to happen to the generations and the grandchildren of tomorrow.

(Applause)

THE MODERATOR: I'm trying to hurry up and get through but I guess it's not going to happen. But I do want you to come back through your lunch hour because I'm interested in learning about the perils of Pauline? Okay? She promised to tell us what happened to her. Did I see some hands over

here? Way over in the corner first?

Q. (By Sandy Johnson) My name is Sandy Johnson, I'm from the PEA office here in Denver and I would like to ask especially Mr. Kahn, where do you -- where did you base your observations on boomtowns, being racist and sexist? Is that a personal observation or are there reports or things?

I would just be interested in knowing.

A. (By Mr. Kahn) It's primarily a personal observation, having been in that and spent some time looking around and being out talking to guys on oil rigs and underground in coal mines, areas like that, drinking in bars, once in a while I do that, not too often, and just getting a general feel of what happens, hanging out there you hear a lot.

It's, I think a very legitimate, recognized sociological research tool.

THE MODERATOR: One more?

Q. (By Mr. Walsh) Bill Walsh, South Dakota. I was just wondering, I'll address this to Roger, I see one representative here from industry, and as we begin this dialogue, with regards to minorities and women, I'm just wondering if there was any other attempt to attract more industry at this initial dialogue?

A. (By Mr. Wade) Yes, we did invite a great many industry people, we'll see how many appear.

THE MODERATOR: Very good question. Juana?

Q. (By Ms. Juana Rodriguez) Yes, I'm Juana Rodriguez, from Wyoming. I keep hearing the word conventional. I don't know who to address this too but I came here and what I hope comes out of this is what new trend in policy making or partnership with the industry is forthcoming. There must be something new, the conventional has historically not worked, I want to hear, is there any new trend emerging?

THE MODERATOR: We're now going to the speakers who are just bottled up with all of this energy to refute all of these, we're going to give you, I'm sorry, I won't allow you to make a second address, but we'll give you two minutes to kind of wrap up. Two minutes, my time has been 12:15, I must cut it off at that time. Two minutes we'll start with you.

A. (By Mr. Cose) Okay, since I have two minutes I'm going to try to be very quick. First respond to a couple of the objections raised from respondents.

.....Garrett, scenario painting your 2001-type stuff is a lot of fun and I'll be glad to do it. It wasn't really asked for in this section and if it is, if you invite me to do that I'll be delighted to share some projections with you.

Just a kind of footnote on that, the department of energy has not been terribly good at that either. Admitted last year who was the assistant secretary Palsey (P) that he

could not come up with any kind of reasonable job projections to go with this energy policy, I'm trying to talk fast so I can get through this stuff. Also DOE report on solar energy is laughable --

MS. GARRETT: I didn't hear the last --

A. (By Mr. Cose) The DOE report on solar energy is laughable, it's not an instrument I can make policy on but I will have to go on. How much time?

THE MODERATOR: Didn't you get that?

A. No, but --

MS. GARRETT: No, but I'll see him later about what he said.

THE MODERATOR: After I get the perils of Pauline?

MS. GARRETT: Well, I didn't, I didn't hear --

MR. COSE: Is this going to take from my two minutes?

Q. (By Ms. Garrett) Can you comment on the solar technology and what had been done with --

A. (By Mr. Cose) The solar panel review report is not a policy instrument. We can debate figures on 8%, 2% I think the bottom line is that the employment of Blacks and women and minorities in general in the energy industry is terribly low, my statistics are cited and we can go over those if you'd like.

To return to some of my objections, how much time do I have left?

THE MODERATOR: Half a minute.

A. Some of the other points raised, especially by Dr. Watson here, I think there are some fundamental errors in his analyses, some of them he done metric and some of them otherwise.

He takes these projections and scenarios and he goes through projections which essentially assumes that we will have a trend of energy and the economy consistent with past trends which completely ignores the function of price in that equation.

He has a young man who has done these projections and when I raised those questions with him, he replied that there was a lack of material with which to work.

THE MODERATOR: Thank you.

A. Mr. Watson also -- I have about seven more, very quickly.

MR. WATSON: Not if it's all on me.

A. He also assumes that the energy jobs in private industry will go to Blacks as a supposition that is not supportable necessarily by objective analyses.

I think another thing that we have hereby represented by both speakers is the portion of an either/or situation, either we're going to go high technology type paper or we're going to go soft pack, the more realistic version is they are they are either/or functions involved in that we're going

to go either --

THE MODERATOR: And we thank Mr. Cose. I let him go at the beginning and it was because of him we are running overtime. So I'm going to win one of these battles.

Thank you, Mr. Cose, and we'll go to Mr. Watson.

A. (By Mr. Watson) Listen, I apologize, I'm not going to be able to stay all day because I've got to get a plane about 2:00 o'clock, but well, first, Tess, I don't have any hangup about White women being employed and I didn't mean to imply that, I just have a hangup about White women being used to displace Black employment, to fill those kinds of data up.

MS. McNULTY: Okay. But we all want to mine.

A. Yes, that's true, we'll all have you all down under the ground with us.

Now, Polly, as regards unions, as a Black person in the United States --

MS. GARRETT: I can't hear you.

A. As regards unions, I'm very fearful of unions. Unions don't do us any good and so I -- I just don't think I would have dealt with unions.

Q. (By Ms. Garrett) I guess I've got to respond to that just a minute, I just have come from a place where, wait just a minute, I want to ask you something.

I know they haven't been, but they're exercising a great deal of influence on performance standards and production

goals and someplace in your paper you were addressing production goals. And I -- my question, and respondent, to me, meant asking some questions, and controversial, you know, I'm not one to back away from an issue of conflict. But I thought you did.

A. (By Mr. Watson) Okay, next time I'll take on the unions. Okay. You took care of the future thing we weren't asked to do that. And then I have one final -- well, first I have to say this, it's my job to try and get around the United States as much as I can and see what the industry is doing and I do that fairly well, and I know from my experiences that the industry hasn't done very well in employing minorities. But I also know that the banks haven't done that and the airlines haven't done that, the industry after all is just an extension of a larger society that's still pretty racist in many of its policies, but I think the industry is no worse than other areas.

Finally, Roger, I would ask you to deal with figures and facts and not personal statements, because that whole business of solar, there are three companies here, Solaron, there's DeLerf Covers, (P) and there's Malcolm Lillyheight (P) Company, all of which are Lillyheight. The Solar Energy Research Institute, if I had not gone to them, I had to threaten those people and say you start hiring minorities because the Solar Energy Research Institute couldn't find

qualified minorities, you still have to be a chemist, the technical requirements are still there, so let's try and keep the record balanced.

THE MODERATOR: Roger? Your turn.

A. (By Mr. Kahn) All right. I want to make a couple of very brief comments. The first thing is that it is not an either/or situation and I want to deal with that.

It seems to me that clearly in the short range and to accomodate our short range national needs conventional energy production is needed and will be, and I want to state that, Roger did say that.

I want to state that straight out, that does not mean, however, that there are opportunities because of that situation, unparalleled new bounding, burgeoning, flourishing opportunities for women and minorites.

In my opinion, quite the contrary, and I tried to make that clear. I do think, because of the embryonic nature of the solar and alternate energy and the potential that it has for the future, including a lot of present in relatively easy technologies like solar and space and hot water heating, and the burgeoning number of new corporations being generated at the national level and increasingly at state levels, there are phenomenal opportunities by comparison to conventional now.

THE MODERATOR: Thank you. Thank you, Roger.

Did you enjoy it?

(Applause)

THE MODERATOR: We have only just begun, we're going to ask you to please return again at 1:30 p.m., sharp.

The panel number 2 will be meeting and small groups we're going to have off and on through the whole consultation.

The small groups' place will be posted outside but do come back for further announcements. All right?

(Luncheon recess)

AFTERNOON SESSION

1:30 p.m.

(The following was moderated by Mr. Fuji Adachi)

THE MODERATOR: My name is Fuji Adachi and I'm from Wyoming, on the Wyoming SAC.

In the panel that we're going to start now is called boom sociology. Again the rules are that each speaker will have 20 minutes, and I guess we shouldn't be too conscious of that in some sense, because the 20 minutes is short, I believe, you know, I believe that.

But now in the discussion groups we'll get more of this stuff out and on the record too, okay?

Let me introduce my first speaker and I will introduce them when they speak, that's Donna C. Davidson, she's from the -- she is impact alleviation specialist for Rocky Mountain energy and she will speak to you about giving a definition about boomtown, what it really is.

You've heard about what -- heard that term but she's going to define it for us and she's going to talk about growth patterns and work force buildup, boomtown syndrome, preventing boomtown syndrome, which should be very interesting, some social services aspects, and also some things on the senior citizen and minorities and women considerations.

She'll give you both good and bad viewpoints. Okay? Donna?

MS. DONNA DAVIDSON

A. (By Ms. Davidson) What I'm going to try and do first is define what is a boomtown and why is a boomtown. And how many boomtowns there are or are expected to be.

In reverse order. As energy has been developing in the Rocky Mountain west, the number of communities that have been expected to be impacted by energy development has been increasing. In 1975, the federal government did a study of the six states in region 8, and stated that they saw 131 communities that were expected to be impacted by population growth.

In 1977, two years later, a similar study found 188 communities that were expected to be impacted. This gives you an idea of how many communities.

Now, we're only talking six states in region 8, don't forget there's region 6 and 9, there's New Mexico, Arizona, parts of Texas, California, Idaho, all of these are going to be impacted, nationwide there's many more than merely the few that are in region 8.

One characteristic of most of these communities is that they're very small. Of the 188 communities analyzed, about half of them had less than 1,500 population, and were more

100 miles from a major metropolitan center. Less than 1,500 population means that all the wage earners for any one community could fill the rooms in this hotel and there would still be rooms to rent. That's how small some of these towns are.

Okay. Now, why does a boomtown occur? And that has to do with the sequence of development of an energy project. There are two phases to development of energy -- of a project, one is the construction phase and the other is the permanent operating phase. During the construction phase there is a buildup of work force that are construction workers. They start out with maybe five or ten people, will peak at 2,200 to 2,500 construction workers, and then, as the project is completed, the construction work force will go away and the permanent operating work force will come in.

Now, to give you a difference, an idea of the difference in magnitude, a construction work force for major electric power plant will run about 2,500 direct employees. But the operating work force will be only eight or 900 employees. This difference between the temporary construction worker population and the permanent operating population is called the construction worker surge, and it is that temporary population which is one of the great causes of what is known as boomtown syndrome.

Because they come for a short while, the facilities

have to be in place for them to live, for their water, for their sanitation, for their health care, and then they go away.

They do not become permanent residents.

A mine, for example, will require maybe 300 construction work force, maybe only 150 operating work force. All right, these little communities, a community the size of Hayden, Colorado, at the beginning of construction, population 800 people, at peak construction had 2,200 construction worker families in or around the area. Now, there's 2,200 jobs, that's direct employees. Then we have the families of these employees. Wives, children, cats, dogs, one study indicated that for every 100 nonlocal construction workers, another 127 family members will be added, plus on top of that is what is known as the multiplier population, the people who come in for the secondary service sectors.

New school teachers, new government employees, people to do the roads, keep the county records, new employees in service stores.

The multiplier population is often greater than the direct construction worker population. If a long term construction project is in force. So that you have this enormous population increase in a very short time.

Now, I will define a boomtown as a community that has a population growth rate that is so rapid that basic facilities

and services can not be established in time to meet the needs of the population. Some people define a boomtown as a community that has a population growth rate in excess of 10% per year.

Now, it is important to remember that it is the percentage rate of annual growth that causes the boom, not the absolute numbers. To give you an example, imagine New York City, estimated population, seven million people now. Suppose that within a two-year period of time, seven million more people were to move into New York City. What do you think would happen? Where would they find living space? Would there be enough water? Would the sewers overflow into the streets? How would the school system accomodate the children?

Imagine seven million more people into an area that has seven million people in two years. Well, exactly the same thing happens in a boom area except your numbers are smaller.

You have a community, say a 1,000 people to start with, and in two years another 1,000 or maybe another 2,000 people move in. Just because the numbers are smaller doesn't mean the problems are not the same.

Where are 1,000 resident taxpayers now going to find the money to pay to build water systems and sewer systems, housing, streets, new schools, addition to the hospitals, new police

equipment, new fire equipment, 1,000 people, that's approximately 400 wage earners, where are they going to find the money to pay for all that in two years? And what happens is you get a boomtown where you do not have adequate housing, your facilities are in short supply, schools are doubling, split shifts and so forth.

Now, the remedy to prevent most of this is money. Oh, plain, old fashioned money. Money and law. We've heard a little bit from previous speakers about the boomtown syndrome. Boomtown syndrome includes the lack of physical facilities, housing shortages, people living in tents or trailer courts, aluminum ghettos, this creates, in turn, social stress, mental health stress, alcoholism, drug abuse, violence, a long history of problems.

All right, what prevents this? The first line of defense is housing and basic physical facilities and basic health care. Housing is primarily the responsibility of the private sector. Local and regional sources of funds in the rural areas simply do not finance subdivisions of three and 500 new houses. Money has to be brought in from the outside, it's either got to come in through federal grants, through industry participation in making sources of capital from San Francisco or New York or Houston available to these small communities.

Another area is in the operating expenses of the

government. There needs to be a lot more public administration, land use planning, just the matter of issuing permits for new construction in a boomtown requires possibly two new inspectors, maybe three new inspectors. Just to issue the building permits and the safety permits and the sanitation permits for the new construction.

