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

(Informal Discussion Group:)
(How to help your town survive)
(the boom.)

REPORTER'S TRANSCRIPT

PARTICIPATING STATE ADVISORY COMMITTEE MEMBERS:

William Levis, Esq.
Eleanor G. Crow
Jamie C. Ring
Josephine B. Ruud
Gloria J. Monroe
Bill Freudenburg
Ann Ober
M. J. Philippus
Alma Lantz
Geraldine Travis
Elizabeth Moen

Taken at Stapelton Plaza, 3333 Quebec, Denver,
Colorado, on November 2, 1978, at 7:35 p.m., before
Mary Kay Hale, Qualified Shorthand Reporter and Notary Public
within Colorado.

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Meets
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HYATT, WEDGWOOD & ROLL
731 GUARANTY BANK BUILDING
817 17TH STREET
DENVER, COLORADO 80202
(303) 825-2761

EILEEN CHARLES HYATT - BARBARA J. WEDGWOOD - DEBORAH M. ROLL

UNITED STATES COMMISSION ON CIVIL RIGHTS

ROCKY MOUNTAIN REGIONAL OFFICE
EXECUTIVE TOWER—SUITE 1700
1405 CURTIS STREET
DENVER, COLORADO 80202
TELEPHONE: (303) 837-2211

January 17, 1979

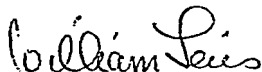
Ms. Mary Kay Hale
Hyatt, Wedgwood & Roll
817 17th Street—Suite 731
Denver, Colorado 80202

Dear Ms. Hale:

Our office has reviewed your transcript of the informal discussion group entitled "How to Help Your Town Survive the Boom". We appreciate the excellent work you did in transcribing that meeting. For the purpose of clarification, I have made the following corrections. On the title page and at line five on page 62, it should read "Stapleton Plaza". Line 11 on page two should end "boom town". On page 32, part of line 13 should read "32,000 bits". There are two corrections on page 47. Line four should begin "from Todd County" and line eight should start "Navajo County yet",

Again, thank you for your reporter's transcript.

Sincerely,



WILLIAM LEVIS
Regional Attorney

cc: Roger Wade

WL:wlh

PROCEEDINGS:

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MS. CROW: I suppose we can go around and say something about ourselves and what we have to do with the groups. We're supposed to be discussing: How to Help Your Town Survive the Boom.

I am with the Colorado Civil Rights Commission and have been housing director for about the last two years. We were doing some studies for HUD during the last year, part of which involved analyzing the land use practices and housing availability for low, moderate income persons in a group town in western Colorado. And we selected Meeker and conducted a rather thorough study of the potential boom town of Meeker, Colorado into Rio Blanco County where the oil-shale industry is just starting to develop. I guess that will be enough just for an introduction.

MS. RING: I'm Jamie Ring, and I'm with the Wyoming Advisory Committee to the Commission on Civil Rights. And I'm not sure that I have a solution, but I would like to know how to help my community and my state survive the boom that has arrived.

MS. RUUD: I'm Jo Ruud. I'm state program leader for Home Economics Extension. We have, essentially, economics in every county in the state. And many of our extensions are very concerned about some ways of reaching the women

1 in boom towns on some of their everyday concerns. You know,
2 not all of these big-deal--I'm not putting down getting jobs
3 and changing communities. But I'm really thinking that some-
4 thing we maybe could do is on a small basis. And I'm hoping
5 to find some means of a model, if you will, to reach families
6 in mobile home parks and similar mobile home families with
7 some kind of an educational model which will help them cope
8 with boom town problems.

9 MS. MONROE: My name is Gloria Monroe, and I'm
10 also with the Wyoming Advisory Committee. And the State of
11 Wyoming is undergoing, you know, a lot of growth. My primary
12 interest is in housing. And that's something that is needed
13 in Wyoming.

14 MR. FREUDENBURG: I'm Bill Freudenburg. I've
15 been in a PhD program at Yale University where for the last
16 three years I've been looking at the human consequences of
17 boom town development--fast-food joints, for example. And as
18 of yesterday, I'm now an official employee of Washington State
19 University where I'm going to teach about communities and about
20 social impact assessment and that kind of thing.

21 MS. OBER: I'm Ann Ober with Northwest Colorado
22 Council of Governments. And we have quite a bit of control
23 development planned for several of our counties in the region.
24 And our main problem is housing. That's what I'm most inter-
25 ested in, probably.

1 MS. CROW: Where are you located?

2 MS. OBER: Frisco, Colorado. It's up near
3 Dillon.

4 MS. CROW: That's called Northwest Colorado
5 Council of Governments?

6 MS. OBER: Yeah. We have six counties: Routt,
7 Jackson, Eagle, Summit, Pitkin and Grand.

8 MS. CROW: Oh, because I thought the Council of
9 Governments is farther west than that.

10 DR. PHILIPPUS: My name is Philippus. I'm
11 ordinarily a clinical psychologist, but I'm on the staff of
12 the Region Administrator of the Office of Human Development
13 Services.

14 MS. CROW: I think it's helpful to say of HEW.

15 DR. PHILIPPUS: Of HEW, okay. If you didn't
16 know, you wouldn't know what department that is. It's an
17 agency of the Department of Health, Education and Welfare.
18 And we have seven programs, basic programs. We have the
19 Administration on Aging. We have the Administration on Child,
20 Youth and Family. We have Head Start. We have the Children's
21 Bureau. We have Voc-Rehab. We have Title 20 which used to be
22 known as Social Rehabilitative Services. Title 20 is really
23 the Welfare part of Health, Education and Welfare.

24 And then, of course, we have the office of
25 Native American Programs which includes Indian reservations,

1 off-reservation Indians, Hawaiians and Alaskan Aleuts. And,
2 of course, our interest in what we call energy impacted com-
3 munities is a little broader than what you would call a boom
4 town.

5 For the last three months, I have been doing a
6 survey of what we call energy impacted communities in Region 8.
7 And that's generally Region 8. That's Montana, the Dakotas,
8 Wyoming, Colorado, Utah.

9 And we made the horrible discovery that by our
10 criteria--well, not our criteria, the criteria that's been
11 established by the states, that an energy impacted community is
12 one of two things. It's either a community that has some
13 energy activity that has been increased, or one that has some
14 potential energy activity such as a community where licenses
15 or leases have been issued.

16 The example I used earlier is Weld County in
17 Colorado, which has recently received 12 gas and oil leases.
18 So using those two criteria, we found out we have 305 such
19 communities in our region. We then found out that by contact-
20 ing the community on what they rate their increase in population
21 expected between now and 1980--and this averaged out percentage-
22 wise as a 20 percent increase.

23 Now, these communities range from 13 to 73,000.
24 It's a tremendous range. I don't know if you know what the
25 standard area of median is, but that's the mediation. Well,

1 let me--we found out that the average community that we
2 examined expected a 20 percent increase. The variation above
3 and below that 20 percent was from 61 to 24. So at least 50
4 percent of those communities we looked at can express an
5 increase of between 61 and 24 percent between now and 1980.

6 MS. CROW: Let's finish our introduction around,
7 perhaps; and then we can go back to this--to your discussion.

8 (To Ms. Lantz) Would you introduce yourself,
9 giving the reporter your name and how it's spelled.

10 MS. LANTZ: I'm Alma Lantz. I'm from Denver
11 Research Institute.

12 MS. CROW: And you can tell the group what your
13 particular interest in boom towns is. I heard about it today,
14 but . . .

15 MS. LANTZ: The D.R.I. has done work in boom
16 towns and rapidly growing communities for many, many years.
17 But I particularly am interested because we're just starting a
18 grant on alcohol in rapidly growing communities. So anything
19 I can find out in a discussion like this will help me.

20 MR. LEVIS: I'm Bill Levis, and I'm the regional
21 attorney for the commission. And for about three months this
22 summer I spent most of my time in South Dakota on a hearing
23 dealing with Indians' rights and had a chance to visit about
24 five reservations, several of which will be heavily impacted
25 by energy development. And there are several towns in

1 South Dakota that probably will, if they don't now, qualify as
2 boom communities.

3 MS. CROW: Now that we've gotten a feeling for
4 what everybody's background is, I guess we want to go ahead
5 with our discussion on how to help your town or a town survive
6 the boom. And who wants to start off on this subject? Suppos-
7 ing that you were involved with a specific boom town, you were
8 living in it or you had some way that you could work with it.
9 Start off with one thing that you would do to help this town
10 survive and to handle the stresses that will be created. Does
11 anybody want to--

12 DR. PHILIPPUS: Well, having been through this
13 in a little different phase, I will start off. As I said, all
14 of our programs are involved in one way or another. That's
15 going to be a mess.

16 MR. LEVIS: You say it's a mess. What do you
17 mean by that?

18 DR. PHILIPPUS: Is there a paper on Indian
19 water rights?

20 MR. LEVIS: There will be. There is at least
21 one respondent from the Rosebud Reservation who will be talking
22 about the particular problems in south-central South Dakota.
23 And then there will be two attorneys, William Veeder who works
24 in the Department of Interior, who will be dealing with that.

