

Lois S. Gray, who as a professor and mentor for seven decades delivered college-trained women, immigrants and members of racial and ethnic minority groups into the ranks of American organized labor, died on Sept. 20 in Manhattan. She was 94.

Bonnie Beavers, a niece, confirmed her death.

Professor Gray joined the [School of Industrial and Labor Relations](#) at Cornell University in 1946, barely a year after it was founded. She started out as a member of the extension faculty, which reached out to employees and would-be union leaders to educate them in collective bargaining, job training and other programs intended to improve workplace conditions.

Over the next 57 years, she directed the school's first extension office, in Buffalo, and its metropolitan district office in New York City...

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