To get these operating expenses counties begin to raise their taxes. Cities begin to raise their taxes. All right, this, in turn, places a burden on the existing residents. Now, the impacting industries that come in do contribute some in taxes. However, what the impacting industries pay in taxes generally goes to the county government which is where the industry is located, whereas the people go to live in the cities, they go to live in the municipalities. And the county governments are not prone to share their new-found wealth with the municipalities.

So that there is a tax imbalance there. That's one problem with financing, the second is what is known as the tax lead time, and the amounts of money that are needed for physical intrastructure are massive. It's estimated approximately $4,000.00 to $5,000.00 per person are needed in physical structures for every new resident of a small community. That's four to five million dollars for every 1,000 persons.

And remember, a construction work force ranges 2,200 workers, maybe 5,000 people when you add the family. The

amounts of money that are involved are massive. The money is needed at the start of the impact, but the taxes from the mineral product or the energy won't come in until the plant is in production, which may be five years later.

That's when the big money starts coming in to the local governments for taxes. So there's a gap between when the tax money is needed and when it's actually going to come in, it's called the tax lead time.

And one of the basic problems in preventing boomtown syndrome is to find ways to beg, borrow or get money from various sources at the start and much of it can then be repaid when the money from the plant development actually starts coming in.

So those are your two problems in preventing boomtown syndrome. There has been several attempts at getting bills through congress, one is up right now, sponsored by just about every legislator from the western states and Colorado, they call it the Heart-Haskell Bill and in New Mexico it's called the Domenici Bill but what it is, is a bill to get the federal government to provide impact aid of various types for energy impacted communities in the inland areas.

And everybody please put pressure on your congressmen to vote yes for this bill.

Okay. Now let's talk a little bit about the people, I'm running over a bit here. Who are the people in the

boom areas? You have your residents, native population, before the construction workers arrive. These are likely to be either basically rural commercial settlers or persons who came into that town on the first boom way back in the 1950's, when the town was created from an oil field or something, two types of basic populations, one is rural oriented, one is mining and industrial oriented.

All right. You have the nomadic construction workers. Now, these are a lifestyle in themselves, sociologists would call it a subculture. They move from place to place. Their values and their ways of life are very different from those of the settled folk. And this creates a certain amount of antagonism in some sense, but when you have these two groups of people with very different lifestyles, very different values, the construction workers, the nomadic construction workers do not feel that they are a part of the community.

Their lifestyle, for most of them they don't put down roots, they're in a place six months, two years, they move on. The degree to which they will participate, the degree to which they find a satisfactory socialization process in the community depends on what avenues of socialization are open to them. Social integration or socialization is considered to be one of the great preventives for, quote, boomtown syndrome, all the alcoholism and depression and so forth. It turns out that the avenues that are most used by nomadic families

are recreational activities. Towns that have been established for a long time and have their Lions and their Kiwanis and their women's club and their garden club, these clubs tend to be very ingrown, if it's a rural community they'll often exclude the newcomer construction workers.

However, if they're a recreational facilities, ball teams, indoor recreation in the winter for arts and crafts or ping pong or whathaveyou, open to all the community, not a company thing, just for its own employees, but something open to all the community, then the nomadic construction worker families will have an opportunity to mix at least casually with the local people to develop some kind of a rapport, prevent some kind of a stress.

And thus do some prevention for the worst aspects of boomtown syndrome.

So that your first line of defense for preventing boomtown syndrome is adequate housing. Your second line of defense is recreation, lots of recreation facilities. Available to all members of the community. Extension agents, PTA, community organization workers like myself have tried at various times to go in and, you know, get the newcomers to come out for clubs and come to the city council meeting, they don't do it but how many people sitting in Denver do that anyhow? There are not many people who are joiners. And directing one's activities towards the handful of people

who may join a formal organization is probably a waste of effort when tried on a large scale. But recreational facilities where people can drop in and drop out, make casual friendships, work off a little steam, these are the second line of defense for prevention of the mental and social stresses of boomtown syndrome.

Okay. The theme of this conference is women and minorities. Okay. The minorities of concern are Chicanos and Indians. There are very few Blacks in the rural areas. The opportunities for Blacks lie in the secondary impact centers in the major cities where the Blacks live. But in the direct energy areas it's Indians and Chicanos.

Okay. Now, most of these people are in low income brackets. So the first effect that hits them is the inflation, as the boomtown starts developing, housing costs rise, costs of living rise, taxes rise, everything rises. Anybody on low income, AFDC, welfare, anything, is really hardhit financially. Senior citizens are really victims in this sense, many of them have been forced out of the homes they have lived in for years because they could no longer pay the raised taxes. It becomes very, very difficult for people on public assistance to make ends meet, as the inflation starts hitting.

However, over the long run, we have two phenomenon occurring, one in areas where there is a labor surplus and one in areas where there is a labor shortage. Where there is

a labor shortage, which is most of the areas in region 8, as construction and secondary service industries begin to build up, more job opportunities become open for the disadvantaged. Now, this is a trickle-down effect, it is not within the direct line of energy industries very often, but as people in the secondary sectors who have fairly high skill levels move into major energy industry jobs where those skill levels get better pay than they do in the secondary sector, then the disadvantaged people who have been on welfare move up into jobs in the service sector.

Into what, waitressing or clerical jobs or working for the department of public works in the local community. So that where there is a labor shortage, all segments of the labor force benefit from increased job opportunities.

However, where there is a labor surplus, the people who have difficulty are women. Because the mining industries and the power industries as we have heard several times this morning, are male bastions, most of the jobs are male jobs. If there is a total labor surplus, the available jobs will be taken up by men. This leaves a surplus female labor force.

Competing for the few traditionally female jobs, secretaries, waitresses, sales clerks, as more women move into town, with the construction work force or the new operating work force, the jobs are taken up by the men, the heavy industry jobs, more and more women are competing for the few

traditionally female jobs.

So that in an area of labor surplus, females at the lower end of the skills scale find that they have less opportunity for jobs at the same time they're living in an area of rising inflation. So you have to remember that.

Now, the areas where there's liable to be potential surplus labor force are areas of -- in region 8 are mostly going to be near Indian reservations where there is a potential surplus labor force, period.

So that's -- that's one thing to consider when you're dealing with Indians.

Now, there are a number of factors creating social stress on most everybody in boomtowns but I think I'll pass that by except to say that as we've heard these stresses create a great deal of mental problems, moreso for women than others.

Indian tribes have a separate kind of thing that they have to deal with here in terms of development. Apart from all the jurisdiction and legal problems surrounding whether or not they can develop their resources and whether they have the right to tax or the state has the right to tax or the federal government has the right to tax, you'll hear about this tomorrow morning, I'm sure, lots and lots of legal and jurisdictional problems.

But the Indians also have to face the problem of

urbanization to a far greater extent than the small rural boomtowns. The Indian tribes, where there is tremendous opportunity for them, once they negotiate a deal with the impacting company to train and to provide so many jobs for Indians, then have an entire set of social problems to worry about with economic development. And it will require adjustment to urbanization, which is all of the boomtown syndromes for small rural towns only worse because most of the Indian reservations have no towns on them at all to speak of.

Plus bureaucracy, one of the difficulties is that the Indian political and decision making structure for many tribes is quite different than the structure that is needed to interface with large modern economic corporations. They have to get used to contract law and since I work for industry, the Indian version of a contract is very different than the White lawyer's version of contract. And they also have to get used to White man's time, which again from the point of view of employment, drives the employing company absolutely batty, the Indian's view of when he should or should not report to work.

So there has to be some adjustments made by the Indian tribes and I will say in all fairness there also have to be adjustments made by the companies, because companies that have made adjustments to Indian culture have found that they

can employ Indians very satisfactorily and come off with a very good productive record.

Summing up, the boomtown situation creates a lot of social stress and change, the major preventive measures are good housing in advance plus recreational facilities and other outlets to relieve the social stress. And that there are a great many job opportunities for women and minorities in areas where there is a surplus labor -- where there is a shortage of labor, or where Indian reservations can negotiate an employment preference contract with the developing country -- company. Developing country, you're being colonized.

But in areas where there is a labor surplus, women are going to come off at the short end of the job opportunities.

THE MODERATOR: Thank you, Donna.

(Applause)

THE MODERATOR: We'll take questions a little bit later in this second part of this. Okay. The next speaker is Betty Moen, she's a Ph.D. from the Department of Sociology and Institute of Behavioral Sciences at the University of Colorado, Boulder campus. Her talk is going to be on economic position of women and their employment opportunities in energy boomtowns. She will emphasize on the pre and post

boomtown employment opportunities and barriers for women, and also she has a few questions for the civil rights people.

Betty?

DR. ELIZABETH MOEN

A. (By Dr. Moen) First of all I'd like to introduce the coauthor of this paper, Jane Lili Dahl (Phonetic), who's in the department of economics at the Boulder campus.

Oh, Jane, stand up.

There were four of us from Boulder who engaged -- is this okay? In an exploratory study this summer of women in two boomtowns, Craig, Colorado, which is a genuine energy boomtown, and Paonia, Colorado, which is a long time coal mining town which gives us some idea of coal mining employment opportunities for women but Paonia is also a town that has a potential to become a boomtown so it gives us some idea of what women's situation in a preboomtown is like, and we interviewed over 100 women in these towns and talked to a cross section of employers, public officials and just regular people in the community.

Most of the analysis of women's positions in the labor force have been done on the macro level, on large scale analyses. And mainly studying national regional averages. And little attention, if any, has been given to the effect

of specific national and local policies on the employment of women at the local level.

And as far as we know, no one has studied the effects of energy development on -- for women's employment in energy boomtowns. And with energy development expanding as rapidly as has been predicted this morning, it's certainly important that this subject be addressed.

There is very little information at all in the literature on energy development about women, very little about employed women, nothing about female heads of households. Recent studies of women in the developing nation and historical studies of women in the developed nations when they were developing, show us that we can expect the relative status of women to decline at most stages, new stages of economic development. That women will lose social, economic and political power in the public realm, and they will lose personal power in the household.

And we were rather surprised to find that there was a great degree of symmetry between the consequences of energy development for women on the western slope and exactly what's going on for women in the developing nations today.

In the paper we describe different kinds of women, different kinds of families. I would just like to summarize some of our findings about how women do become disadvantaged.

First of all, farm men take new industrial jobs,

leaving their wives with the responsibility for the farm work. But when farm men gain considerable economic advantage over their wives, women often lose power in the homes.

Second, because of their increased wages in energy related job, men may discourage or forbid their wives from remaining in or entering the labor force, and this also reduces women's power and status in the home and in the community.

Third, the lives of some wives become almost entirely home centered. Much like the process of perta (P) offtaking the veil, women just sort of withdrawing from community life completely.

Four, the availability of energy jobs causes many men to migrate to the job site leaving their wives at home with full responsibility for the children. And I might say from migrant construction worker familes we talked to, we did not find that they have particularly different values from the average American or the average resident of an energy boomtown, they have the same values for home and roots, but they also value employment, and this is the only way they're going to have a job, is to keep -- keep moving on the road.

Five, women who migrate with their husbands may not be able to fill the public roles they formerly held, and if they migrate from farm to town they lose some of the productive functions that they used to perform.

Six, most employment becomes available for women is the lower paying extension of the work they perform at home.

Seven, public roles for middle class women are limited primarily to volunteer work, and these women are exploited in that capacity.

And finally, the low wages of most jobs available to women and the increased cost of living resulting from energy development force unpartnered women to leave town, marry or go on welfare. And these are just very general findings from our study.

We also found, as was discussed this morning, that these communities are quite macho and they were described by urban in-migrants often as redneck communities. We primarily -- I should say we only saw White women, we just talked to a few minority women and we can only predict from our study that minority women would be in double jeopardy as far as employment goes.

And other researchers have found similar things that women's employment needs and desires aren't met in energy boomtowns.

I want to talk just a little bit about the different kinds of occupations, the female dominated occupations, being employed women and homemakers, and when we talk about working women, we mean all women work, we don't just include women who work out of the home.

Women who work in the home are just as employed and just as busy. So if I say working women, it's just, just a short term to -- so I don't have to say women employed outside of the home. But we're including all women.

As is the case with the United States in general, women in Paonia and Craig were employed primarily in traditionally female occupations, and what has been called the employment ghetto of women's work, which of course is characterized by low skill and low wages.

The typical salaries for women in Paonia included a dollar an hour for waitress, $3.00 an hour for a barmaid, $2.30 for retail sales, farm working or fruit packing shed.

Craig wages were a little higher. Dollar eighty for waitress, $2.65 to $3.00 an hour for secretarial and clerical types of work. One consequence, of course, of a rapid economic growth and population growth is the introduction of national chain stores and that had just started to happen in Craig. And these stores do pay more for sales and clerical work, some of them are unionized and will no doubt affect the local wage rates for women to some extent.

But to this date, they've been relatively unimportant for wages -- for women in Craig.

Furthermore, as has been pointed out here the cost of living has increased considerably more than this slight raise in wages for women. And it would appear to us that the only

way to bring women's economic income up to a par with men is to start encouraging unionization of women's work and to really start a public policy of role switching, more women entering male dominated fields and more men entering female dominated fields. We know that when men enter female dominated fields, wages do go up.

Homemakers are in a rather interesting predicament in an energy boomtown, many of the women, because of the traditional society there and the traditional marriages prefer to stay home, prefer not to work out of the home. A number of them are ordered to do so by their husbands. But when the cost of living goes up and if their husband's are not employed in the energy field or not in an occupation that benefits from economic and population growth, many of these women end up having to go out to work.

And they are the ones who have been least trained and have the least experience and have the fewest options for employment. And they especially suffer from the lack of day care facilities and the lack of job counseling.