25 MS. CROW: And in particular, what we are

1 concerned with is the rights of women and minorities in this
2 boom town and what would we do about easing the problems which
3 they might encounter. Maybe that will help a little.

4 MS. RUUD: Would it be appropriate to start our
5 thinking about talking about what are some things we might do
6 to get started? I don't know if anybody here has been working
7 an awful lot. If they have been, they can share what they do
8 to get started. And then the ones that haven't been working
9 a lot could tell us how we could speculate. I mean, we all
10 have to start if we are going to work with the town.

11 DR. PHILIPPUS: Well, if you want to back up, I
12 didn't mean to get off on it.

13 MS. TRAVIS: I'm Geraldine Travis, and I'm with
14 the group from Montana.

15 DR. PHILIPPUS: As I said, if you wanted to back
16 up in terms of services for the symptoms that boom towns demon-
17 strate--let's say--what are they short, you know, what emerges,
18 the things that we've been hearing about, psychological,
19 sociological, health, et cetera. One thing we tried some years
20 ago that involved for the most part women in Montana--who is
21 from Montana?

22 MS. TRAVIS: I am from Montana.

23 DR. PHILIPPUS: Up by Cut Bank?

24 MS. TRAVIS: Yeah.

25 DR. PHILIPPUS: And that area, the national

1 Health Service Corps. As you heard earlier today, in bringing
2 professionals in to work with problems, the psychological,
3 sociological problems in the boom town communities--it's very
4 hard to keep the professionals there. It's the same problem
5 with physical difficulties.

6 The National Health Service Corps, for instance,
7 is a program that finances a physician to stay in a community
8 for two years, hoping he will continue there. But in our exper-
9 ience with placing 35 physicians that way, none of them would
10 stay. So we resorted to a thing that's been tried out of the
11 University of Wyoming--I think in Gillette or Wheatland--there--
12 using teams, teams of--in this case, in cutting back what was
13 the northernmost point. We had a physician, a dentist--and
14 this is in a mobile unit--a social worker and a lawyer. And
15 they would make weekly rounds of X number of towns in a given
16 area.

17 So anyway, this was one approach which I think
18 could apply to boom towns because you can't--especially where
19 you cannot get professionals to stay. I know in Gillette a
20 year or six months from now that it--

21 MS. CROW: Well, let's see. How is that solving
22 problems, then? If we are trying to involve ourselves in a
23 community and help it prepare for a boom town situation, where
24 might be a starting point? Let's see if somebody else has some
25 ideas. How about you, Is it Alma?

1 MS. LANTZ: Well, the obvious thing is to start
2 getting involved in the planning process that's--you know, I
3 think it stands to reason that the better prepared one is, that the
4 more likely to survive--

5 MR. FREUDENBURG: I was going to suggest that--
6 with all due respect to the theme of our session--we may be
7 asking the wrong question. It may be that if we want to avoid
8 problems in the first place rather than simply treating symp-
9 toms if or after they occur, the local community is not in a
10 position to do much about that. The major source of problems
11 both economic and social--it seems to me the major cause of
12 all of the problems we see is a rapid population influx. And
13 although all other things being equal, the thing that really
14 matters is how many people you bring into an area and how
15 quickly it's a social disruption and an economic and a logist-
16 tical disruption. Once you've said that you believe that--
17 and I do--there isn't really a whole lot a local community can
18 do to avoid the problems.

19 If you obtain the cooperation of the energy
20 facility that's coming to town, they can do a fair amount by
21 modifying what they do. And the first three commandments are:
22 Hire locals first; hire locals first; and hire locals first.

23 MS. CROW: Is that going to minorities?

24 MR. FREUDENBURG: It depends on who lives there.
25 In the case of the Indian reservations, it's clearly going to

1 benefit the Indians who live there. And if you have a company
2 that is willing to respond to the nature of Indian culture and
3 Indian history and not simply assume that you're going to have
4 people that seem just like well-trained industrial workers in
5 the mid-20th century in the United States, but actually realize
6 the kind of people they're dealing with and who respond flex-
7 ibly to the needs and the desires of the Indian people. A) you
8 provide economic benefit and jobs to Indians, who need them
9 more than just about any working group in America; B) you pre-
10 vent bringing in all of the strangers who are going to be
11 mostly white, in most cases, who will also not understand
12 Indian culture and who would otherwise lead to both logistical
13 problems, and I'd bet dollars to donuts who lead to cultural
14 conflicts of a variety of sources.

15 Also we should remember that almost by defini-
16 tion, roughly half of the population of any pre-impacted com-
17 munity is going to be female. And that is a tremendous source
18 of local labor. If a company is willing to get off of the
19 macho theme and actually hire women for what are traditionally
20 known as male roles, coal miners, bulldozer operators, whatever,
21 they'll find that the number of people who are already living
22 in the area and who are available as a "manpower" pool is sub-
23 stantially increased. And every time you hire somebody who
24 already lives in the area, you're not bringing somebody else in.

25 Now, there can also be things like if I were

1 suggesting things for a community to encourage that which is
2 specifically limited to women in minorities, I might talk
3 about part-time employment, for example, or seasonal employment
4 where you hire local college students and high school students
5 during the summertime, and hire local farmers and ranchers
6 during the wintertime. That sort of arrangement would buy more
7 good will for the company than anything they could purchase
8 for--

9 MS. CROW: But have time-sharing for two women
10 for one job or man and wife for one job, too, would be some of
11 those alternatives.

12 (To Ms. Moen) Would you introduce yourself for
13 the court reporter.

14 MS. MOEN: Betsy Moen, University of Colorado
15 at Boulder.

16 MS. RUUD: I think this is a very good point
17 that we try to prevent things on long-range. That's a really
18 good way of looking at things. But right now a lot of us are
19 faced with communities that we can no longer prevent. They
20 exist.

21 DR. PHILIPPUS: When you first used the term
22 "boom town," I assumed that we were in the boom town setting.
23 That's what you're talking about?

24 MS. CROW: I see it as preparing for a boom
25 town.

1 MR. FREUDENBURG: Well, there is another option, you
2 know. When I do my little song and dance tomorrow, I talk about
3 one of my favorite things which is, if we're willing to look at
4 the long-range set of alternatives, there are a variety of
5 things we can do today which will help us simply avoid creating
6 boom town problems ten years from now. That's not something
7 that the local community is to do, so that's really not rele-
8 vant to the session.

9 MS. CROW: I would say but maybe not ten years
10 away, but what can we do supposing that we see it one year or
11 two years away. What can we do to ease the situation?

12 DR. PHILIPPUS: Well, on our side of it, it's
13 already there.

14 MS. MOEN: I just wondered if I could respond
15 to something that Bill just said. And that is, it's not just
16 the energy companies that are macho; but the communities them-
17 selves are macho. And that means that it's not an easy thing
18 to say, "Okay. We're just going to hire the local women"--
19 because first of all, the men don't want the women to do that.
20 And most of the women don't want to do it.

21 There's just a huge opposition, at least of
22 what we found, particularly. The women coal miners were from
23 out of town, mainly urban. Now, you may have found some others
24 that weren't.

25 MR. FREUDENBURG: Betsy and I both spent a fair

1 amount of time in Paonia, Colorado.

2 MS. MOEN: But they're basically not in support
3 of even women to get out there and be coal miners--a large
4 support group. It was mainly the hyper women. And so that in
5 itself is a problem because we're saying all of these women
6 can't get the jobs.

7 Well, the other side of that coin is that
8 they're not out there pushing for that point either. And that's
9 problematic because it's cultural change that's got to come,
10 too. Maybe if the jobs were easier to get and women didn't
11 have to be singled out as oddballs when they took them, then it
12 might bring the cultural change about sooner. I don't know.

13 MR. FREUDENBURG: It's true that it's a problem.
14 The cultural problem is a big part of the problem. But that's
15 something that if you want to change it, the logical way to
16 try and change it is a little bit at a time. And one of the
17 best ways to do it a little bit at a time is to develop a few
18 women coal miner models. But, actually, the women I know in
19 Paonia who are working in the west coal mine are generally not
20 the majority of the women in the community. And they defin-
21 itely don't have widespread support groups. But they generally
22 do come from homes, you know, where the husband is not saying,
23 "No wife of mine is ever going to work." The husbands who say
24 that--at least so far--have been right. I mean, his wife is
25 not working, nor are all of the wives of the men who agree

1 with him. But there are, in fact, some husbands out there who
2 don't say those things. And often single women tend to be the
3 women who do work. And a lot of them do have--if not wide-
4 spread support groups--close friends or spouses who do support
5 their working. And that seems to help substantially.

6 MS. CROW: We got into this discussion, didn't
7 we, because we were talking about---

8 MR. FREUDENBURG: It's my fault.

9 MS. CROW: But you said we might not be asking
10 the right question. It's true.

11 (To Ms. Ruud) But then you brought up the fact
12 of what can we do now to plan for the kinds of stresses and
13 strains that are created by a boom town community that may be
14 at least coming in the next year or so. And Bill gave us one
15 solution which was to hire local people because then you won't
16 be creating as many changes in the culture; and stress is
17 excepted. Maybe there might be native Americans who were in
18 the community and would be more integrated into the community
19 if they were hired.