Now, there's another side to this coin, and that is the women whose husbands take the higher paying energy jobs are often discouraged from staying in the labor force, told not to enter the labor force. These women become increasingly, as time goes by, increasingly less able to support themselves if they have to, and at the same time they are becoming

increasingly dependent on men who are in very dangerous and very uncertain occupations.

So it's working both ways, even though the income goes up, security may be going down in the long run.

Also look at women, talked to women in the male dominated occupations, primarily construction work and coal mining. In fact, we found that, as has been mentioned several times here, that employment opportunities for women provided by energy and construction industries are very limited. Only a few number, a few people in, women in Craig or Paonia are in the higher paying jobs, $7.50 to $8.50 an hour for construction, $9.50 or so for the coal mining. And these salaries are only applicable to the nontraditional jobs, to the unionized jobs. They do not carry over into the clerical and office work, although that tends, they tend to be paid higher than in town.

Most of the people in Paonia and Craig, the locals, felt quite strong that women do not belong in mines and construction work. They feel that women are not physically capable of doing the work and worse yet, such work makes them tough and unattractive.

These same people, however, accept the fact that women farmers do equally strenuous physical work, and do not consider the appropriateness of women in farming, which we found to be very interesting.

Since the activities created by the energy development are usually administered from distant location, only a handful of white collar jobs are created in the boomtown. Men are generally brought in to fill these few administrative positions, and then women are left to scramble for the few clerical positions that are provided.

And these jobs, as I mentioned, are not unionized. We also thought it was interesting at the power plant in Craig where all the construction workers are, is that the job of guard, which is normally a man's unionized job, was non-unionized, low paying, filled entirely by women except for the supervisors. And we know that historically women have been excluded from union jobs.

Today only 10% of women workers are union members. And compared with 30% for men. I might add here, too, that people have been talking today that employment is only of concern to single women or female head of households. It must be appreciated that almost half of the wives in this country are employed, and that married women are not to be excluded from concern about employment opportunities for women, and most of those women are employed out of economic necessities, they're not out there earning money for minks.

Also we found that the employment situation in these nontraditionally male dominated jobs is not helpd by the U. S. Department of Labor's affirmative action programs. They

set minimum guidelines for the hiring of women and minorities in construction, and we learn from construction workers and foremen that these minimums are used as maximums, and once the minimum is filled, as we were told, it's impossible for a woman to get a job here.

Furthermore, since affirmative action makes it very difficult to fire a woman, you have to go through a lot of mess to do that, they just use the layoff to get rid of them. And we were again told by workers and foremen that the layoff is a very, very handy tool to control the number of women or get rid of any ugly woman that they may not like.

So it would appear to us that women don't have equal opportunity in industry, both by the virtue of affirmative action guidelines themselves and their implementation.

We also tried to find out about guidelines for women in coal mines, we consulted the Denver office of the federal contract compliance about affirmative action in the mines, my comments are based on a conversation with one person, I was told that women are hired on the basis of demographic ability. I asked what that meant, they said everybody knows what that means, I asked for a formula, a formula was not forthcoming, he couldn't understand why I didn't know what demographic availability was. I explained to him that I was a demographer, I still didn't know what it was, he said I was not, probably just pulling his leg, and it was a rather

an unsatisfactory conversation.

Moreover, more interesting to me was that this office was not at all interested in the kinds of forms of discrimination I've just been talking about, use the minimums as maximums, are using the layoffs. They only wanted to hear from individuals about their very own discrimination problems. And it seemed to me that there was no, no, what's the word, -- I've forgotten the word.

VOICE: They didn't really care.

A. (By Dr. Moen) All right, right on, they didn't really seem to care to me.

At any rate, the fact that only six of 3,000 members of the United Mine Workers in the district, which includes Colorado, are women, suggest that women do not have equal opportunity in the coal mines either.

We talked to women miners and there were no women miners in the deep mines in the United States until five years ago, now there are some around Paonia, particularly in the Westmoreland Mine, which is not unionized. And women miners cited, of course, how wages as their main reason for being in the mine work. And many of these women were single and heads of household, and felt that this was the only way that they could make it, they couldn't make it on a dollar or $2.00 an hour.

The attitudes of male miners towards female miners were

mixed. They covered the entire spectrum. But women who were on macho crews really had a very difficult time. They were constantly having to prove themselves. This harassment has caused women to quit jobs but equally importantly, it has caused women not to apply for jobs and this is something that civil rights commission or federal employment offices don't even know about, I mean this is sort of prediscrimination, and it's something that you -- you can't buuild a case on, but there it is, people aren't applying for jobs because they know they're going to have such a hard time on the job.

At any rate, worse than that, these women are closed out of the -- on the job training because this is mostly peer training and they do not get the kind of training they need which just reenforces the stereotype of women.

Construction worker women, let me just say that we found that the interesting thing about women might get into construction work they could be segregated on the job. We find that most of the journeymen were in work that involved sweeping and putting away, and operating machinery. And the employers thought this was very good because women were patient and could do this sort of thing, and if they had to be in construction, then that was the best thing, so we find women making a lot of money but still doing women's work in the construction business.

The only crafts people we found, female crafts people

we found in the -- in the construction industry either had been or were about to be laid off. Now, I'm going to skip over, because I'm going to even have to go over my three minutes, I think, to just very quickly read, summarize some of our recommendations and our questions.

First, employers could make work hours more flexible to better suit women's and men's needs. We found that for instance Westmoreland Mine has workers doing alternate shifts every two weeks and prohibits husbands and wives from working the same shift, that could be improved. The university extension activites and vocational education could be brought into the communities. Desperately need more training in these communities at all levels, we have middle class women who are going crazy because they can't finish their school work, we have other women who need vocational training badly.

Employment counseling services are badly needed. The energy industry should be encouraged and perhaps given a tax break for training and hiring local men, women and minorities, and it was good to hear about jobs for Coloradans and better jobs for women.

This might also reduce some of the in-migration.

Unionization of women's work is clearly important or something comparable to that. Day care centers are badly needed. Also we feel it would be desirable to convert local volunteer jobs into paid positions.

The increased revenue from severance and income taxes could provide the funds necessary to support these jobs. And if these services are vital to the community and the communities definitely think they're vital, then they ought to be paid positions.

And finally, credit should be made available to women who want to start their own businesses. I might say that, you know, Fred, equal access to credit is supposed to be the law, both Jane and I have been turned down by VISA, Jane and I are being in the top 5% of women, poor teachers as we are, we're in the top 5% of women's income and we were turned down by VISA, goodness knows what happens to other women.

Now, can I go over my time?

THE MODERATOR: Just a little bit, two minutes.

A. (By Dr. Moen) Okay, I'm going to ask some questions of the civil rights commission. First, how are affirmative action guidelines set? Are they determined fairly and are they used only as a minimum and not as a maximum level?

Our question is does it really make sense to fight discrimination by basing employment goals on the proportion of women and minorities already previously in the jobs from which they're being discriminated against, and that's how these affirmative action guidelines seem to be set. Are men and women being hired for comparable jobs at different wages?

That is not clear to us at all. Is the layoff being abused? Are they -- are women workers being laid off unfairly? Just to control their numbers? Are men and women given equal access to credit in these towns? This was not -- not clear and I mean more credit than VISA, I mean credit so that women can buy homes and start their own businesses. Why are so few women in unionized energy jobs while nonunion lower paying energy position are often filled by women?

Are they recruited for union positions? Are they receiving information about job options? It's not clear to us that women actually do learn about job option. And why aren't there more women in apprenticeships programs? And within the construction industry, why is it that women end up in the stereotyped female jobs?

And finally, here's the word I've been looking for, who are the advocates for women and minorities? Why is the office of federal contract compliance only interested in receiving individual reports of discrimination rather than getting out there and looking for it themselves? Who makes sure that women and minorites know about antidiscrimination programs and helps them initiate grievance procedures? That's a scarey thing to do.

And if I had trouble talking to those people, think of what some more timid people might have -- they might not -- they might not make it.

And what about the women who just don't apply for jobs because they feel they'll be harassed? What sort of grievance procedures, what sort of protection do they have? Oh, I'll have to stop now, I'm sorry.

THE MODERATOR: Thank you, Betty.

(Applause)

THE MODERATOR: Okay, for the next part I guess I want to handle it from here, just for some response. On my far right is Bill Walsh from South Dakota SAC, and next to him is Donna Lucero from the Colorado SAC and they'll take about three to five minutes to respond. Bill first, I guess.

MR. WALSH: Donna's got the mic.

MS. LUCERO: He's going to defer.

THE MODERATOR: Okay.

MS. DONNA LUCERO

Q (By Ms. Lucero) There are some kinds of discrimination that I accept. Women first. The role of civil rights in the past has very often been trying to correct inequities that already exist. And as any of you who type know, it is -- it takes ten times as long to correct an error as to do something right in the first place, much moreso when you're

dealing with people's lives and impacting on more than just one person but their extended family.

The exciting thing about this consultation is that it takes something that is in process, in energy development certainly there are already inequities that are in the system, but there is further energy being developed in this region, and this consultation gives the opportunity to jump into that process and hopefully change the direction so that there are fewer inequities that are built into the system in the future.

The consultation is titled this time is resource development in the intermountain west, its impact on women and minorities. I'm very impressed with the amount of resources and energy and knowledge in the audience today. And the hope of this consultation for me would be for each of you to go out and make a new title be, women and minorities, their impact on resource development in the intermountain west.

The respondents today, I mean the presenters today have very much listed existing traditional patterns, and when people in position to make policy in energy development start making those policies, they are working from a base already of traditional discrimination which is already part of the fabric of that community, they are going into.

In order to correct some of those inequities they have to make policies that require them to go an extra mile, go

beyond what's the easiest role for them to take, go beyond what their current criteria may be for making those policy decisions, and include the civil rights aspect.

I noted that you have some recommendations, Donna, may I call you that?

MS. DAVIDSON: Of course, Donna.

Q. (By Ms. Lucero) That are very valuable and I would like to know if you have had an opportunity to share these recommendations as well as your base information in the role of an urban planner with people who are making policy decisions in energy development?

A. (By Ms. Davidson) Yes, I think most of what I have outlined at least in preventing boomtown syndrome is well known to government officials, and to community people in general, the needs for housing, recreation and these other things. The problem is getting the money and in some instances getting the legal backing, the companies, as far as mitigation of economic impacts, the minimum becomes the maximum.

In Wyoming with the industrial siteing act, there is a law with teeth in it that says the companies must come up with a minimum or maximum of impact mitigation, housing, so much for health and so much, or they will not be granted their permit. All of a sudden the companies in Wyoming have become exceedingly progressive by impact mitigation, not until

the law was passed.

In Colorado there's a local option, I worked for the one county that has enacted an impact ordinance and that county is in the process of denying a permit to a company that has not employed --

Q What county is this?

A (By Ms. Davidson) Rio Blanco County, that's an oil shale county, but unless there is a law, some kind of legal hold on the impacting companies who must supply some of this impact mitigation, you will find that it's too little and too late, and the boomtown syndrome appears.

I would like to comment on one thing, I read recently that the Sloan School of Management, of the Massachusetts Institute of Technology, did a study of a number of the Fortune 500 Corporations, and they asked all the top management what the companies felt their social responsibility was. Only 15% of them felt that they had any social responsibility whatsoever beyond providing jobs and profit.

It's an interesting thing when you consider the impacts of rapid energy development.

Q I have one last question, I would like [illegible] each of you to answer and that is, do you have some recommendations for citizens, the impactees, of boomtowns, what they should be aware of and what they can do to mitigate the circumstances and the effect of boomtowns?

A. (By Dr. Moen) I wouldn't even know where to begin.

A. (By Ms. Davidson) Organize. Organize. And more organization. It requires intense pressure on county commissioners, on city councils, and when you're dealing with human services, social services, mental health, health, it requires intense pressure and lobbying on the part of elected officials and citizens to get state administrative agencies and in particular state legislatures, to vote the budgets for the increased services that are needed.

Without citizen pressure, you're inclined to get a group of county commissioners who want to maintain the status quo, city councils usually are pretty good because they're under tremendous pressure but having organized citizens hitting the legislators, hitting the administrative agencies, hitting the political systems, helps a great deal in getting money away from the metropolitan centers where, in the state legislature, Denver, the representatives from Denver metropolitan area alone outnumber all the representatives from the 21 counties on the western slope.

Q. We don't feel that way.

A. You know, so there's this battle and the more pressure, the more votes are involved, the more comes through.

Q. Thank you. Betty, would you respond?

A. (By Dr. Moen) Well, I agree with what Donna said. We were quite struck by the acceptance and the fatalism of

particularly the residents of Craig. And it would seem that past history of boomtowns, the economic stagnation, the declining growth even, has led to rather critical acceptance of energy development and gas, you know, the thoughts of some new money, new blood flowing into the town is very exciting.

We found in Craig no organized environmental organization, no organized anything, basically, and sort of a critical, an uncritical acceptance and a fatalism, well, here it is, we're going to get some good things and we'll pay for them in other ways.

And I think as energy development continues, communities will now be more aware of what it is they'll be getting besides money and they may be earlier on start -- they are earlier on now, starting to organize, and to think about it a little bit more carefully.

I think also they very badly need knowledge, as soon as possible, from the energy companies. I know that in Paonia Atlantic Richfield has bought up an enormous amount of land on one of the outlying, nearby mesas that is primarily farm land at the moment, siteing for 400 houses, that would automatically double the population of Paonia.

They have no idea when that development is going to occur. They don't know how to prepare for it, they don't know what to expect, they don't know what to do.

So, what -- you know, how can they -- how can they do

these things? So I think it's imperative that knowledge be given to these communities as soon as possible. It must be done.

Q. Thank you.

THE MODERATOR: Thank you. The commissioner reports have pointed out the same sort of considerations that both these two panels have brought up, and more will come out of this consultation, I hope.

Bill?

Q. (By Mr. William Walsh) You really answered several of the questions I had in your last two answers. But I think, as Elizabeth was stating there, that the phenomena that we face in the southern Black Hills is the phenomena of apathy.

Several of those towns especially Edgemont, have been boomtowns five, six times, and that, coupled with the lack of awareness in a small community like that, the newspapers usually are job-printing papers, and have little time to do any real investigative reporting.

And so there's a certain lack of consciousness too, as to who's coming into those areas. You don't know who owns what. You know, there's all kinds of people out there drilling, but nobody really has a hold on what company owns what or how to even begin to dialogue with those companies, so certainly I think I would agree that just dealing with the

apathy and dealing with the consciousness is something that is imperative as we begin this dialogue.

I think at times you were too easy, I don't know, I get around people in South Dakota who stop the rural reclamation and other folks and they're just a little bit hard.

It's interesting that in this whole boomtown phenomena that the, the number 1 phenomena, the only ones who make money seem to be the ladies who -- no, but -- the fact is, you see, that's a symbol, that's a symbol of the whole prostitution that takes place, see? And we're not hard enough on that, in calling it for what it is, namely a prostitution of all those people, so often in that area.

A. (By Dr. Moen) Well, maybe if you let them in the coal mines they wouldn't feel they had to -- they'd be able to make $10.00 an hour.

THE MODERATOR: Okay, Bill, are you finished?

Q. (By Mr. Walsh) I would like to just briefly continue.

Going on what Donna was saying too, the necessity to insure that minorities and women take an active participation in the city council and the county commissioners, in state government, all those political decision making bodies, that have somewhat of a leverage on the mining taking place, is so necessary, and to involve women and minorities in that.

And lastly, a very important aspect too, is, and I see it developing like in the State of South Dakota, a certain

spirituality of the land. And this is something I think that Indian people have and can teach us as well as many of the rural people. And I see that as a force that can give balance to the energy development taking place in our western region.

THE MODERATOR: Okay. I want to field three questions exactly, and it's going to be arbitrarily how I pick those out, I guess, tonight you can ask those questions. If I don't get to you.

If you -- when I call on you, please state your name and where you're from, or your affiliation. Okay? Let's see. This lady right here?

Q (By Ms. Elaine Bent Red Cloud) Okay, my name is Elaine Bent Red Cloud, I'm an Ogalala Sioux, presently I live here in the City of Denver and I'm working as a program planner with the Indian center. I had just recently completed a contract with the San Juan Basin regional uranium study. And much of what I've already caught here concerns me in these ways, okay?

First of all, I think that there should have been somebody that has that kind of a background sitting here on the panel responding right now, not tomorrow, but right now. Tomorrow you're going to have an agenda, there will be a lot of people responding on their own local methods of dealing with the energy development and I see there's somebody

going to be here from CERT, in, but they're not here right now and there's some crucial things that are being discussed.

For example, the boomtown situation. I'd just like to point out just a couple of factors of what I know from the study that I was involved in relating to Indian people. One, Indian people are affected by boomtowns in these manners, most of the people that they're bringing in are from outside sources, other parts of the country, who know nothing about Indian people. Two, the majority of Indian people that are working in these mines presently go home, they do not stay in the boomtowns. Okay?

Three, the impact in terms of economics are again negative in terms of the money that comes into the local towns, for example, are not used for school boards, for example, to upgrade the quality of education that our Indian children are getting.

Four, yet the majority of all the mineral resources that they're looking at for tapping and development in this country presently outside of coal, are sitting on Indian land.

Now, there's a lot of issues that I can go into and I'm not an expert in that field. I say I worked with the study. I had a different role, my focus was not centered in on boomtowns per se. But there is nobody here that is

qualified and we do have people that are qualified that could really go into it on an in-depth manner, and broaden your knowledge and let you have a better perspective as to what Indian people are facing with development.

Thank you.

THE MODERATOR: Thank you.

(Applause)

THE MODERATOR: The person from CERT is here and maybe they can address those issues tomorrow, as a partial answer, I suppose.

Thank you.

How about over here?

Q. (By Mr. Omar Barbarossa) My name is Omar Barbarossa, my affiliation is I'm a concerned Chicano.

One concern I have is the form of a question, you talk about women entering the labor force in terms of opportunity, and I think most of us would support that. The one thing I did not hear discussion on is what happens to the family unit in this kind of situation, and how do you address the continuance and the support system for that family unit?

And secondly, I'm very concerned, what's going to happen to the children, the generation that is the offspring of the

social chaotic system that you're talking about? What is your response to that? What do you foresee or how do you want to deal with that?

A. (By Dr. Moen) I don't really feel prepared to make predictions about the children who are raised in boomtowns. I said I didn't feel prepared to talk about children who were raised in boomtowns, that's a very serious question.

Or were you referring to the children of women who work outside of the home? It wasn't clear to me.

Q. Well, I don't think you can separate them, you're probably talking about two different groups but they're the same product.

A. It's two things. I can only say this about the children of employed women, regardless of where they live. And that is study after study have shown that there is basically no difference between children of women, children of homemakers and children of women who work outside of the home.

It is clear, however, that the energy boomtowns, at least in the beginning, do not have adequate child care facilities and that's certainly one thing that stops women from working, it's also clear in energy boomtowns, as in every other town in this community, that women have to be stopped -- stop being laid with a guilt trip that it's their fault if they go to work and something happens to their children.

It's a dual responsibility to take care of children, and I don't think that it's entirely, you know, should be linked to the employment of women at all.

A. (By Ms. Davidson) I would like to add one further comment. One is the horrors, the worst of the boomtown phenomenon is short term, it's maybe a five to seven-year period until things begin to straighten out. And then, with the increased wealth and the new population, the town finds itself enriched, I mean there are more things to do, better schools can be built and so forth.

With reference to Chicanos in particular, and Chicano cultural continuity, I've spent some time down in New Mexico where there have been majority populations of Chicano working in the uranium belt area, and those families and those kids come out just fine.

THE MODERATOR: One more.

A. There's no difference.

Q. (By Dr. M.J. Filipus [Phonetic]) My name is Dr. M.J. Filipus, you can drop the doctor if you want, I don't write prescriptions, I represent two minorities, the Italians and the federal government.

THE MODERATOR: What agency is that?

Q. Everybody knows all the Italians are short and fat, nobody knows some of us are big and fat, but two --

THE MODERATOR: What agency?

Q. I'm from the office of human development services, which covers all of the programs that are affected by what you people have been discussing and hearing about today. Office of Native American programs is one of our programs. Child, youth, family -- I'm sorry, -- children, youth and family, okay, office of human development services, HEW, is where I'm from.

And all of the programs that are affected by these energy problems are in our office.

VOICE: Social services?

Q. Social services is what we call Title XX. Day care. Day care standards are set by our office, they're paid for by grant called Title XX to the states, but again -- the point I wanted to make is in terms of affirmative action, that's set by legislation, now for instance Title IV regulations on handicapped. And they may be minimal, but nonetheless they're set by legislation. In terms of the contract compliance, you may be happy to know this, as of October the 8th, they have changed their function, they can now investigate on their own and they can investigate companies and groups.

Before they could only respond to individual complaints.

In terms of -- we have a linkage with the department of labor, in the CETA program, and there is a new -- the new

development in the CETA program directed at region 8, jobs in -- job training in the energy field, and these are done, handled through contracts with energy developers, whatever -- whatever it might be, whatever field it might be. And that is handled by a gentleman, I'll give you his name, Mr. Wayne Thomson, and he's at 837-3181.

Now these, I said this is a special program, with target groups, but with emphasis on training people for energy related occupations. One other thing and I'll -- on, I forgot to tell you the Italians do have an affirmative action program, it's called the Mafia.

I didn't know if you knew that.

As you -- in your discussion of boomtowns, we took energy impacted towns, as designated by the states, and that's any community that has an increase in energy production or potential, leases have been issued, for instance Weld County has recently received two gas and oil leases, that's our richest agricultural county in the state. If you take it from that standpoint, it goes from, you had 188, we had 335 in the region. Then we ask the population increase between 1978 and '80, and the average person was 20, the variation between 16 and 24. So although you're -- our criteria was different, the potential is outrageous.

THE MODERATOR: Okay, thank you. We'll be dealing with more of these issues tomorrow, when we look at human development

services by Dr. Saton (Phonetic).

Q. (By Mr. Dwayne Ostenson) I have one very brief question that I must ask.

Dwayne Ostenson, United Tribes, Bismarck, North Dakota.

Donna, you made reference one time, I thought this was a civil rights conference or gathering of civil rights people. You made a comment that very much frustrated me. You made a comment something about Indian time. This is something that we've been fighting for years and years and years, and my question to you is, what is the punctuality record of the Norwegians in the energy industry?

A. (By Ms. Davidson) Touche. Touche.

(Applause)

THE MODERATOR: Okay, we're going to have to cut it off here. So let's take a 15-minute break and come back

(Short recess)

(The following was moderated by Mr. Fuji Adachi)

THE MODERATOR: I'm sorry I had to cut off people as far as the questions went but tonight you'll have that

opportunity.

It might even be better because it's after the Cash Bar. It might be a little easier.

The next panel is on the resource development, problems and opportunities. We have five panelists here, I'll introduce them as they speak. The first one is, is Hilda Grabner here? Okay, maybe we can just go on to Gay Holliday. She's a rancher from Roundup, Montana. She's representing the rural American women, she's also the Montana State President for WIFE, as an activist for Women Involved in Farm Economics. A member of the governor's economic advisory council and she's going to speak to you about rural American women.

MS. GAY HOLLIDAY

A. (By Ms. Holliday) Thank you.

Oil, gas and coal, three fuels that account for 95% of the energy produced in the United States. They provide more energy today than man or woman has ever had at their service before. Progress and change requires enormous amounts of energy, but what are the consequences?

Can there be a balance between growth and stability? If there could be a balance between growth and development, plus social and economic change, then there might be a fair

degree of success. But it rarely, if ever, happens.

No one can say we will have a boom, and then lay it all out neat and pretty. Planning and implementing take money and you don't have the tax base until the industry and the spinoff businesses have become established. There is usually at least a three-year lag period between the need for a program and the tax revenue that could have implemented it.

In boom situations, the cart invariably arrives before the horse. The time duration of the lag period depends on the timing of production, the responsiveness of local government and the availability of new tax revenues. Major choices must be made. Specific plans and manageable programs of energy, conservation and production, are underway, geared to energy needs and environmental needs.

What must always be at the heart of any such plan is the really important issues, human needs, individual life-styles and basic values. Managed and controlled resource development mean that the economy must squeal to a painful halt or that our comfort and convenience must decrease.

But it does mean that in the process, we must make a better attempt to correct the injustices and exploitation of those involved. Domestic production of petroleum and natural gas will be declining while our energy needs will be increasing. Therefore we will be required to at least

quadruple the present coal production in the United States.

This is where the problems lie. Those problems that affect the people, whether it be social, economic or psychological, we must demand that a serious commitment be made to remove the problems incurred by resource development or solve them.

For those women who are long time residents, they first experience the so-called people pollution. And spend time trying to protect individual and collective interests which appear to be threatened by developmental interventions.

In any boom situation, you have the competition between the in's and the outsiders which often becomes absolute bitterness. This sociological cost includes the risk taken involuntarily by the women who find themselves becoming estranged in what had once been their own community. These women tend to see themselves as a species that is endangered because their habitat is threatened by industrialization of a magnitude which is incompatible with maintaining their cultural heritage and lifestyles.

Changes include shifts in the selection of friends, strains in communication with friends and neighbors of long standing, and a shift in the power structure from the establishment to the new mining industrialists.

Every community affected by rapid expansion, the yo-yo changes of boom characteristics with resource development

undergoes its own, unique social and emotional stresses. But the results tend to be similar. The cost of human wastage.

There are always more incidences of social chaos than there are examples of proper community planning. One should never discuss industrial resources apart from human resources, which is often relegated to a secondary status of energy production. Wife and mother and her potential is one of our greatest resources. Yet it is subjected to great abuse in the name of technological growth.

In the impacted area, the woman is the first to experience the breakdown of church, school and family. Our more stable elements of our culture. This threat causes a selection of priorities. The lifestyles change and because of increased high paying employment, seven-day work weeks and long shifts, attendance drops, civic and social involvement decreases and the faithful wife and mother tries desperately to hold it all together. Invariably the outside pressures result in increased family problems.

Before industrial impacts, the mother had probably demanded and received a certain amount of conformity to existing norms. Those norms do not conform to what the child is experiencing and the changes he now finds in his school and in his community.

Consequently there becomes a breakdown in communication and appreciation of opposing goals. Delinquency results as a

young person is introduced to alcohol and drugs, maybe for the first time. The entire social well being is affected by change which reflects the community's values, its goals and everyday activities.

Child abuse, juvenile delinquency, alcohol and drug abuse, can be expected to increase. In some communities where energy resources are being developed, one of the greatest impacts will come to the schools. Enrollment increases as much as 500% in a school system. Here again the effect is felt primarily by both the mothers and the women who are teaching. They realize and are all aware of the effects of the turmoil brought on by development.

Classes are conducted under unsatisfactory conditions, teaches are shifted to accomodate the influx, and are often teaching outside their realm of expertise. Instability and all the other hardships imposed by serious overcrowding and excessive demands cause them to uproot their lives and go elsewhere.

We are also aware that not all families accompany the wage earner to the job site. We view the conditions of women at the industrial site but what is done to reveal the situations of those who are left at home?