20 And so I think we may be digressing a little
21 bit to talk about which women will take which jobs at the
22 present time, although it's true that maybe you could get more
23 women into the mines of Paonia rather than bringing in coal
24 miners down from Conejos County or Costilla County.

25 MR. FREUDENBURG: But if we're interested in

1 helping women and minorities in just generally lessening
2 impacts on local communities, then hiring women who already
3 live in local communities is one of the best options available
4 to us.

5 MR. LEVIS: How do you force the opportunities,
6 if you do, especially where the companies will sign that
7 they'll hire 50 percent Indian or whatever. It never seems to
8 pan out.

9 MR. FREUDENBURG: Basically, if somebody doesn't
10 support it, you are in trouble because even if they do hire
11 the women--I think Paonia shows this. If the lower level fore-
12 man, the people actually dealing with the workers on a daily
13 basis, doesn't like the idea of women working in "men's jobs,"
14 women will wind up in the lower status jobs getting the worst
15 treatment, the worst salaries, the dirtiest everything.

16 MR. LEVIS: It will be interesting to see what
17 happens this Tuesday in Wyoming because even though the equality
18 state quote unquote is in this constitution, presently there
19 is a provision which prevents women and children--is that
20 what it is?--women, girls and children-- that's how it's
21 phrased--from working in mines.

22 DR. PHILIPPUS: And children 14 years and
23 younger.

24 MR. LEVIS: But it's girls and women--

25 MS. CROW: From working in the mines. And

1 Wyoming doesn't have their own ER--

2 MR. LEVIS: They do. They have their ERA.

3 MS. CROW: Well that's--

4 DR. PHILIPPUS: Do you want to continue the
5 part there where they were trying to repeal? It would allow
6 the women to work in mines.

7 MR. LEVIS: The whole amendment would be
8 repealed.

9 MS. CROW: So I see.

10 DR. PHILIPPUS: The whole one? I thought it
11 was just the first--

12 MR. LEVIS: That was the whole amendment, as I
13 understood.

14 MS. CROW: This was the whole amendment for the
15 women and children working in the mines--

16 MR. LEVIS: Right.

17 MS. RUUD: They will be able to work if it
18 passes?

19 MS. CROW: It's going to be very interesting.
20 They have 28 women in the mines as it is. I guess they're
21 working very regularly in Montana.

22 MS. MONROE: They are working in certain areas.
23 And, obviously, if they let you drive a truck out of the mine
24 as opposed, you know, to--a truck driver job only pays a cer-
25 tain amount of money where miners pay more. And the thing is--

1 the hassles they're having with the opposition to the amend-
2 ment is that they're saying since they have the children and,
3 obviously, that means they're going to be hiring minors. But
4 then that can be dealt with on another basis. So that's just
5 a red herring. They're throwing out--

6 MS. CROW: That's interesting. Well--

7 MR. LEVIS: One thing that Davidson brought up
8 this afternoon concerned recreation and other facilities that
9 are available in a community. And I just wondered how you get
10 a community really to provide such social services, recreation,
11 all of the things that follow from a boom situation.

12 MS. RING: I think Hilda Grabner stated it this
13 afternoon, you know. She said the people are the ones who
14 give a community the sense of a community and the direction
15 it's going. And I think this depends on the community that
16 you're living in. Part of it would be determined by the size.
17 But also part of it is an extension of community that the
18 people have who live there.

19 By its very definition, a boom town is a boom
20 town. And there is no way you can prepare for it because if
21 you could really prepare for it, it wouldn't boom on you. So
22 you're going to end up doing so much patching up someplace
23 along the line. And I think that was what Mrs. Davidson said
24 was a very good statement regarding recreational facilities.

25 And I think whatever church organization your

1 community has needs to be brought in on something like this.
2 You have the structures existing in the community, and they
3 really need to be used to their best advantage.

4 MS. CROW: Yes. In fact, now what we could
5 call what we did--the strategy that we used this last year with
6 Meeker which has not quite become a boom town but is on the
7 verge of it, was to work with community leaders to impress them
8 for the need for planning for housing which was--one of the
9 first lines of defense according to Donna Davidson today, too,
10 was to provide housing ahead of time for the people who are
11 coming. And so we didn't do a whole lot, but we did get a
12 group of citizens together who decided to form a nonprofit
13 subsidized-housing corporation, too. And they have plans
14 under way to start their housing by--it will be started by
15 next spring. They voted and organized last spring for it.
16 And so they will be building something like 80 units of family
17 housing to help prepare for at least a place for the lower
18 income people to live.

19 DR. PHILIPPUS: How is that financed?

20 MS. CROW: It's going to be through--I think
21 it's 212. Let's see. They're getting HUD financing. It's
22 HUD financing. It's not from V.L.D. And I'm not quite sure
23 if it's section A or which one. But they are getting financing
24 through HUD for it and also trying to encourage them to apply
25 for community development block grant funds to assist them in

1 planning for more housing in the community and to reactivate
2 their housing authority which they have let die. And some of
3 these things we started in to push for the housing because
4 that was the major interest that our particular project was
5 concerned with.

6 Now, I think the planning is really the core.
7 If you can get the community involved in working with a com-
8 prehensive planning situation rather than just with housing or
9 just with recreation, is where--and to get the community
10 involved in realizing what their needs are. Now, the people
11 in Meeker the time I was over there--I didn't do the major
12 part of the study--but were saying, "Well, we don't want to be
13 like Craig. We don't want to have their problems." And so
14 they had an example--or they didn't want to be like Rock Springs.
15 And so they had some examples that they could refer to to show
16 them that they'd better do something.

17 They still weren't doing much of anything, and
18 they needed a lot of pushing, I think. But--

19 MS. LANTZ: I think there is a built-in problem
20 in a pre-boom community. They're typically ranching and agri-
21 cultural communities. To go in and talk to these people
22 regarding recreation, in particular, and housing--they've
23 worked out in the fields outdoors, totally exhausted themselves
24 in a way I cannot imagine. The last thing on their minds at
25 8:00 o'clock at night is going bowling. They do not see these

1 recreational facilities in a way that urban have come to think
2 of them, as having anything to do with their lives at all.

3 And so it's the in-migrants who would use those
4 facilities, not the people who hold the purse strings and who
5 would do the problems. And it's some of the same problem with
6 housing that at that point in time, it's very difficult to
7 convince them that it's in their self-interest. You said the
8 people in Meeker went to Craig and said, "We don't want to be
9 like Craig." Well, the state government here took a bunch of
10 people from Paonia to Craig, and everybody came back to Paonia
11 and said "They have problems in Craig."

12 I think a large part of it is convincing them
13 that it really does concern them, not just the in-migrants.

14 DR. PHILIPPUS: For you to get into Meeker
15 didn't somebody have to ask you to come in? Don't they
16 usually--you can't just go in.

17 MS. CROW: We didn't, except that one of my
18 staff had a connection with the Episcopal priest there, and so
19 that did get us into the power structure. And so she had
20 newspaper connections, so she made friends with the newspaper.
21 And we went to see the planners, and it just sort of all
22 evolved. And she said it was much easier to work with a small
23 town like Meeker than it was to try to do something out in
24 Jefferson County, which we were working out, too. Although we
25 were doing something else in Jefferson County, we weren't doing

1 the same thing.

2 DR. PHILIPPUS: In terms of planning, it could--
3 and this is what we are trying to figure out that we don't
4 know whether this takes legislation or not. But the programs
5 that I described here could be written in as a requirement in
6 a state plan for a state to produce a comprehensive plan and
7 say what they're going to do specifically related to these
8 communities.

9 MS. CROW: That's a good point.

10 MS. MONROE: Well, not only state, why not have
11 the companies do something, too, since they're helping con-
12 tribute to the problem?

13 MS. CROW: You say the state's helping?

14 MS. MONROE: No, I'm saying the companies that
15 come in. Now, obviously, as a prerequisite to them coming in,
16 why not, you know, one hand washes the other. Obviously, if you
17 have certain restrictions, you know, you're not going to come in--
18 I mean, maybe they'll go somewhere else. But a lot of people
19 probably think, "We want that money, so we'll let them in."

20 MR. FREUDENBURG: That's actually a big part of
21 the problem because local communities are extremely reluctant
22 at this point in time to do anything to scare away growth,
23 even if it's a kind of growth they're not sure they're going
24 to like. If you're talking about a community that's not yet
25 been impacted, chances are you're talking about one that has

1 fewer people today than it had in 1930; that's been losing
2 population, seeing the young folks moving out, and worrying
3 about dying off completely. The local communities, especially
4 the people who are in power in the local communities, tend to
5 be businessmen and the better-off-financially people in town.
6 And those who stand to gain the most if the town grows will
7 bend over backwards not to make waves, not to cause problems
8 with a company coming in.

9 As much as I hate to suggest this, it may be
10 that the right people to talk to aren't, in fact, the persons
11 in the local communities, but people in the federal government.
12 If you have one community setting good standards for any com-
13 pany that comes to town, you have to, you know, abide by these
14 regulations. The company may go to the next town, and the
15 local mayor will be crucified the next day.

16 If you have states making regulations, there is
17 a chance the company will go to another state. Really, about
18 the only answer we'd have may be the federal level regulation.