We have learned that most are in nonadjacent states, meaning that they are a great distance away. They, too, suffer the hardships imposed because the husband is gone and

undoubtedly are more susceptible to the three D's, depression, divorce and delinquency. Any adverse condition that we apply to those women living in the impacted area can also be related to the wives and mothers that remain far away, yet we tend to forget them. I would be inclined to think that many were forgotten by their husbands, also.

Another area that is often overlooked is the widow and/or older person on a fixed income, they, too, pay the cost of artificial inflation and increased taxation and find themselves trapped in a town they have nearly lost all contact with.

Also, for the first time, their lifestyles have changed because they now fear for their safety. A significant psychological effect is the type of influx associated with a boom growth, the labor demands draw heavily on the marginal unemployed. Then we have the women directly associated with the extraction of the resources, referred to as either newcomers or outsiders. Because they are acutely aware of their infringement upon the established community, they are very adversely affected. She now subscribes to a foreign lifestyle, value systems and loss of a sense of community.

The decrease in a sense of worth and meaning and interference with personal growth is manifested by drunkenness, divorce, depression and even suicide in boomtowns. It may not be indicative but the trend is developing.

Most would tend to be at least temporarily isolated from the existing community and are limited in social, cultural and educational opportunities. Everything focuses on the quality of life and until the needs are adequately met and there is a willingness to assure everyone of a better living, then the problems will persist.

The pattern that a community sets most often becomes the way it will exist. There will be price tags, but will they be monetary or will they continue to be placed on human lives?

We should also realize that the life of a farm and ranch wife changes drastically in many cases, some have had taxes triple in two years because of energy development, and have had actual costs mount steadily because of destruction to personal property and vandalism, water and springs for livestock has dried up completely, as a direct result of mining.

Some will always walk away scot free with no scars, and hopefully that number will increase, but there will be those who carry the scars for a lifetime. Some will benefit from financial growth and economic gain, but the end results are not beneficial to all.

Neither group will be immune to the effects of emotional stress. The general social and psychological well being of the area can be expected to decline without creative

and responsive planning. Services, too, will always have a price tag attached. These costs are measurable and can be calculated, but who will pick up the tab when industrial growth does not include plans for associated social changes? Do the development enterprises have the responsibility to forego all costs? Possibly. Should we expect the federal government to do so? I don't think so. Why should those in the community shoulder the cost burden plus all the other implications involved in the development situation? Is it right to expect the taxpayer to subsidize industrialization?

There are many unanswered questions. And rarely is an area equipped to respond within the time available to the demands it is facing. We must have the capability to properly collect data, evaluate problems and recommend effective programs in all sectors where action is needed.

Very few have faced graphic growth problems and can react quickly enough to decision making pressures before the problems become overwhelming and out of control. It is no enviable undertaking for those elected to government office to stay on and formulate and enforce a policy for the betterment of all.

The viability and stability of the community will depend largely on them. We must all strive to correct the injustice, we can not continue on with the deterioration of property, values, self and community.

Fossil fuels will continue to furnish the great bulk of the nation's energy in the coming years. One fact seems fairly certain, however, it will be a long time before any of us takes energy development for granted again.

Thank you.

(Applause)

THE MODERATOR: Our next speaker is Hilda Grabner, citizen Volar . she's going to talk about the encounters, I guess, of Lark, the City of Lark and Kennecott Copper.

MS. HILDA GRABNER

A. (By Ms. Grabner) You want me to remark now?

My story concerns Lark itself. I won't go into the past history of Lark, but just give a very, very short resume of it to let you all know exactly how it came into being and why people are in the position that they're in today.

Lark itself was developed in the middle of the 1800's, and it once was beautiful, thriving mountainside, very profitable in lumber, mining and -- but the mining was not discovered until several years later, when pioneers finally found the mineral and all the mineral wealth that was contained

in these mountains.

Lark was one of the very first places to be developed, and it developed from practically nothing, through miners that were exploited, brought in from other countries so often, other states, other towns, and because of their potential, and their understanding of the development in mining, their services were very, very precious.

The Lark mine, actually, from my knowledge, from my beginning, developed very profitably as early as 1903. In 1929, it was finally consolidated and became the U.S. Smelting, Mining and Refining Company, later called the UB Industries.

The people who worked in this mine were poor people, they were of all nationalities, Americans, Mexicans, Greeks, Italians, Spanish, you name the breed and we had it in Lark. But at that time there was so much segregation and so much degredation that it was not even funny. And in the very, very early days, because these people, these foreigners were such good workers, they were exploited more than anyone. They were placed in the lower end of the town of Lark, and their services were so valuable, they were hard workers, and to keep a job everybody figured they had to live in the town, it was almost a compulsory procedure.

People had to live in a town whether they wanted to

or not. They raised their families in these mining towns, conditions were not always the best, but to keep a job you had to live there.

And the mining industry, for these companites, was so profitable, as long as the profits were coming in or the potential was good and these people could be exploited, things went on very smoothly.

It must be remembered, I am getting to the point about senior citizens particularly. It must be remembered totally at that time, wages were so low, men worked for six and six and a half days a week, about 12 and 13 hours a day, and in all kinds of conditions, conditions that were not fit for any human being to work under, and they worked in the water, they worked in gas, many times a person was brought out, very often more dead than alive, very often dead entirely.

And if a person did not pass away in that condition, they developed the dread disease of silicosis. At that time there was no such thing as a pension, no such thing as any remuneration for a widow, but people kept on working. And this sort of thing has gone on over the years.

Wages were so small that at that point in life, who could save? People barely got by. Yet I think they were much happier than what they are today.

People -- people are earning high wages today but

how far does it go? And the potential they had was within themselves, they made a community. We people built Lark. I lived in Lark for 49 years, I am still there, as a matter of fact, but hopefully not too much longer. And the people made their own entertainment, they made their own living, they made the whole town.

Certainly the mine owned the town, but the people were the ones who kept the mine going or kept the town going. Had it not been for workmen everywhere, no one, none of these corporations would be in the profit making business. It is because of the people and the exploitation of people that these corporations keep going.

People in Lark thought that they were secure for the rest of their lives. They had put their whole beings, their whole savings, their whole potential into their homes. People were renting homes from the company, the company had their own type of homes. Some of them not very much, some of them fairly good, but the housing was low cost housing.

Which was a very good deal to these low income people, especially the Indians, we had quite a few Indians in Lark, and I must say until the last year or two, the Indians were almost a class by themselves. And wholly exploited.

It really was a disgrace, and it still is a disgrace what is going on with those people. And the few that we had were fully exploited, treated as if they were not even human

beings.

Very, very gladly now that that has been changed and the people are on about the same level. I'm speaking of the community that I lived in. I think people began to see a little more daylight than what the majority of people do elsewhere. But --

THE MODERATOR: Three minutes.

A. (By Ms. Grabner) People thought they were so secure in the Town of Lark, until the mining company, the UV Industries finally found that the mine, to their satisfaction, was no longer fully profitable. They therefore closed the mine in November, around Thanksgiving, usually a nice holiday for people, closed the mine in 1971.

Well, this was a very, very dreaded moment for the people. No one really had money, they had no funds, and it must be understood that we got our water from the mine itself. And for a company to totally abandon a people, it was a very, very tough situation.

And it got to the point where we were given assurance that we could stay there and, if the water could be taken care of. So the company -- the people formed their own little corporation, a water company, and each month, each person -- homeowner was assessed a certain amount of money which went into a fund, and this is how people resorted to doing things for themselves, learning to stand on their own

two feet. We formed a small corporation and each month the money was put into that corporation, we bought equipment to take care of sewer and water, we still got our water from the mine as long as the mine was in good repair, which was very often of not complete assurance.

But things went very well until December of last year. Kennecott, actually I'm getting ahead, a little ahead of my story. Kennecott had had the surface rights, what are called the surface rights, of the Town of Lark, and they were to take over the whole town in the year 1992. Well, most of the people at that time still felt quite secure because they were always given the full assurance they would still be allowed to stay on that land.

The homeowners, I will interject, did not own the land that their homes were on. But it had been almost a forced issue that people had their homes there and built them there, so there was no qualms about having homes on company land. But in 19 -- December of 1977, out of the clear blue sky, like a bomb being dropped on the town, Kennecott announced with no warning, no observations of any kind to the people, that the town would be abandoned and I mean abandoned.

They did not use the word abandoned, but in no uncertain terms the people were told they would have to leave Lark, move their homes by August the 31st, or else be evicted.

The Kennecott did not like the word eviction, but in my estimation, when people are kicked out of their homes and told that their homes would be buldozed, there's no other word but eviction. That is exactly what we were told, that we would either have to move our homes or the homes would be buldozed.

That is a great term to use, concerning human beings. Those kind of terms are usually used in the movement of mountains which the great Kennecott Copper Corporation has well done in the exploitation of labor over the last many years.

Kennecott is one of the world's greatest excavating miners in the whole of this -- well, in the whole world. Their excavation in Bingham, I think goes about two and a half miles deep, and I call it going into the bowels of the earth.

What's going to become of that earth once that is totally abandoned? But we were told in December, a beautiful Christmas present for everyone, that we would have to be out by August the 31st. It was a very, very sad day in the annals of people. And to give an idea of what happens to people, what happens to human beings, some of these same people who were living in Lark had been evacuated, I'll use the word evacuated, from two other towns which had been owned by Kennecott Copper Corporation at the -- the corporations

who can move mountains. These people, when they moved to Lark, were so secure, felt secure they thought it would be the last move of their lives. But no such thing. Here they were told again, in December, that they would have to be out by August the 31st.

The exploitation of people, it goes on and on and on, and we were so -- we were so exploited by the mediators for this great corporation and made to believe that we would have to get out or there'd be no recourse, where would people go in this time of inflation? Where would these people go on low incomes, and in Lark itself there were at least 40% of the people were senior citizens, very low income, some of those people were on Social Security of $199.00 a month.

Just think of that and then think of the power and the money that the big corporations are -- our good hierarchy in Washington and everywhere else, when they talk about what it's costing for Social Security, let them think and be concerned about what these senior citizens are living on.

And let them think of what potential they have to save for this time of life.

There were about 40% of the senior citizens, they're old people, most of them ranging from, well, 60 years of age to almost 82, and I am in that same category of senior citizens. There were other people in Lark, also, who were on a fixed income because of disability. They numbered about

maybe about five or 10%. And people that remained in Lark, of course for other reasons, because it was a low cost housing; low cost rents for renters, for those who were renting, and low wages.

But when the mine had closed, many of these people moved out to their solid regret. What did they go into? A market of inflation, a market of high rents, a market of high utilities, no recourse for rebates, and the pathetic part about all these kind of things is the fact that if people don't pay the rent, they're evicted. If they don't pay their utilities, the utilities are cut off. What recourse have they?

These kinds of things must stop and have to stop. That applies to young people as well as to old people.

The old people decided that they could not move, we began to negotiate with Kennecott, we went on for four solid months. No -- no good solution, no definite solution, nothing but a runaround. And if it had not been for the organizations that we have in the State of Utah, I don't know what the people would have done. They would have been put out regardless of anything, because they did not have the power or the potential to do very much about it themselves.

You know, there's always a situation in every town, whether it's boomtown, no matter what kind of a town it is, where a company takes over, these great corporates, they

clean the land out and then take what there is, get all the profits and leave the people to their own resources. And if the people decide to do anything about it, it's a matter of divide and conquer, there is so much division caused between the different factions through the niggling and the workings of these people. The people that they -- they give the power to take charge of negotiations, negotiations never do go forth freely and honestly and decently.

We heard this morning about -- about unionism. I can give you a good example of unionism. In 1929 when the United States Smelting, Refining and Mining Company took over the Lark mine, the conditions had been disgraceful. I must say that the conditions of the latter mine, the corporation, the miners did finally get a trifling better -- better deal in working conditions.

They decided to organize in 1929, and believe me without unionism I don't know where anyone would ever be. And you people who are ever against unionism, I'm not referring to some of the things that are going on in the hierarchy in unionism, I don't agree with everything that goes on, but in the main, there's no one can do without a good union, a good organization to be able to fall back on.

And in 1929, that was when the miners first began to organize. Through that organization, which was regarded a little in dismay by the company, some of the people were

almost boycotted because of it, but it didn't work, the miners stuck to their guns and they -- they unionized with the people of Bingham.

Through that conditions were different, holidays were different, pay increase was given, and housing conditions were different, the men got to change house. At one time those men came home soaking wet, frozen, freezing, in winter time, a nice situation where a company had so much power and earning so much money.

But to get back to Kennecott, Kennecott's main idea was that the people of Lark would simply have to get out, regardless of anything. They didn't think they would have the nerve to fight. I don't believe they would if it had not been for the qualities and the qualities of one Mr. Richard Tuttle, I don't know whether all of you people are familiar with him or not, and there was a Mr. Tim Fung (Phonetic). Mr. Tuttle belongs to the Western Action Training Institute, and the services of that institute were so invaluable to us and the Senior Citizens Coalition of Utah were also so invaluable that it had, if it had not been for those two organizations, the people of Lark would not have got any compensation whatsoever, I don't believe.

And they would have been out of Lark by August the 31st.

Mr. Tuttle taught people. That is the poor people.

To teach people how to stand on their own two feet. People must learn to stand on their own two feet. Without the power of sticking up for yourselves, you will never get anywhere, never let a corporation divide you, no matter whether you are juniors, seniors, no matter what category you face in life, you must never let a company divide and conquer.

(Applause)

Mr. Richard Tuttle, I must inject this before I finish, Mr. Richard Tuttle and his organization, Mr. Tim Fung and his organization, were the means of our going to New York, by going to New York, though it has become very, very latent news and almost a thing of the past, we were able to get concessions from this great big corporation, the small people, we small people of the small town of Lark, which many people never knew was on the map, they knew nothing about we small people, but we were able to gain the headlines through these -- these great outlets, and I hope that each one of you here will back, to the utmost, the senior citizens coalition, every organization that is the propogation of the future of the people of this country.

But one thing, please give me time to get this in, it is not just you people and the people of your ages that

count. We are out for the grandchildren, the great grandchildren, they are the people of tomorrow. Don't look ahead for this year, next year or five years from now. I won't be here. Some of you people won't be here. But your children will.

What you do now is for them, not just for your own selves. You are important, certainly, and all the minority races, every person on this earth is a human being. We are out for humanitarianism in every field of life, in every walk of life. But the children of tomorrow are the children of the future, the children who will become senior citizens, the senior citizens do count, but why has it got to the point in life where a senior citizen is put in a separate category of life?

It should not be so. People should be on the same level, not in this category, that category or that category.

And Harvard, this last year, the great institute of Harvard, made a survey of what potention could be used by senior citizens. I don't mean of my age, I'm not young anymore. I'm not old either. But --

(Applause)

-- but Harvard made a survey of what potential could have used and the combination of young people and old people. We are called old people, of course. I don't mind. But - -

and they made -- they made a great survey and a wise survey, and the potential of the older citizen can be used with the potential of the younger citizen and it was found that many of these younger students who were going through Harvard, instead of living in dormitories, it was decided that as a trial process, they would place these students with older people and have them live in their homes.

And it worked out so very well on both sides, the younger generation gave so much potential and so much strength and so much courage to the older people that they no longer felt that they were an imposed race, almost a separate race of people, minority race.

THE MODERATOR: Hilda, I think I'm going to have to cut you off here.

MS. GRABNER: I'm sorry.

THE MODERATOR: We're getting into the other people's time. We'll be considerate of them too. Thank you very much, Hilda.

(Applause)

THE MODERATOR: The next speaker is Ken Ledford, from the Progressive Mineworkers Union. Hilda talked about the unions, but --

MS. GRABNER: If you excuse me, please, one moment,

if you people address me I'm afraid you're going to have to speak very, very loud. One of the -- one of the disabilities of getting old is the loss of hearing. So -- and I'm afraid I'm just getting a little older.

THE MODERATOR: So he's going to talk about the problems faced by women in mining, industries, Ken?

MR. KENNETH LEDFORD

A. (By Mr. Ledford) I was given the choice of either staying here or going down to the podium and I chose to stay here. I should just end my speach by saying Amen to whatever Hilda said because she gave a better union speech than I could. I will accept my flowers outside.

I'm international representative for Progessive Mineworkers. And my district covers part of Montana and all of Wyoming. I represent about 1,800 members who primarily work in coal mines in five different coal mines in this district. The mines which I am the representative of are the Decker [illegible] Mine, which is located north of Sheridan, Three-Arch Mineral Mines in the Hanna Basin, and the Pacific Powers [illegible] Mine, the Bridger (Phonetic) coal mine in Rock Springs.

We do have other interests, but I'll confine my

comments just to the coal mines in that industry right now.

I was asked to appear here and to prepare a paper on the problems which women and minorities face in the mining industry, in obtaining employment in the mining industry.

I attempted to gather some information, and in some cases, the companies refused to give the information that I had requested, even though we represent those employees. For instance, the Arch Mineral Mines refused to give the numbers of women working in the three mines in the Hanna Basin, instead they asked that I merely say that they have an affirmative action program.

I would look quite like a fool if I did something like that. I went ahead and researched and I found out why they would like for me to do that. Because they really don't have very many people, very many women working in those mines.

For instance, out of about 200 women in one mine they have nine -- out of 200 people they have about nine women, and 15 other minorities. They couldn't tell me what those minorities were. They had four women in another mine, and three in another. They, along with Peter Kewitt (Phonetic) Company, which owns and operates several other mines around the district that I cover, have nothing to be proud of as far as the records that they have in hiring minorities and women.

I've waged about a two-year battle with the Peter Kewitt Company over the way they treat both women and Indians in the Sheridan area. I don't know how far along we're getting with this thing except that it was encouraging to be invited to speak at this gathering.

Now, apparently it's getting to someone's attention that we of the progressive mineworkers disagree with the policies of the Peter Kewitt Company.

I'd like to give you an example of their policies. Now, up until a couple years ago they were very open as to their policies as far as hiring women. They would not hire them, that was just a plain fact. Now, the -- there was several charges filed with the equal opportunity agencies, and after this was done, the company started to hire a few. They only had one change room, and one shower facility, toilet facilities and so forth. They said that if a woman wanted to work at their mines, they could live under the same conditions as men, put them in the same rooms. Of course they could, because there was no laws to prohibit this.

I talked with them for quite a while, and after I could see that it wasn't going to do any good to talk with them any further, I requested that the fedreal mine inspector make an inspection of the facilities at the Decker mine, and although I knew what the outcome was going to be, that it was still part of the process of getting some public

attention focused on the Decker mine.

The federal inspector come back and he told me that, well, you're right, he said, they do have just one facility for the men and the women and in a letter that he prepared for me, he describes the situation as being deplorable and degrading. And armed with this, and knowing some people in the news media, I started out on the next step and -- which was to focus some attention on the problems at the Decker mine.

And at the same time I wrote a letter to Mr. Lathafer (Phonetic), who is the undersecretary in charge of the federal mine safety administration back in Washington, D.C..

Once the story hit the newspapers, the company couldn't stand that. It's like a kid, you know, find out something and his bigger brother, if you say I'm going to tell mom on you, why, the bigger brother slaps his hand over your mouth and keeps you from telling. This is the same thing that the Peter Kewitt Company tries to do. Keep you from making it public.

THE MODERATOR: Ken, you have three minutes.

A. (By Mr. Ledford) Okay. We were able to bring about changes. Laws have been changed, they now have separate facilities, and things on the surface are starting to change. I wish that I could go into other instances where things are happening. Where women are not being treated right,

Indians are not being treated right in that area, but the time will not allow it.

I would like to close -- I think you have to focus attention on these problems, it reminds me of a little story about people, you know that most people eat hen eggs. No one hardly ever eats a duck egg. Now, they say the reason for this is that a duck, when it lays an egg, walks off and never says a thing about it. A chicken will always cackle, and bring attention to it, so if you've got something that's really on your mind you better get out there and cackle and bring attention to it, and with that, I'd like to thank you.

(Applause)

THE MODERATOR: Thank you, Ken.

Next we have Rev. Arthur Waidmann, he's the coordinator for the ministry for impacted areas, he's going to talk about the Rock Springs, in fact he has a presentation here.

REV. ARTHUR WAIDMANN

A. (By Rev. Waidmann) I know you've seen a lot of coverage about Rock Springs in the media. Nothing particularly

bad comes out of the religious community, I'm in ecumenical work doing what is called ministry to impacted areas, and I thought in addition to the media which you've already seen, I'd like to do a multimedia presentation on what the ministry has attempted to do in the midst of impact and por -- also portray some of what impact is about.

Another former Rock Springsite just walked in a while ago, I see Andy sitting out here. Andy also came from Chicago as I did to Rock Springs.

A lot of people asked us to question and questioned, why did you leave Rock Springs, or why you leave Chicago and go to Rock Springs? It's a good question. But it's like the cartoon that I saw in BC, where the first cartoon is this characterization, please give me a sign. And there's no answer. The next cartoon is please, will you please just give me a sign? There's still no answer. Until the third cartoon and he's laying in his back and there's a stop sign laying on top of him.

Now in a sense that's what happened to me in terms of Chicago. I got a stop sign thrown at me and says it's time to get out of the hustle and bustle of the big city. Go to the nice calm west where everything -- then I discovered the real Rock Springs. So let me share with you a media presentation on what we are about.

"Wyoming, the plains where antelope play and ranchers

"in Stetson hats ride among the grazing cattle. The mountains, lakes and rivers. Where the young and the not-so-young live. Where fishermen fish, and hunters hunt. It's also an ancient place, once the bed of a great city, shaped and sculpted by wind and water into fantastic forms.

A place where geothermal mysteries bubble up in incredible colors. Yes, it's a place where the great drama of the American west unfolded, where the cowboy and the Indian fought it out. And every rail that was laid on the transcontinental railroad chain, the course of American history, and helped create a country.

Wyoming was the first state to give women the vote, and the home of the first woman governor, and first woman justice of the peace. Wyoming was a place where the operating of the mines turned deserted canyons into boomtowns overnight. Boomtowns of the 19th century. Boomtowns today. Coal, oil, natural gas, uranium, bring thousands of people to a once sparsely settled land. The energy crisis especially has focused attention on Wyoming's coal land.

In Sweetwater County alone there are an estimated 12 billion tons of coal reserves. In 1970 the least populated state of the continental United States, today Wyoming is one of the fastest growing states in America. That means energy impacted areas, boomtowns. It means explosive change and for many people, trouble. It's happening in the northern

"part of the state, Gillette, Sheridan and in the east in Douglas. It's happened and is still happening in Sweetwater County in the southwest.

In just five years between 1970 and 1975, the population of Sweetwater County doubled and the population of the town of Rock Springs almost tripled. Rock Springs welcomed the boom at first, the oldtimers, those who had lived most of their lives there, remember the 1950's when everyone thought the town would become a gohst town, when the coal mines shut down and the trains changed to diesel fuel.

Ability to meet, get monies and economic ..... growth would mean money and a better life for everyone but as the traffic poured into the town, for instance, a ten-minute trip to the grocery became an hour and a half. Parking places disappeared and potholes appeared. As became apparent, that the town was full of strangers for once everyone had known everyone else.

The oldtimers were no longer as certain that a boom was a good thing, or older people on fixed incomes found life especially painful as prices soared and as, often, their rents doubled and even tripled. In the stores, food, clothing and other goods, were not only more expensive, but limited in selection and often picked over. Perhaps worst of all, the streets were no longer safe, and many people, for the first time, began locking their doors.

"Of course, for some oldtimers the boom did mean money, it meant money for local businesses, both licit and illicit. It meant money for those who owned property, especially for oldtimers like Upland Industries, the brother company to Union Pacific, that with the federal bureau of land management owned 85% of the land in the county.

Nevertheless, there are a lot of unhappy people in an impacted area. Both oldtimers and newcomers. Change is constant, tumultuous, everything, homes, jobs, friendships, seem temporary. Most of the newcomers plan to stay only a few months, one year or at the most, two. In the beginning especially, most of them were construction men, working on the Jim Granger project of Pacific Power and Light, a proposed 1,500 megawatt power plant, that would transport power out of the state over a 1,000 miles into Idaho and Oregon.

They were also coal miners who would mine the 14-mile long strip coal field that was to fuel the steam electric plant. Or they were miners in the growing numbers of petroleum mines and reopened underground coal mines, or they worked in the developing oil fields where derricks sprung up like giant erector sets in the desert terrain. Some of them were truck drivers and railroad workers responding to the need for increased transportation to ship the riches of the county out to the rest of the country and of course

"supplies end. Many were just people looking for jobs, who had heard there was money to be made in Sweetwater County.

In the beginning most of them found work. But later, especially if they were unskilled, they ended up on welfare. For everyone housing was nearly impossible to find and they ended up living in trailers and isolated canyons, or in makeshift trailer camps, where the rents were prohibitive, the sanitation and other facilities unrealiable and the land and climate inhospitable.

Here the wives of workers locked their doors against the battering of the wind and the dust that covered everything. For days and nights at a time, while their husbands worked long hours in split shifts, their only social exchange would be with their children, if they had children.

If they had access to a car, there was noplace to go but to town to shop. There were no community centers and the churches and clubs seemed like the bastions of the established community, but none of them were reaching out to the newcomers either.

And at best, would only reluctantly welcome them should they appear at the door. It was a man's world, most of the jobs were for men. This brought many single men and men without families to the area. In some of the camps, locked in their trailers and campers, women would hear the men drinking and brawling after a day's work.

"The incidence of rape in Sweetwater County went up with the boom. So did wife beating and child abuse. Tired, irritable husbands would come home to their depressed, lonely wives and violence would inevitably follow. Many times it was augmented by alcohol and drugs, which became major problems in Rock Springs. Not only among adults, but among young people.

One mental health worker reported that it's not unusual for children as young as 11 or 12 to offer him a marijuana cigarette or speak of a recent beer bust. Schools had been overwhelmed by the initial influx of young people, and for the first couple of years, there was little increase in the tax base of the community, and therefore in the school budget.

The problem was not only one of additional students but of student turnover with classes changing constantly. And there was a fairly stable teaching staff, but teachers were frustrated by the job as well as by living conditions in Rock Springs. Even before the boom, young people looked forward to the day when they could leave the town and even after the school and job situation improved, their problems persisted.

There's nothing to do in Rock Springs, was the most familiar complaint. They hung out at night along the streets lots of grocery stores and business frontages along the city's

"major thoroughfares. Even within the last year there have been several youthful suicides.

Medical services, too, fell short when the impact began, the county hospital had been built in 1894 and was inadequate, even for the 1970 population. Here, as in other areas, local government plagued by corruption and inefficiency, was slow to move. And a new hospital is only now being completed. And of course, doctors were and still are difficult to get and keep in a town like Rock Springs.

Mental health and counseling services were also found lacking. The southwest counseling service was inundated with people in emotional trouble, the small staff found itself working 60-hour weeks. The pressures on the staff of both the job and the place itself meant that few of them stayed on for more than a year, and after three years Ken Watkins was senior member of the staff. Even ministers fared no better.