19 MS. CROW: Although if they're coming because
20 of energy, I mean of coal or shale oil deposits, why they can't
21 go to many other states.

22 MR. FREUDENBURG: Well, if they're coming
23 because of coal, they can go to quite a few places. Oil shale--
24 there is a very strict limit on the number of options.

25 DR. PHILIPPUS: The only entree the federal

1 government would have is if there were federal connections,
2 if it's federal land, if the company is somehow receiving some
3 federal whatever.

4 MR. FREUDENBURG: Over half of the land in the
5 west is federally owned, though.

6 DR. PHILIPPUS: Well, I know.

7 MR. FREUDENBURG: If you're talking about
8 North Dakota, South Dakota, that part of Federal Region 8,
9 there is a fair amount of coal that's on privately owned land
10 and where the federal regulation wouldn't come into account
11 unless there were air pollution regulations or something like
12 that. But in just about any of the other states, it's almost
13 possible to get a major facility. The only kind of facilities
14 that cause impacts are major, big facilities where impacts are
15 worth worrying about. The only way you can get paying or facil-
16 ities going is with federal lease of coal so there is a federal
17 connection there.

18 MR. LEVIS: There is another federal connection
19 also, in that most of these companies are probably federal
20 contractors one way or the other, and the affirmative action
21 provision has not been enforced previously.

22 MS. CROW: This is an area I'm particularly
23 interested in is seeing that the companies do recruiting of
24 minorities and also that then plans are made ahead of time for
25 the minorities who are recruited so that when they come in,

1 they will not be away or will find that they have no
2 housing or that their kids are treated badly or something like
3 this. And I would like to see this type of affirmative program
4 in bringing minorities in to benefit from the so-called boom
5 situation. The boom towns do not look forward to this. And,
6 in fact, we've just had a rather unfortunate situation down in
7 Lamar, Colorado where the Job Corps brought in about 50 minority
8 --mostly black--Job Corps persons to the junior college and,
9 apparently, upset the town. And there's been all sorts of--
10 and they've finally taken them away now because there was no
11 planning done and people were just suddenly surprised, suddenly
12 having all of these minorities in a town with very few.

13 MR. FREUDENBURG: Would planning have helped
14 that?

15 MS. CROW: Yes. They say that it probably
16 would have.

17 MR. FREUDENBURG: How?

18 MS. CROW: That there was not planning--that
19 the town did not know that they were coming, and the kids
20 didn't have any transportation from the college, whereas all
21 of the other students had cars, and these kids had to walk.
22 They were walking around neighborhoods where people weren't
23 used to seeing blacks walking around their neighborhoods, and
24 so on. And, I mean, they could have provided transportation;
25 they could have told people they were coming; they could have

1 had some awareness--types of training around the college. I
2 mean, a lot of things could have been done that weren't done.
3 It sounded like there was an opposition. It was a planned
4 failure, almost.

5 MR. FREUDENBURG: I think if the opposition
6 really is as deeply entrenched and as bigoted as all of that,
7 it could be that telling the town beforehand that, "We'll bring
8 in 50 blacks," would only cause the opposition to increase
9 sooner.

10 MS. CROW: I mean, even the college administra-
11 tion wasn't adequately--didn't adequately plan for it. It
12 sounded like a mess. Well, I just thought of that as an
13 example of lack of planning.

14 MR. FREUDENBURG: Well, it may be an example of
15 something else, too, which is the sheer difficulty of the
16 problem. It may be that even with the best of planning and
17 the best that, you know, we put all of our brains together,
18 the best things we could come up with, we still wouldn't get
19 over the hurdles. I hate to be always throwing cold water on
20 you; I'm going to shut up tonight. But I mean, the problems
21 really are big.

22 MS. RUUD: The really neat thing is if you
23 know something like a church group who could get this started
24 as a community concern. You know, if we have to send all of
25 our money for missions across the seas, why don't we bring

1 some black people in this town. And the town said, "Why don't
2 we bring some people in?" You know, if you ever get to that
3 kind of a stage, then you've got it made.

4 DR. PHILIPPUS: You know, I'm in South Dakota,
5 Lutheran Social Services are very active. They were very
6 active when they relocated some Vietnamese people. So in
7 North Dakota, they've relocated some Kurdish, Kurds from
8 North Africa. Now, that's done through the Lutheran Services.
9 Now, they're not great numbers, of course, you know, that may
10 be--we could slip these minor--if it's necessary to buy out
11 some of the people, we could bring them in one at a time.

12 MR. FREUDENBURG: If you have three people com-
13 ing into town, they're Joe, Sam and Fred. If you have 50
14 people coming into town, they're "all those blacks." The problem
15 is that you have a chance of bringing in few enough that the
16 town can sort of adapt to it gradually, or bringing in enough to
17 provide a kind of cultural support. Because it really doesn't
18 feel that good to be the only whatever person in town, the only
19 person who is left-handed or the only redhead in town, whatever
20 the thing is that makes you different. It gets to be uncom-
21 fortable if there is no support.

22 MS. CROW: (To Ms. Lantz) Was it you who men-
23 tioned as one of the very important factors--just so we're
24 pooling together a few things here, I think, on our discussion.

25 MR. LEVIS: It almost seems that you need a

1 federal or state or local welcome wagon for a boom community,
2 someone to come in to assist businesses on past experience.
3 Again, as you mentioned, it's kind of difficult unless you
4 don't have federal standards or don't have state standards.
5 But then in these states, especially, they resist federal and
6 state intervention. I know--

7 DR. PHILIPPUS: Boy do they ever.

8 MR. LEVIS: All of these local communities don't
9 even want the state involved.

10 MS. LANTZ: And they don't want state monies
11 either, nor do I think that they know how to apply for them a
12 lot of times. It's both not wanting them or then not knowing
13 the red tape to get them. And those are very involved in the
14 planning process.

15 DR. PHILIPPUS: But, you know, in every state in
16 our region, there is an intergovernmental affairs' officer out
17 of HEW that attends county commissioners' meetings. And they go
18 through once a year. They go through programs, and then each
19 county commissioners organization has itself the subcommittees
20 or social service, one on governmental affairs, how it relates
21 to the federal government so that, you know, they've heard this
22 now. Now, I know North and South Dakota--

23 MS. CROW: I think, though, that hearing about
24 it isn't enough. In fact, I don't really think we were
25 extremely successful in what we did in Meeker; but it was a

1 small, nice microcosm to work with. And we did tell them--
2 suggest they apply for community development's small-city
3 block grants. Well, they did, but they needed some technical
4 assistance to do a good application. Their application was not
5 very good.

6 And I think that if they could be provided with
7 technical assistance to help them apply for the necessary kinds
8 of energy impact monies, and such, that this would be another
9 thing that might be done.

10 DR. PHILIPPUS: That's what I'm getting at.

11 MS. CROW: Because there are various kinds of
12 monies available, probably. And there should be just as in
13 North and South Dakota. There are severance taxes, there are
14 some energy impact monies available in Colorado. But whether
15 anybody is getting them, I don't know.

16 DR. PHILIPPUS: What I was getting at in the
17 focus of the discussion with county commissioners groups is
18 that these programs all have a subagency within each group.
19 HEW has its own technical advisors, and these are available.
20 As a matter of fact, that's probably as big a function as any
21 that are performed.

22 MS. CROW: I don't know as much about HEW as I
23 do about HUD's grant processes.

24 DR. PHILIPPUS: It's much the same. It's just
25 a wider range.

1 MR. LEVIS: The problem you get there is that
2 sometimes you have HUD or HEW sort of in the middle between
3 the local community and the state. At least that's true in
4 South Dakota, especially towns near the Rosebud Reservation.
5 I found that this summer HUD would come in and provide tech-
6 nical assistance, and the state would really thwart what was
7 being done--the same with HEW in Title 19 and Title 20 programs.
8 There seems to be a jealousy between the state and the fed-
9 eral government, and I don't know how you deal with that.

10 DR. PHILIPPUS: Well, that's what the inter-
11 governmental affairs person is supposed to do. That's the kind
12 of problems he works with. I used to be in South Dakota a
13 couple of years ago. I never got in HEW hassles. HUD used to
14 get into hassles all the time. I don't know why, but this
15 small one of the papers--(to Mr. Freudenburg) Well, you used
16 the word those "macho" companies or communities, you know.
17 This impact thing, I think, brings one thing to the surface of
18 our reasoning, the ruralness of it and the conservativeness of
19 the towns. And it's--the leading candidate in South Dakota
20 for governor right now is running on a platform of cutting
21 social services by 50 percent.

22 MS. CROW: And do you have any ideas? You are
23 out there, and you have boom towns that are based more on, I
24 guess you'd say recreation, in your area. Do you have any
25 ideas on how they should plan and what they should do?

1 MS. OBER: Actually the towns are probably
2 going to be boom towns in the next couple of years. Most of
3 them are in Routt County. Most of them are south of Steamboat
4 Springs. They're not really recreational; they're very much
5 ranching. And Hayden is one town that has gotten a new mayor
6 recently, and they seem to be really active as far as being
7 aware that they are going to have problems and are trying to
8 do things now. And we're trying to help provide technical
9 assistance in writing grants and getting money and showing
10 them where money is available.

11 And I think this is a good thing, but you need
12 a mayor who will go out and get it. We run into problems over
13 places in Jackson County where they don't want any money. And
14 they haven't really--they probably won't see a boom for three
15 or four or five years there. But they don't want any money.
16 They don't want any federal money, state money. They want to
17 be completely independent. So we see problems there.

18 MS. RING: In any way are they making any plans,
19 though, to deal with this?

20 MR. FREUDENBURG: Excuse me. Jackson County,
21 Colorado is making some substantial plans, at least that's my
22 impression. Kent Crowder, the county administrator, is a
23 local boy who went away and made it big in--what was it--the
24 U.S. cold climates. And he had written papers on the polarized
25 caps and things like that. He also has his degree in geology.

1 He's managed to get all kinds of federal monies to map out the
2 entire county, map out the kinds of vegetation on a piece of
3 ground, the kind of mineral resource underneath that piece of
4 ground.

5 He's also polled the residents of the county
6 whom he knows reasonably well because there aren't many of
7 them, you know. Everybody says, "Let's preserve prime agricul-
8 tural land." He has gone out and said, "Okay. Here are the
9 43 types of vegetation we have in the county. Which of these
10 is prime, which of these is less prime"--and rates them. And
11 he has the actual statistical ranking for each kind of vegeta-
12 tion type for each square yard of the county. And he has a
13 computer with graphic capabilities and 32,000 bytes of memory,
14 something like that.

15 MS. OBER: Well, he's getting it, yet.

16 MR. FREUDENBURG: Some huge amount of money.
17 Whenever an energy company comes in, they have to go to his
18 office to tell him what they're doing. And in 20 seconds flat,
19 he can have a map of the area, what's underneath it, what's on
20 top of it, and what people think about it. And often, he can
21 just give them a yes or no answer right there.

22 MR. LEVIS: But what has happened as a result
23 of this, though?

24 MS. OBER: Well, his problem, I think, is with
25 the commissioners. Like he gets money for planning, and he is

1 fantastic. He is really good.

2 MS. CROW: Is he a planner or--

3 MR. FREUDENBURG: He's a county planner.

4 MS. LANTZ?: General renaissance man.

5 MS. OBER: We work basically with the commis-
6 sioners more than with Ken, although we do do a lot with him
7 in planning. But the commissioners just seem to deny any help.
8 And I see few fewer problems because most things have to go
9 through them. Now, they are getting some energy impact money,
10 for, I think, a water system. But a couple of those commis-
11 sioners are pretty tough.

12 MR. FREUDENBURG: What they're really after,
13 aren't they, is independence. They don't want to be told what
14 to do. They'll take your money but not if there are strings
15 attached.

16 DR. PHILIPPUS: He engages--that's the psychol-
17 ogy that permeates the whole--I'm sorry. I can't remember
18 your first name.

19 MR. LEVIS: It's Bill.

20 DR. PHILIPPUS: But that's the psychology. The
21 county commissioners are fantastically powerful people.

22 MS. CROW: I haven't heard anybody talk--well,
23 you did talk about using the churches, which is a way of getting
24 to the people who are living in communities. I think that
25 that's one of the groups to work with. Who should go about

1 organizing? Does it have to be left to the churches, or is
2 there some other way?

3 DR. PHILIPPUS: Well, the guy that should do it
4 should be the planner.

5 MS. RING: It would seem to me that when a com-
6 pany--I feel like companies or corporations regardless of
7 whether they want to accept it or not have a certain amount of
8 responsibility to any community or state that they move into.
9 And I guess we have to legislate that kind of responsibility
10 under the companies. I think the companies should come into
11 the communities or the counties, whatever governing body is
12 involved, and say, "We are coming. We anticipate these things
13 will happen in two years in relationship to our stake, our com-
14 pany in this vicinity." I think that the county commissioners
15 or if it's the city council--for instance, in Mineral County,
16 pretty much what involves the city involves the county. I need
17 to get together and then go into the community and pick, select
18 --whatever--people involved in the community who will serve on
19 a basis that will provide--will look at what can be provided
20 in the way of recreation. Some of these communities are ever
21 so small.

22 Okay. So Chugwater doesn't have a bowling
23 alley. Well, then let's do something else. Perhaps there is
24 a church there that can provide bingo one night a week. Maybe
25 it's that small a beginning, but let's work with the existing

1 facilities.

2 And I'm not sure--I guess, being a hard-backed
3 Republican, that independence is all wrong with the idea that,
4 you know, stick your hand out and the federal government will
5 do something for you. I'm not sympathizing with the county
6 commissioners who will have nothing to do with other agencies.
7 But maybe it is possible that we can do more for ourselves
8 with less governmental intervention.

9 DR. PHILIPPUS: But I thought--

10 MS. RING: Well, I think I probably missed the
11 point.

12 DR. PHILIPPUS: I'm not suggesting you missed
13 the point. But I think what we're talking about is the county
14 commissioners, as Bill mentioned earlier, where one layer of
15 government gets in between the other two, or the county commis-
16 sioner wants to be independent, and in so doing deprives the
17 community of the things they need, the services they need.

18 MS. RING: Well, I certainly don't support that.
19 But I think that there are really things that a community can
20 do. Somebody mentioned today--and it was just horrible for me
21 to think about--that the company was really not telling these
22 people when it was coming or what it would do when it got
23 there. And that's an incredible situation.

24 MS. LANTZ: They don't always know because
25 the government doesn't tell them. And they don't know when

1 things are going to clear the courts. So that's not--

2 MS. RING: Is there anybody that can go into
3 the county and say, "We don't know exactly what's going to
4 happen here, but we feel that"--you know, given X number of
5 circumstances, this may be what you get; or given this set of
6 circumstances over here or someplace in between. Now, maybe
7 not.

8 MS. CROW: From all of the planning I've seen,
9 that is usually done, companies know what they're going to do
10 for the next ten years, or at least they have some plans of
11 what they're going to do.

12 MR. FREUDENBURG: But that's not quite the same
13 thing as knowing how many people you're going to bring into
14 the town and when you'll bring them in and when they'll start.

15 MS. OBER: And they don't seem to know that.

16 MS. RING: Well, I can understand a company's
17 position at the same time. But at some point, they do know
18 how many people they're bringing in and what kind of an impact
19 it's going to have or, roughly, how many housing units they're
20 going to need. Maybe all they can give the community is 20 days
21 or 30 days notice. But if they have done anything beforehand
22 and alerted the community to at least the possibility of this
23 problem--and you're going to be looking at, you know, finding
24 out two weeks in advance. You're going to have to come up with
25 a hundred extra housing units.

1 You know, in Casper, some developer would love
2 that, you know. He'd be right there with something. So I
3 think that this idea that we can't do anything or we can't do
4 it because we probably can't do it exactly the way we would
5 like to see it done--but maybe we can do something.

6 MS. RUUD: Talking about agents in the community,
7 one agency that we haven't talked about tonight--and the reason
8 I was mentioning churches earlier is because it was a human
9 development kind of thing or human understanding kind of thing--
10 but every county in the United States just about has an exten-
11 sion office. And the people in the extension office have all
12 kinds of contacts with local people. They already know all the
13 farmer-rancher power bases. And they know a lot of the town
14 power bases. And they have good working relationships, as a
15 rule, with them. And it seems to me that a lot of times we
16 bypass this. And they also frequently have community resource
17 specialists who are trained in working with the community and
18 who maybe already know this community because they've been
19 working with them in other ways.

20 This is a very good resource, and it seems
21 foolish not to put another lawyer, you know, bring a lawyer in
22 when there is already a lawyer there that really has a lot of
23 contacts. And sometimes, you know, personally, we're feeling
24 in the Wyoming extension, very frustrated because we don't
25 have enough resources to help. But we have made some dents

1 in small ways in some of those communities already. And we've
2 done quite a bit with community resource development in some
3 others.

4 MS. CROW: What are some specific things that
5 you have done? I think that would be of interest here.

6 MS. RUUD: Well, I'm not the one that works on
7 that, but I would say that we have gotten some of the new
8 people involved in 4-H clubs, which is, of course, one of our
9 big things. And we've gotten some of them involved in our
10 homemaker groups. We have worked with them--there have been
11 several studies in communities to try to find needs and con-
12 cerns--sort of needs-assessment kinds of studies.

13 Well, these are the specific things I can think
14 of. Individual agents know their community and work sometimes
15 with some of the companies so that there is a friendly rela-
16 tionship there with company people and the townspeople, you
17 know. So this is kind of a three-way thing that has helped.
18 Those are specific things. I don't think we're doing anywhere
19 near enough, and I think that a lot of agents would be willing
20 to do a lot more if they knew which was the best direction to
21 go.

22 MS. DANTZ: I had an interesting conversation
23 after the last--Tess, who was with the League of Women Voters,
24 was saying that she was so disappointed that after Craig had
25 boomed, the League of Women Voters had collapsed there. And I

1 said, "Oh, don't feel bad. Craig had a new chapter, and it
2 collapsed when the town started to grow." And somebody else
3 chimed in that one of the other towns that had grown rapidly
4 had seen the same experience.