Carl Stark, in Rock Springs since 1974, counts himself today as one of the senior ministers in the county. Today, though the rate of change in Sweetwater County has slowed and many of the problems have begun to seem manageable, other parts of the state are at other stages of the same process.

Although each situation is different, all of them face one overwhelming problem, the need to work as whole

"communities to cope with the impact. But how can a community be created where so many of the people have only just arrived and look forward to leaving again so soon?

Many of the newcomers choose not to get involved because they know they'll soon have to say goodbye. Many, both oldtimers and newcomers, either feel indifferent or worse, like helpless victims, they're isolated, waiting for someone to reach out to them, but no one does. Even the agencies who were supposed to be working to solve the problem are isolated from one another in Sweetwater County.

One former Episcopal bishop, David Thornbury, one of the originators of the ministry to impacted areas, visited Rock springs at the height of the boom, he found at a meeting he called that city and county planners were meeting each other for the first time. The various social service agencies working in Rock Springs had little or no contact with one another, as recently as a year ago. And even the churches have done no better. Even today most of them are not cooperating with one another to help the people in trouble in Rock Springs.

However, in Green River, about 15 miles away, the ministerial association provides emergency assistance to transients passing through the area. But the ministry to impacted areas established by the Wyoming Church Coalition, has functioned in Rock Springs and Sweetwater County to

"bring concerned people and agencies together.

The result has been the establishment of the volunteer information and referral service to coordinate local volunteer needs and provide information to new residents. Juvenile residents. The child protection council, a citizens action group to try to prevent child neglect and abuse.

Rock Springs' first YWCA, still the only community organization reaching out to women. And in the process of being organized there's also Youth Home, Incorporated, a residence program for troubled youngsters.

Yes, these programs have helped to develop new leadership in the community, a need that exists throughout the state. Hopefully the church will become involved in the near future in training to retool old skills and build new ones so they can help their communities deal creatively with impact.

In Rock Springs, industry, local government, the college, social service agencies, are solving some of the problems. But the churches are uniquely equipped to bring Christian values and concern for people to the problem-solving process.

Newcomers to Wyoming are not only bringing problems with them, but fresh ideas and skills that can help transform problems into opportunities. Many people in Rock Springs welcomed the boom because it opened up a closed community

"to the rest of the country and to the world.

For example, Wyoming, man's country, is becoming, as it was in its beginning, a place of new opportunities for women. Yes, there has been economic growth and new opportunities, but through it all there remain many, many unsolved problems and unanswered questions.

If the communities really work together they can determine the kind of change that impact brings with it. For example, is it cool for the community when business moves from downtown to a new shopping mall at the town limits or does it mean that Rock Springs, like many larger cities, will lose its downtown area to urban decay? Or again is every mine or oil field an unmixed blessing? Or is the environmental damage sometimes unacceptable as many ranchers and Indians feel in the Sheridan area?

What should be the role of the church in all of this? If it is concerned for people as the Gospel says it must be, then shouldn't it stand with them? Shouldn't it help to heal them when they hurt, shouldn't it produce, struggle, do whatever is necessary in the search for community and justice in a tumultuous time?

Yes, Wyoming is changing, but how is up to all of us."

[illegible]

(Applause)

A. (By Rev. Waidmann) I have a few observations to make regarding what I have seen since I've been involved in this process for women and minorities. And it's been very limited in terms of minorities because the minority community is very small, essentially, and also unorganized.

In terms of the job market, I do think what we said in the slide show is correct, that there are new opportunities for women in terms of jobs. Unfortunately, with the increase in number of jobs and the variety of jobs, the jobs still, for women still tend to be in those areas which are low paying and lot of, lot of women who have some skills are not able to fully utilize those skills. There are some women working in mining, and a lot of women working in construction, you know, holding signs and all that kind of thing, but that still is not equal to what I think the capabilities are.

I think it's the traditional labor market for women and minorities. For instance, job service in Rock Springs is almost entirely women working in job service. Why? Basically because it's a low paying job, and most of the men can find higher paying jobs in industry, in other industry in the community or not going to work for job service.

In terms of opportunities as opposed to those kinds of problems, you know, the director of job services is a woman, obviously the director of the YWCA is a woman, women are moving into some small business opportunities if they

can get into the entrepreneurship I think there's some opportunities there.

There's also opportunities in the political arena and I personally happen to be involved in the politics of Rock Springs in the support of getting a woman elected mayor, and that ain't easy in Rock Springs.

Socially and culturally, I think single women have a major problem, I think Andy can echo that. One woman said to me, a single woman said to me in the process of preparing this slide show, that how she dresses when she goes out at night depends on, you know, what -- what's the mood she's in, and in terms of having relationships with men. If she wants to -- if she wants to make sure that she's not going to be hustled, she wears her jeans. Now, if she wants to go out and have a good time and possibly try and find a decent relationship, with the opposite sex, without feeling she's going to be immediately hustled into bed, then, you know, she might wear a dress and hope that she's not hustled too badly. But that's a -- that's an on-going problem and it's a problem for the single male who's not out to do that kind of hustling. Because the single male then also has a problem in just trying to develop some honest, open relationships.

The other -- another single woman said to me that the one good thing that she likes about being in -- in that small

community, having come out of Chicago, another Chicagoan came to Rock Springs, is that at least she's a bigger fish in a smaller pond, and there are opportunities for her to participate in terms of community life.

To be involved in a political arena where she might not have been able to do that elsewhere. The YWCA, as the slide show says, has been the most crucial program in terms of meeting the needs of women, city administration, county administration did nothing in terms of recreation, did nothing in terms of meeting some of the fulfillment desires that I think women have that do come to this community.

It's providing enrichment classes, building a women's resource center and it's also -- also moving to establish a residence for battered women, because that is an increasing problem and its impact to the community.

I got a lot more to say but I guess I'm out of time.

THE MODERATOR: Thank you.

(Applause)

THE MODERATOR: Next we have Alma Lantz, psychologist from the Denver Research Institute, she's going to talk about social and psychological problems of women and their families associated with rapid growth. Alma?

MS. ALMA LANTZ

A. (By Ms. Lantz) I should have picked a shorter title.

I'd like to share with you, briefly, just a few things that Denver Research Institute has done, is doing, is planning to do, will do in the future, in terms of research regarding rapidly growing communities. And it's not necessarily a plug for the organization, it's just who happened to do the work.

A while back, under a contract from the Colorado West Mental Health Center, we did a small study to look at the problems associated with rapid growth, and the difference between our studies and -- or our study that time and a lot of other EIS statements is that we tried to aim at the real social problems as opposed -- that impacted people and social service delivery systems. We went to Craig and chose Craig for our site, and compared data from 1972 to 1975, and this was roughly a period when the special census indicated that the population of Craig had doubled in size.

In fact, it probably was a little more than that, but for our purposes to assume that it doubled in size.

We categorized types of problems that occurred. We looked at substance abuse, which included alcohol and drugs, family disturbances and family violence, which is wife battering, social service complaints, that sort of thing,

child behavior problems, they were basically the records we couldn't get because they were minors, police records, assault against people and property.

For each of our major problem areas we went across agencies and tried to develop a feeling for how many incidences occurred in that problem area. For example, with alcoholism we would combine the police and sheriff's records for DWI, social service records where one of the parents were classed as alcoholic.

Mental health records, hospital records, where alcoholism was primary diagnosis. From this we tried to get a feel for the average percentage increase during that period of boom when the population doubled, and an example of some of the things we found was that substance abuse increased about 623%, that family disturbances increased about 350%, problems with adolescents increased over 1,000%, crimes against persons increased over 900%.

We went back and tried to see who was having these problems. And a lot of these records we really didn't have access to the records, but we took a sample from the mental health records of the number of cases opened.

In the 1972 cases, the cases opened was predominantly male. In 1975, when we went back, it was overwhelmingly female. This might indicate that the problems of the rapid growth were falling on women more than they were on the

men. However, the base year was so atypical because usually women are the case load at mental health centers.

We also went back through the records and tried to determine whether the people were oldtimers, so to speak, or whether they were in in-migrants that were having these kinds of problems.

In general, the population was split, half newcomers meaning they had come in the last two years, and half old-timers. We found the problems were split about down the middle. It was, it varied by whether we were talking to schools, hospitals and so on but on the average they were split about down the middle.

Two things that were particularly of interest to us regarding the data. The small numbers of problems in the base year of 1972 makes our number statistically a horror show. On the other hand, it makes them more important in the aspect that Craig was not prepared to deal with them.

I think you can make the argument that an increase from 20 to 40 cases in such and such in terms of social service agencies is less dramatic than a shift from zero to almost any number. Because they've had some prior experience with it, they have some knowledge of staffing pattern, how to dispatch, all of those sorts of things, so the small numbers in the base year are very important.

The other thing I'd like to point out about the data,

is that we took average incidents, so one person or one individual might have five or six or ten incidences, but since this was done for planning purposes, for the State Legislature of Colorado, we felt it was important to look at the load that was going to fall on the social service agencies.

Also we lumped together, for a variety of reasons, mostly the budget, substantiated and unsubstantiated cases. In other words, we took the logged police calls as one indices.

Some of those complaints may have been founded, others may not have. What we really have is an index of the changing perceptions and reporting of the citizens. Not necessarily of the actual problems themselves.

I think part of our interpretation of the data is that previously, if a neighbor was involved in a complaint, it would just never come to the attention of the police. Now, if a stranger was involved there was a much greater tendency to take that complaint to a formal agency.

I'd also like to tell you two things that DRI is currently doing. We just received a three-year grant from the National Institute of Alcoholism and Alcohol Abuse to do a three-year longitudinal study of probably four rapidly growing communities, and this was based on our earlier finding that alcohol-related problems increased so

dramatically at that time when consumption of alcohol per capita really didn't appear to increase.

The problems increased, the consumption probably did not.

We will be working and taking data similar to what we took in the Craig study but much more detailed in all of these communities over the four years -- I mean over the three-year period, and then attempting to work with the community in providing some education directly related to their community on the costs of these problems, and then see if they will start any prevention efforts.

The other thing is that DRI is the national clearing house for, along with American Humane Society, for child abuse and neglected. We have started and as of last week, we're doing separate computer runs by county in the western area to look at the growth of child abuse and neglect cases in rapidly growing communities.

We have the computer printouts, we have some numbers but we really don't know what they mean yet. Again, reporting systems vary dramatically and so on, but we don't understand exactly what our data means. I think that it's my understanding that they will be included in the proceedings of this conference, however, even though we aren't ready to present them today.

Finally, I'd like to make a plea for some particular

aspects of research to be conducted in rapidly growing communities. When we started the Craig study we found absolutely no objective systematic data regarding the problems that impact individuals other than sewer systems, seats in the high school, more psychological personal kinds of problems in those communities. I don't feel from a researcher's viewpoint that our data is particularly good, either.

For these kinds of studies they need longitudinal tracking. We have developed a theoretical framework that I feel is in general concurrence with what has been said here today, by almost every speaker, in looking at the fact that very rapid change creates stress on every individual that's working under that system -- I mean living in that system.

There's a lot of studies being developed over the last 20-year period that show when an individual is under stress they have increased susceptibility and increased probability of showing a high variety of both physical and mental problems. So I think it's very expected, if one believes this 20 years of research, to expect that a lot of these social, psychological and physical problems are going to show up in these communities.

I think some interesting things, in terms of mitigating strategies are suggested by this kind of framework. Because very recent research shows that probably the one buffering

agent against this increased susceptibility to physical and mental illness is in fact the social support group. I'm not sure that anybody has adequately defined what social support group is, but I think most of us know what it is.

There are both formal and informal mechanisms, friends, family, acquaintances, not only is there stress in these communities, but the support group itself changes and probably causes a great deal of additional stress.

The mitigating strategies that have been suggested today, like in Rock Springs, really deal with trying to shore up the support group available both to the oldtimers and the newcomers in the community.

And in closing I'd just like to share one other example of this kind of strategy that was used in Grand County, in Granby, Colorado. Jody Kasover (Phonetic), who's head of the mental health clinic there, in a two-month -- I guess it was a two-week period, had ten attempted suicides in a baseline population of 7,000. Not knowing what to do about it, she started what started out to be called the Grand County Greeters. It was a group supported by a certain part of the mental health agent for training.

A group of people got together, did the same kind of things as a group as was done in Rock Springs, they developed an information and referral system for newcomers, various activities to help newcomers integrate into this

community. In the process they, themselves, got very close to each other, and formed a support group for each other as well as for the newcomers. And while Granby still has a great many problems, the real severe problems that were seen in that month period have never reoccurred.

And I think that there are a whole wide variety of options that really are suggested by this approach of trying to keep the social fabric together even though many physical elements in the environment may change.

(Applause)

THE MODERATOR: Thank you.

At our far right we have Maggie Aro, the chairman of the Colorado SAC and Juana Rodriguez from the -- chairman of the Wyoming SAC and they've deferred their time to you to ask these people questions. I guess I'll entertain a few questions again, thank you.

So I'll take three questions.

No questions? Yes?

Can you stand up and give your name and affiliation and all that sort of stuff?

Q. (By Mr. Barbarossa) What's longitudinal tracking?

A. (By Ms. Lantz) It means, by that I'm referring to looking at a community over a period of years. Most of the

studies that have been done, like ours, went in at one point in time. So we have no idea what the effects over time on the individuals are. Whether their mental health gets worse, who moves out, who moves in, we just take one spot at one point in time.

I think what we need to do is look at that community over a period of time.

THE MODERATOR: Can you give your name and affiliation, please?

Q. Omar Barbarossa.

THE MODERATOR: Maggie Aro?