5 On the other hand, Steamboat Springs, which was
6 tied into Craig with the League of Women Voters, was wiped out
7 from the ground. Steamboat Springs started, according to Tess,
8 as another chapter of the League of Women Voters, which is,
9 according to her, one of the more remarkable Leagues of Women
10 Voters in the state. That might suggest that under certain
11 circumstances, building on existing structures is not always
12 the best way to go. The reason that the Craig chapter folded
13 both of NOW--the grapevine had it--was that it got to be so
14 establishment, not willing to observe.

15 MS. CROW: Yes. I heard that about NOW and
16 Craig. It was very small, and the other thing that happened
17 was a lot of the original women moved away. They did not
18 transmit it and bring in new members. And they felt that the
19 Steamboat Springs chapter had a lot of young people, a lot of
20 the recreation workers, a lot of the transients that had
21 worked, you know, much more effectively in those situations.
22 So I think that to say in all circumstances building on exist-
23 ing structures is the only way to go may not be the best--

24 MS. RUUD: I would in no way think that's the
25 only way. And I am as well aware of these problems because

1 we've had some of them in extension. However the extension
2 homemakers group in Gillette had the largest increase in new
3 members last year of any county in this state, which says
4 they're getting some of these new people in.

5 MS. LANTZ: All of the groups you've mentioned
6 have been good. And it may be that it works better from that
7 than this great information we're talking about so and so said
8 and such and such thought.

9 MR. FREUDENBURG: The sociologies present
10 another difference, too, especially if you're talking about
11 the difference between Craig and Steamboat in that Steamboat
12 has basically become recreational. And the people who have
13 come in have been sort of upper class in earning potential if
14 not in income, whereas in Craig the growth has been very much
15 a working-class kind of growth. And those two cultures support
16 NOW and women's rights in a very diminished kind of way.

17 And one of the reasons that boom town is a macho
18 culture is that you take a macho town to start out with, and
19 you bring in a macho bunch of workers, and it's sort of like
20 macho squared. In Steamboat Springs, you have basically a
21 ranch community with an entirely different kind of culture
22 coming in. And it may be that the newcomers in Steamboat also
23 happen to be highly educated and come from homes of high income.

24 MS. TRAVIS: I think the real question is: When
25 can you make existing economic structures responsive to new

1 and different groups, and when is it better?

2 MS. RUUD: A lot of it is the particular people
3 and the kind of people, too, and maybe most of all, how many of
4 them there are.

5 MR. LEVIS: Does the size of the community make
6 a difference? We talked about boom communities of a hundred
7 people. And what happens in those boom communities of 10,000?

8 MS. RING: Well, I was going to say I think it
9 would make a difference. In the 1970 census, Casper was set
10 at twenty-four five in population.

11 MR. LEVIS: 24,500?

12 MS. RING: Right. You have to consider that
13 within that population, there is a great number of the people
14 who come into Casper and see it as their time in Siberia.
15 They've been there for two years, and they get back to Tulsa
16 and Dallas as fast as they can go.

17 Casper has little or no sense of community.
18 And I think that is one of the reasons that the boom has hit
19 women and minorities as hard as it has. Because the existing
20 facilities really didn't take it up, and the churches are prob-
21 ably the most guilty of all. Well, you're here for two years,
22 and you're going. And there's no continuity anyplace in the
23 community.

24 NOW has told the League of Women Voters
25 struggling desperately to stay alive. We're seeing a lot of

1 things that shouldn't be happening in any community our size.

2 MS. LANTZ.: The other issue that I was going
3 to raise is: one of the reasons I think it may hit women so
4 hard in rapidly growing communities is exactly that term that
5 you're talking about, our favorite phrase, that the women used
6 to have when the community was stable--good friends to talk to,
7 ways of interacting. And in Craig, at any rate, a lot of the
8 old-timers moved out of the city and the mayor and the police
9 chief, you know, within two years after that. And the few
10 people who were there, just had very little to tie themselves
11 to in terms of friendship. And if they didn't work, then they
12 really had very few social interactions.

13 MR. FREUDENBURG: I disagree with that item.
14 Only a minor portion of the people in Craig left. The leader-
15 ship just about vanished, and the old leaders had killed that.
16 Really that isn't relevant. The old-timers pretty much stuck
17 around, and they pretty much had the groups that they'd had
18 beforehand. In other words, so long as my bridge club keeps
19 meeting, it really doesn't matter quite as much as it might,
20 as long as these strangers are in town. The other side of the
21 coin is that because they, essentially, handled--the newcomers
22 saw a wall of backs the more they looked. And the newcomers,
23 would have been completely isolated.

24 MS. LANTZ.: A lot of the young professional
25 women moved out in about '70, right after they first started

1 fiddling around--

2 MR. FREUDENBURG: They keep moving in, and
3 they keep moving out.

4 MS. LANTZ: And there are a whole bunch of
5 them that know each other down here in Denver. So they've
6 been taking their same social group to Denver. But they all
7 got out, and that was their complaint.

8 MS. RUUD: What was their complaint?

9 MR. FREUDENBURG: Lack of support. The young
10 professional women really do have that problem in Craig, too.
11 I mean, they really do stick out like sore thumbs or some-
12 thing like that.

13 MS. CROW: They haven't organized with each
14 other then; is that it?

15 MS. LANTZ: They did because it kept changing,
16 and they couldn't hold together. I assume it's something like
17 that we are talking about at Casper, that the turnover seemed
18 to be so rapid among them, that the five or six would go one
19 month, six another month. And it just didn't have enough con-
20 tinuity.

21 MR. LEVIS: Have any of you done studies on
22 Indian reservations to see how the changes there are differ-
23 ent? Because the cultural changes just seem to be phenomenal.

24 MR. FREUDENBURG: Yeah. One of the interesting
25 questions is--I have seen all of these problems in the towns

1 I've been studying where, in fact, there is almost no cultural
2 difference in the people. One of the remarkable things is how
3 similar the values are. The only way you can tell the differ-
4 ence between the construction workers or the ranchers is the
5 bumper sticker on the back of their truck.

6 MS. TRAVIS: What are the different bumper
7 stickers?

8 MR. FREUDENBURG: They might be, "This is ranch-
9 ing community, love it or leave it"; "Howdy partner."

10 MS. CROW: Paonia--

11 MR. FREUDENBURG: In Paonia there's fairly sub-
12 stantial subculture of more highly educated urban refugee-type.
13 But if I see these differences in a town where people coming in
14 really are basically the same and there is just more of them--
15 I mean, I stay up awake nights sometimes wondering what would
16 happen if instead I had been looking at two entirely different
17 cultures coming into conflicts. And I don't like thinking
18 about that, frankly.

19 MS. CROW: Gloria, have you had any experience
20 from your own point of view? You are in Casper now, aren't
21 you? Are you in Casper?

22 MS. MONROE: Yes, I am.

23 MS. CROW: Have you had some experiences in
24 going up there as a minority, yourself?

25 MS. MONROE: Casper wasn't ready for me.

1 MS. RING: Was Wyoming?

2 MS. MONROE: Wyoming wasn't ready for me. I
3 discovered that somehow I posed a threat. And when I first
4 moved to Wyoming, I decided I wasn't going to be very vocal.
5 I have that problem. I decided I would just try to get to
6 know people in the community and sort of assimilate that way.

7 Well, I discovered that as a result, I was still
8 sort of ostracized. And, you know, blacks are very visible in
9 Wyoming anyway. And so everywhere I went, whether I wanted to
10 be out there, I was there anyway. So I decided it didn't make
11 any difference. I was going to go out and start doing things.
12 And I started getting into things I was interested in.

13 And I think the thing is--recently someone asked
14 me what I felt about minority women being, you know, discrim-
15 inated against. Well, in Wyoming, I found I'm in a unique
16 situation because I have a lot more education than, say, most
17 blacks.

18 MS. CROW: Gloria is a lawyer.

19 MS. MONROE: So that means I'm off here in a
20 separate section. And the thing is, when I went down to the
21 job service office, first of all, it was all right if I came
22 in to be a maid or work as a waitress. And those are the
23 traditional roles. But when I tried to do something different,
24 they weren't ready for that. So, therefore, they didn't know
25 how to deal with me. Because I went to apply for one job, and

1 the lady thought I wanted to work in the kitchen. And I said,
2 "No. I would like to apply for the directorship." And she
3 didn't know how to deal with that. She quickly told me that
4 they were considering some other people and at the present
5 time the job wasn't open. So I thought that was a little
6 strange.

7 But most of the people in Casper are nice
8 people.

9 MS. RUUD: Did you find a job?

10 MS. MONROE: No. I'm teaching now, presently.
11 But I'm optimistic because I've always been able, you know, to
12 get active in every community I worked in.

13 MS. CROW: You started out from someplace like
14 Arkansas, didn't you?

15 MS. MONROE: Undergraduate school. That was a
16 better experience than Casper.

17 MR. FREUDENBURG: Casper is in its own category.

18 MS. TRAVIS: Boy, that says it all. What else
19 can you say about boom towns after that.

20 MR. LEVIS: What is interesting about any com-
21 munity where there have been boom situations--at least in two
22 in Arizona--the Indian community finally took over the county
23 government, so the white community tried to split the county
24 in half and have an Indian county and a white county. And this
25 has also been tried now in South Dakota. So that seems to be

1 the answer to some of these problems.

2 Well, Todd and Tripp counties are attached,
3 And Tripp County, which is white, is trying to split completely
4 from White County. The same with Shannon County, which is
5 Indian, from Fall River.

6 And in Arizona, it's Apache County. And since
7 the Navajos took over Apache County, they haven't taken over
8 Navajo County white. The white form or power structure tried
9 to split it into two different counties.

10 DR. PHILIPPUS: When I was completing the data
11 on the energy impacted community, nobody mentioned Pine Ridge
12 or Rosebud. But they mentioned Cheyenne and Fall River. But
13 they didn't say anything was going on in Pine Ridge or Rosebud,
14 which have traditionally been the fireballs up there.

15 MR. LEVIS: We are going to have a speaker
16 tomorrow from Rosebud who is going to talk about the water
17 situation there and the fights they're presently having with
18 the state. The state is coming into Todd County and trying to
19 assert jurisdiction over the water and the reservation. The
20 BIA, Bureau of Indian Affairs, are protesting. So it's going
21 to be interesting to see what happens after that goes to court.

22 DR. PHILIPPUS: You can't do that.

23 MR. LEVIS: And as you'll probably know, one
24 time the Rosebud Reservation was four counties and part of a
25 fifth. And by the Supreme Court's ruling of two years ago,

1 it is now only one county. And this is really tied in a lot
2 to the water and new energy development.

3 (To Ms. Crow). The water paper, as I said, is
4 such an interesting phenomenon because water and development
5 of coal is terribly important. And the water rights of Indians,
6 whether it runs across their front door or just on the edge of
7 a reservation, is a big question to what rights they have. You
8 know, I don't understand when supposedly this was all decided--
9 what--in 1908.

10 DR. PHILIPPUS: Getting back to our original point--

11 MS. CROW: Yes. We're getting off of the boom
12 town situation and getting into some other problems which will
13 be taken up tomorrow.

14 DR. PHILIPPUS: Well, what we could do at the
15 federal level is to require a state to produce a plan indicat-
16 ing what they're going to--what their plans are for certain
17 types of communities. Now, I don't know whether we need from
18 in our department another piece of legislation to do that. It
19 may be that under our present programs, we can require it.
20 This is what we are working on. But at the federal level, we
21 could do that. We could require this, that a state produces
22 a comprehensive plan stating what they're going to do with
23 certain kinds of communities.

24 MS. LANTZ: Would it be any more effective
25 than the affirmative action planning?

1 DR. PHILIPPUS: Well, it gets back to the ques-
2 tion of forcing the issue. Look at the 504 Regulation.

3 MS. RING: Well, we are coming right back to the
4 question, you know. You want the states to find some kind of
5 plans, and yet I have been told that the local communities
6 can't plan until they hear from the companies who aren't hear-
7 ing from the government. And, you know, where is the circle?

8 DR. PHILIPPUS: You know, on the company thing,
9 this is more in his department (indicating Mr. Levis). But on
10 the company--on Hilda's paper--I personally followed up on the
11 other side of Hilda's paper. Kennecott apparently owned the
12 surface rights to all of that, not the underground. And I
13 don't understand how in the hell you own the top and not the
14 bottom, and that kind of stuff. Or you can own the farm, but
15 you can't own the mineral rights on it.

16 MS. CROW: You could have sold those.

17 DR. PHILIPPUS: Well, apparently, Kennecott owned
18 that area of the surface and has owned it for 17 years.

19 (to Mr. Levis) Apparently, in that situation,
20 a company can hold something for X number of years and all of
21 a sudden boom. They can say, "We're going to do something,
22 and that's it."

23 MR. LEVIS: I don't know without looking into
24 the specifics of the legislation or the contract.

25 DR. PHILIPPUS: Apparently, a company can do

1 this, own something for years and years and not do anything.

2 And then suddenly--

3 MS. CROW: Well, let's see. Where have we
4 gotten as far as what we can do with a boom town? We have hit
5 upon a number of different areas, but we haven't put them
6 together in a very constructive manner.

7 DR. PHILIPPUS: Is it possible--getting back to
8 the lawyer--can somebody push for legislation that says com-
9 panies must give X number of something advanced notice before
10 they start doing something?

11 MS. RING: I think the Wyoming City Council
12 has done that to some degree. And I cannot give you the spe-
13 cifics on it, but we are demanding that the companies not only
14 give us some idea of what they're going to be doing, but they
15 have to put out some money--it's called front-end money up
16 there--beforehand. And I think anything like this helps. And
17 I think the companies should certainly be involved in as much
18 as they can in the planning stages. There are all kinds of
19 variables involved, partly even how many facilities are avail-
20 able to help something like this. If you're dealing in a
21 community of a hundred people, and God forbid if they should
22 decide to vote in a town like Troona with a population of five
23 and report to Minot, I don't know what Troona would do. I
24 doubt if there is enough water out there for the people. But
25 you have to make some assumptions, you know, and accept the

1 variables that are in the system and plan from there.

2 MS. CROW: Well, you certainly can have devel-
3 opment requirements either under land use or under state--
4 some kind of development requirements. I think I'm not very
5 knowledgeable about this area. But it would seem to me that
6 you certainly can have some requirements upon your companies.
7 I am aware of the fact that in Meeker--the Occidental Oil
8 has had some social impact studies going on and have hired a
9 firm to work on the social impact study there to find out what
10 the needs of the community are. And they have, I believe,
11 done what we might call land banking, buying some land to be
12 used for housing in the future before the price of the land
13 gets out of sight. And so that some of these kinds of things
14 are being done by some companies, although I heard that over
15 in the other part of Rio Blanco County near Rifle--and I did
16 not verify this--I was told this by researchers, that the com-
17 panies there--I believe Gulf and Atlantic Richfield are the
18 companies--have not been doing any social planning at all.
19 And so maybe it's not required, and maybe, although I think
20 that pressures were put on Occidental to do this planning, I
21 don't think they did it voluntarily. But I'm not sure what
22 those pressures were.

23 MR. FREUDENBURG: If you talk to the people at
24 Gulf and ARCO, they would tell you that a couple years back,
25 we sent a whole bunch of people. We brought consulting teams,

1 and they made a bunch of discussions. In fact, we even paid
2 for a specific plan, new-town plan for the town of Rifle com-
3 plete with board sidewalks or some such thing. "What more do
4 you want from us?" Well, I personally would want a lot more
5 from them. Well, what I would like is a lot less from them.
6 In fact, if they were simply to bring in fewer people, bring
7 them in more slowly, you wouldn't have to worry as much about
8 cutting down the carnage and bringing out as many bandaids
9 as possible.

10 And that's the one problem I always have with
11 discussions about this. And that's why I seem to be such a
12 negative influence up here tonight. When you say how do you
13 help a town prepare for the boom, you've already said, at
14 least implicitly, that we're going to assume that whatever
15 they tell us we're going to accept. And we're just going to
16 work with that. And whatever kind of social disruption that
17 creates, we'll just try and minimize it as much as we can.
18 An entirely different approach might be like we want to mini-
19 mize social disruption however it's done. And one of the
20 things that might require this telling the company in one way
21 or another or encouraging them. You know, federal regulations
22 on leasing of coal lands, for example, would be one option,
23 that not more than one coal miner per every 5 or 15 years
24 would be allowed to open in any particular area, you know,
25 within 50 miles of the next area. That still leaves an awful

1 lot of coal mines. And that way a town can grow more gradually
2 instead of having 15 mines all owned at the same time.

3 MS. RING: How is this going to set with your
4 local chamber of commerce? I think that would depend upon
5 your--

6 MR. FREUDENBURG: It would set very well.

7 MS. RING: It would not set in Wyoming.

8 MR. FREUDENBURG: It would depend on whether or
9 not you're discouraging all growth. The chamber of commerce
10 is interested in growth. They, too, are a little bit scared
11 about a whole lot of growth because what happens when you get
12 a lot of growth is they get a lot more competition than they
13 have had before. And almost all of it is going to be--right
14 now they already have a Taco Time, a Taco Hut--no, a Taco John,
15 excuse me--a Pizza Hut, a McDonald's, a Tastee-Freez, a couple
16 of chain stores and even a K mart. And most of the new busi-
17 nesses that come in have been chain stores. And the chamber of
18 commerce is worried about that. Chain stores are more likely
19 to come in if the town grows a whole bunch all at once than if
20 you just grow a little bit at a time.

21 That's one option. Another option might be to
22 tell the Department of Energy or request that they spend a few
23 of their dollars now researching kinds of energy developments
24 for 5, 15, 20 years from now, that won't require that you
25 bring in a thousand construction workers all at once to build

1 a plant that only needs a hundred people to run it. If we
2 were able to build those components in Denver and then just
3 ship them to the construction site, molding them together, the
4 construction workers wouldn't have to move from town to town
5 to keep employed. The town wouldn't have the problem of the
6 influx. And more of the jobs of putting those pieces together
7 would be more likely to go, I would suggest, to minority per-
8 sons who already live in the Denver area who are not subject
9 to the same kind of scrutiny and pressure that they would be
10 subject to if they moved to Craig. And those are some kinds
11 of things or suggestions we might make that really aren't spe-
12 cific actions that the local town might take, but things that
13 all of us might be thinking about that would lessen problems
14 created for small towns.