Q. (By Ms. Aro) I would like each panel member to briefly touch on what they feel, having the evidence given as you have piled it up before us, of whose responsibility is the problem, and who must we put the pressure on to do something positive? There are many facts that you have presented, many problems, and a few solutions have been noted. And if you each could comment as to what you see as the most needed factor. Could you?

A. (By Rev. Waidmann) I'll be gutsy and try and go first.

My feeling is that we've got to lay heavy on the corporate structures that are coming into the communities to be wide open in terms of the kinds of information they have relative to development, and wide open in terms of working with the governmental agencies that are going to be

involved as well as the various other agencies within the community, so that they all sit down around a common table and do some planning, long range planning as well as short range planning.

I think it has to be a total multi-disciplinary approach, that's the only way I think you can go.

THE MODERATOR: Any questions among each other? In your cross discipline?

A. (By Ms. Lantz) I think I'd like to respond to your question. I'm not sure but what so long as we phrase the question in whose responsibility is it, we aren't going to make as much progress as we might. Irrespective of whose fault it is, I'm not sure any real solutions can come about unless everybody takes some share of responsibility to mitigate strategies.

I'm not sure that even the best of corporate structures dumping all kinds of money would solve all the problems if the community itself did not take some responsibility for what kind of community they wanted also.

A. (By Ms. Grabner) I agree totally with you, it rests with the people equally as much as the corporations. There's no corporation on earth, I don't care where it is, who it is, which it is, is going to do any more for the people than what they absolutely have to. We have learned that from past experience. And unless people make up their own minds and

they've got to start, it's got to start with the children.

We are getting to the point now where it's getting almost too late unless people band together and I've said before, do not be divided and conquered because that is exactly what happens.

We have people in public office in different communities that are so set, really, against the people handling things themselves and doing anything for themselves, because they feel it's taking the power from them, they have their own way of going about things. And the people have to decide themselves how they want to do it.

But it has to have leaders, there has to be leaders amongst the people. People who are not afraid of what I call the hierarchy and by the hierarchy I mean your local governments, not just the national governments, your local governments actually are more important than your national government to this extent. I don't mean to take from the national government, but unless your local government doesn't back you 100%, you have to take it into your own hands and then go above their heads but not be afraid to do it.

So many people are afraid to tread on someone's toes and in the past, people have tried to be leaders, people have even come into the community like western action and tried to get people to hold together, even trained them,

taught them, taught certain people how to be leaders. But there's always a certain faction, that's always ready to sort of disrupt. They must either be ignored or brought into the fold, and it rests with each individual community.

You have to keep your strength and take the strength. We need a -- we need a few more specialists, not a few more politicians. We have our politicians but they're not always working for the people. We need people who are dedicated, not people who are out for that $5,000.00 raise each year, and yet want to take it away from the lower paid people.

And that is exactly what is happening. It rests with the people in the local communities, they must join together and stick together. I think it's more important for you people to get together, get your organizations and work with your organizations. If they aren't fruitful, then go to a higher category. But stick together, that is your main point. And get some good leadership amongst yourselves.

You know what your needs are and you've got to fight for your own needs. If you don't fight for your own needs your congressmen, half of them are not going to worry about it. They're -- they've got the job in Washington and politics means more to some of them than what the people do.

THE MODERATOR: Thank you. Question here?

Q (By Mr. Ellis Cose) Ellis Cose, Joint Center for Political Studies and I guess my question is really in the

sense of asking for clarification, because I'm hearing a lot of things. And I'm not quite sure which way they're being said.

More specifically, every study that I've looked at regarding boomtowns has spoken to the fact that the local fiscal base is stretched, and I'm hearing things from the panel in terms of we ought to work together and it's everyone's responsibility, but the reality is that some of the funds that are needed are not available locally, and what I'm asking for the things like building schools, for structural type needs which have to be met, and the question that I'm asking is, is there a sense among the panelists that there ought to be a legislative responsibility by developers to take -- to build a certain number of schools or a certain number of homes or what?

And I know that some companies are doing that voluntarily but what I'm asking essentially is in internalized in the cost of production is there a sense that there should be a legislative responsibility? And if so, to what extent?

A. (By Ms. Holliday) Can I respond to that first? I think there is a responsibility and I think sometimes it does have to be legislated. In the State of Montana we have 30% severance tax. In Montana we have a 30% severance tax on the coal that is extracted from Montana, and I think it's up to the people to see that that 30% funding is used in a

manner which will help the impacted areas, whether it be in the school systems or in the services.

A. (By Rev. Waidmann) I would echo that. In Wyoming we have an industrial siteing act which requires front end money to be put into the community by a company if that company has a facility which is 63 -- worth 63 million dollars or more now, but that escalates year after year in terms of value. That's an attempt legislatively to do something about that.

Your comment about the school situation, in Sweetwater County, Wyoming, it took that brief lag time, there was no front end money, but now that the -- we've got the highest tax base in the state. And there's just money to burn in many instances and they burn it in some of the wrong ways, because -- because the people are not involved in many of the decision making processes and I would have to echo what Ms. Grabner was saying, you know.

And I came in as an outsider to a community that was -- people were complaining about intimidation and threats, you know. And I heard that and they said they wanted to try and change things and so I got involved in terms of political reform, and tried to move in that arena.

And now people are saying because we won the first round victory and we're on to the second one, that now they can come out of the closet and start talking back to some of

the hacks. But somebody has to step out, again as Ms. Grabner says, take the lead and say hell no, I'm not going to be intimidated and we've had death threats and everything else but we don't stop, we just keep on going.

Q. (By Ms. Ann Charter) I have a question. Ann Charter from the Northern Plains Resource Council, repeat.

I've had the feeling from the speeches and the panel discussions that the theme of this conference is how to make the best of a bad situation, and what I want to do is ask this panel if they agree with the general tone of this morning's speakers, that the only way to go is more boomtowns and more and more energy development? Is that the question that we're facing?

THE MODERATOR: Anyone want to answer that?

A. (By Ms. Grabner) I don't think we need any more boomtowns in the first place. Not -- not unless corporations, when they are through, take care of those boomtowns. And do justice to the people who are left behind, the people's lives which are being interrupted.

I understand that in some of these boomtowns, I'm not quite sure, but 5,000 men with the right equipment can move about 200 million tons of fuel in a very, very short time. Look at -- look at the surface, look at the ground that is taken from that. And look what's happening into all -- in all these communities?

I really don't think we need any more boomtowns, I need -- I think we need the taking care of the people who are suffering from these boomtowns, and I think some of the individuals in them deserve part of the corporate gold that's taken from it.

(Applause)

A. (By Ms. Holliday) Ann, I feel I must respond. First of all I think that boomtowns are inevitable, we'll always have some form, some type of boomtowns. And I think that when we have those, we must deal with them as effectively as we can. And make them as good or better in all possible ways, whether this is education or public services or whatever.

At the same time, I still respect the wishes of those in agriculture, of the Native Americans, to do whatever they see fit in discouraging development, if if affects them, and their ranches, their reservations, or whatever.

I think we have to be compatible and I think we have to cooperate and compromise.

THE MODERATOR: Yes?

Q. (By Ms. Alberta Henry) Alberta Henry, Utah Advisory Council. I guess my question would be to Rev. Waidmann.

I enjoyed the pictures and your talk, and I notice

what you're doing for women and since we're here for women and minorities, my question would be, what impact is energy having on the Native Americans that are in Wyoming, and what are the churches doing about them since I did not see any of it.

A. (By Rev. Waidmann) I have not personally been involved in any attempts to deal with the Native American. And the churches, as far as, so far as I know, are not doing anything in terms of the Native American exploitation or whatever. Within the State of Wyoming in terms of energy development.

I'm not -- I'm not for sure where that really has, where a lot of the exploitation takes place except in the Riverton-Lander area.

THE MODERATOR: Yes?

Q. (By Mr. William Freudenburg) My name is Bill Freudenburg of Washington State University, I'd like to build just a little bit on the question from the woman from the Northern Plains Resource Council.

It seems to me that there are two difficulties, two problems that it's especially important to try to watch out for when you're dealing with rapid energy development. The first is a tendency to focus specifically on economic problems of the local areas, it's pretty obvious and pretty reasonable for people to want to worry first about the most

obvious and pressing problems, my God, a 1,000 new people we'll have to have homes for, water and sewer system for them, you just have to have a place to house the bodies and those are kinds of problems that can in fact be helped by the kind of front end financing and money, dollars to help those problems.

But even if you take care of housing and bodies, there are a lot of other needs that human beings have because we are human beings that are simply not touched by financial pressures.

The second danger is that we assume that whatever developments are proposed are inevitable in the form in which they're proposed, that it's either this development or no development whatsoever.

It may, that's probably reasonable for something that's likely to go ahead one year from today but it's not all that reasonable for something that's not likely to be -- begin construction for another ten years. And it may be that if we think carefully now about the future, we may be able to expand our options to create a number of types of developments, specifically encourage developments that do not cause disruptions because in fact the irony of this whole situation is that growth itself is not in the least bit evil.

The towns that are experiencing growth now and worried

about it have been seeking the growth for decades.

The difference is the amount of growth that comes into a town and how quickly it comes in. A coal mine opening up in a town does not create a boomtown, it's only when we've developed massive facilities, a coal mine will take a 100 to 300 workers, a coal conversion plant may take 2,000 workers and there's a tremendous magnitude of difference there.

A town can adapt socially to an additional 300 people, and in fact it usually doesn't have to be because most of those 300 will live in the town in the first place. It can not adapt socially to the influx of 3,000 new people. And maybe if we think more about expanding our options we can avoid some of those problems in the future.

Is that something that anyone on the panel would like to respond to?

A. (By Mr. Ledford) I don't know, I'll tell you what I would like to give you, my impression of what causes boomtowns. The companies themselves cause these boomtowns. I have in my office right now several hundred applications from people who are qualified and who have lived in the Sheridan area or in these other areas and who are being passed over by the companies. They are going down to Arizona, they're going back east to Illinois and they're bringing people in and the people in the areas, the Sheridan area, the Buffalo

the Hanna area, those people are being passed over, that's what's causing your boomtown, and your people that are -- have lived there for years are the ones that are suffering.

I think that the companies, I'd like to go back just a little bit farther to one of the questions. Who's to blame? I think the people of this country, the people in this area, especially the women and the minorities, are being hustled by the companies. I think that you, an affirmative action program is not worth the paper it's written on unless it is implemented, unless the government or some agency goes back, if it takes week after week and checks on that company and makes sure that they're living up to the terms of that affirmative action program, until that's done I don't see any help for anybody.

(Applause)

Good intentions of the company can make a good deal of difference, as can proper formal planning measures but at the best you're still simply making the best of a bad situation as she said earlier, and what really counts, what really creates the massiveness of the boom, is not the evil intention of any company because in fact some of the companies that have caused the worst disruptions really are run by fairly nice guys, it's just the nature of the

development, it's bringing that many people into the area that quickly, whether you have evil intentions or good intentions is a sure fire method of creating massive social disruption.

THE MODERATOR: We'll just answer this question here with the panel and we'll have to close out here. Do you want to respond to that again?

A. (By Rev. Waidmann) The only response I have is I saw some statistics somewhere and I thought it came out of DRI, that talk about the size. You talk about 300 people being added to the community does not necessarily have to disrupt, but if that community only has 150 people to start with, it does disruption and unfortunately that's the situation in Wyoming.

We don't have that many towns of subsequent size so that any development in Wyoming just totally disrupts and I don't see any way around that, you know, and I agree with you that there needs to be a look at what this does long way down the road.

I don't see anybody really hustling that piece at all.

A. (By Ms. Grabner) I'd like to inject a thought here about the same thing. In Utah about the same thing is happening, everything is beginning to boom. And in some places, bust. Because people are so strung up and housing is getting so scarce, rents are so high that people, in spite of higher

wages, because of the boomtowns, they're not better off.

It's costing them ten times more to live and both rentals. If people -- people are living in trashy homes, the homes are no better, they're demolishing good homes, good housing to put up highrise apartments, it saves space, these highrise apartments save space, what are they going to be?

In a few years they'll be ghettos. The way they're thrown up, the -- the real estate people are the ones making a fortune out of a lot of these boomtowns, and these houses are going to be worth less in a few years, people are going to be left holding the bag.

In the meantime they're paying double, three times the rents that they should be paying, it consumes half their wages before they start living. Inflation has gone up so high, utilities have gone up so high, if people don't pay the rents they're evicted. If they don't pay the utilities the utilities are cut off.

So in many, many thousands of instances, people are not, they're not one bit better off in the boomtowns, a certain class of people, and the companies are benefiting more from these boomtowns, particularly women. Women are the ones who usually pay the bills, they have the worry of paying the bills. They usually pay all the accounts. They have the raising of the children. And they have the clothing

and the feeding of the children. Children are fed well, sure. Some of them are fat, but not from the type of food they should be eating. Boomtowns certainly don't add that much. It may give jobs, but it's not adding that much to a lot of people.

The poorer people never become better off. Very often it's a construction people and the people are very often it draws in, but it's not the people who really have been the builders of the town, that's my opinion about some of the boomtowns.

It does benefit a lot of people and it brings work in and money to spend but not to everyone.

THE MODERATOR: Can we just close, can we take up this maybe in discussion tonight which I want to give a little ad for and two of them will be in this room here, it's going to be split up through the middle here and one on our future and what we do want will be in the hospitality room, in 205. And we can take up more of this discussion then, is that right?

Q (By Mr. Barbarossa) What was that again?

THE MODERATOR: We're going to have discussion tonight at 7:30 and two of the sessions will be in this room here, okay? And one on our future and what we want is going to be in 205.

(Dinner recess)