15 MS. MOEN: I'm depressed. I'm just thinking of
16 all the things I've heard today. And we don't want to come
17 face to face with what I think the real problem is. We've
18 heard the story of how Lark, Utah just ravaged and the people
19 were kicked out. We've heard blacks and women, you know,
20 kicking each other for jobs. And we know that the workers
21 out there are fighting. They're led to believe that any sort
22 of environmental controls mean jobs. And we've got the workers
23 out there in Craig, you know, when environment is a four-letter
24 word. Things like that--it's as bad as feminism.

25 MR. FREUDENBURG: Not quite.

1 MS. MOEN: We're seeing the people, you know,
2 standing up against each other, the Indians against the whites
3 and the blacks against the women and everything against the
4 environmentalists; and we're seeing towns after. And we're
5 talking about, oh, all we have to do is ask these companies to
6 be nice and slow down and don't bring all these people in.
7 These companies are out for profits. They're out to get that
8 stuff as fast and as cheap as they can. And any way that they
9 can get it, they're going to do it. It's like, you know,
10 asking the companies to regulate themselves. We've learned
11 long ago that you don't ask companies to regulate themselves.
12 Their impact statements are a joke most of the time. And, you
13 know, it's sort of appealing to good will and sweet reason.

14 We are a capitalist system, and the good will
15 and the sweet reason is profits period.

16 DR. PHILIPPUS: Are you suggesting that we're
17 regulating the companies?

18 MS. MOEN: I personally am all for a release.
19 But that's not going to happen. But I want it on the record.
20 I think, yes, nationalize them, I would say. This is much too
21 serious of a thing. The energy that is being taken to extract
22 that energy--it needs to all be tied to national energy plans
23 and a conservation program. We should be using most of our
24 energy, which is running out, to be producing the means to get
25 solar energy.

1 DR. PHILIPPUS: It's the crux of the whole
2 thing. We don't have a national policy.

3 MS. CROW: Offer a state policy.

4 MS. MOEN: Or any policy.

5 MR. FREUDENBURG: Actually, conservation is one
6 of the best things we can do to prevent the bite of the boom
7 sometimes. That is built on the basis of balance sheets and
8 projections, one of which is the past growth and demand. If
9 the demand for electricity isn't growing, a utility would have
10 to be pretty stupid to build a new plant because they're so
11 expensive to build, at least to build a big one. Demand
12 increases, and that leads to, you know, boom towns and boom
13 town problems. If we develop alternative energy sources that,
14 you know, is as Betsy is suggesting, that are decentralized,
15 you know, every time somebody installs a solar heater on his
16 house in Peoria, Illinois, that cuts down the number of boom
17 towns that are going to be created. That's not something you
18 tell the local community, though.

19 Betsy is right, though, about one thing; and
20 that's that you really can't expect--well, she's right about
21 a lot of things. But one thing in particular that I would like
22 to agree with is that you can't expect the companies to do a
23 whole lot on their own. You'll find, basically--I know the
24 plant is built the way it's built because it's cheaper to do
25 things that way. If the company were to decide, "Hey, we're

1 really going to be good guys and we're going to do it differ-
2 ently," and they build their plant in such a way so as to min-
3 imize all social disruption and take care of the front-end
4 costs and all of that, given present technologies and no
5 research as to finding future ways of developing things more
6 efficiently. their electricity or whatever they're producing
7 would probably cost 20, 30 percent more than competitors elec-
8 tricity. Nobody would buy their electricity. They'd have gone
9 out of business; therefore, we'd wind up penalizing the very
10 people we want to help the most.

11 So in a sense, if you believe in encouraging
12 goodness and wonderfulness in the free enterprise system, you can
13 eventually wind up becoming in favor of government legislation
14 of those industries.

15 MS. CROW: There are a lot of things that come to
16 my mind as each of us is talking, and I wish I could see how to
17 put them all together. And I don't see it all right now. But
18 it seems to me as though there ought to be some way to inform or
19 to help the citizens of any given community see what the problems
20 are that are coming, and involve them in planning to complete
21 some of these problems, as one part of it.

22 Another thing that I think of, as you talk about
23 having a national energy--or maybe even and as implications upon th
24 communities where energy is being developed, have a national
25 energy policy which includes that, certainly would be advisable.

1 But then that has to be enforced. And there are some mechanisms
2 available for monitoring whether or not these are enforced.

3 And our commission, as a State Civil Rights
4 Commission, undertook under our special project this last year
5 to do some monitoring of--not exactly monitoring; we reviewed
6 communities of development block grants. But this could be
7 extended to other types of federal grants because we have the
8 authority to review these and make recommendations for approval
9 or disapproval of the grants, based on whether or not the
10 government regulations are being followed and what the impact
11 is upon minorities and women.

12 But we haven't been doing this up to this year
13 when we had a special grant where we explored this possibility
14 and found that it was quite effective. We found that HUD was
15 not following our own regulations, that HUD was avoiding
16 funding to communities to do things that were clearly not under
17 the objectives of the Housing Community Development Act of 1974.

18 And by putting pressures upon the regional office
19 and even having to go to Washington to put the pressures, and so
20 on, on the Denver Regional Council of Governments, and so on, we
21 began to get them to change what they were approving and dis-
22 approving, in that we found it was effective and that we also
23 found that there were groups of attorneys who are willing to
24 file lawsuits against HUD to make them do what they were supposed
25 to be doing. And as the federal people may not like that idea--

1 DR. PHILIPPUS: I'm all in favor of that. I wish
2 we would--

3 MS. CROW: If we wanted to make HUD change
4 something, we'd have to file suit against them.

5 DR. PHILIPPUS: Well, under the--what do they
6 call it--504, the barriers--

7 MS. CROW: The barriers were changes. They changed--

8 DR. PHILIPPUS: That's right. They filed suit, so
9 that's great.

10 MS. CROW: And the national energy policy, I see,
11 is a way of requiring the companies which are developing the
12 energy to have responsibilities, too. And I think all of these
13 things are involved, although I still want to go back and get
14 the people in the community involved and have the community
15 organization and participation in planning what's happening.
16 Because it seems to me that in the process, they could also
17 develop such things as human relation commissions who maybe are
18 not very effective but would at least give a little service and
19 some commitment to the fact that if minorities and women are
20 coming in, that at least there is a mechanism for them to appeal
21 locally for some recourse. These are some of the things that I
22 see that we might look forward to.

23 I know as I was listening today to some of the
24 talks, I wrote something down in my notes saying, "Let's hold
25 boom town workshops in the boom towns. I mean, these are the

1 kinds of notes I made.

2 MR. LEVIS: The one difficulty there is that when
3 you talk about human relations commissions and even holding
4 workshops in boom town communities, you really have to be at a
5 crisis before they start listening, especially with human
6 relations commissions we've found throughout the region.

7 MS. CROW: Well, I think that all of that may
8 involve going to the extension service people, the League of
9 Women Voters, churches and so on, to get them to actually be
10 sponsors, rather than trying to come and impose it from a higher
11 level. And, again, this involves us.

12 But I'm not really a community organizer; and if
13 anybody is, maybe they have better ideas on this than I do.

14 MR. LEVIS: There is another idea--

15 MS. MOEN: I don't know if even that's a better
16 idea, considering our track record with the federal--

17 DR. PHILIPPUS: It's interesting to see what
18 representative Schroeder would do if you suggested to her tomorrow--
19 you know, we have a thousand companies in Denver that identify
20 themselves as energy-related.

21 MR. LEVIS: That are downtown?

22 DR. PHILIPPUS: Why? They're all downtown?

23 MR. LEVIS: No. What I mean is, are there more than
24 a thousand companies? There are a thousand that are in downtown
25 Denver--

1 MS. CROW: I went over to the Stouffer's for
2 lunch today. And there is a conference going on there sponsored
3 by the Environmental Protection Agency, I think, right now, just
4 on the legislation on loans to small businesses, on federal water
5 pollution control acts, and a joint-municipal and industrial
6 seminar. So there are a lot of things going on. And I realize
7 that some of these regulations that we need may actually exist,
8 but maybe nobody is monitoring them.

9

10 (Whereupon, the within proceedings were then
11 concluded at the approximate hour of 9:14 p.m. on this 2nd day
12 of November, 1978.)

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C E R T I F I C A T I O N

I, MARY KAY HALE, Qualified Shorthand Reporter within and for the state of Colorado, duly appointed to take the within proceedings do hereby certify that the said discussion was taken by me at Stapelton Plaza, 3333 Quebec, Denver, Colorado, on the 2nd day of November, 1978; that the proceedings were then reduced to typewritten form under my supervision, the same consisting of 62 pages as heretofore contained; that the foregoing is a true transcript of the proceedings had.

IN WITNESS WHEREOF, I have hereunto set my hand this 20th day of November, 1978.

Mary Kay Hale

Mary Kay Hale
Qualified Shorthand Reporter