

Affirmative action office procedures under review

By Mandy Baucum
Emerald Reporter

A specialist from the Office of Federal Contract Compliance Program is scheduled to conduct a compliance review of the University's Office of Affirmative Action and Equal Opportunity today.

Everett Wells, director of Affirmative Action and Equal Opportunity, said that as far as he knows, the review is not being conducted because of complaints.

The OFCCP's job is to look into affairs and evaluate the success or failure of equal opportunity procedures throughout the nation.

It is not known how long the University review will take.

The OFCCP will be examining the extent of Affirmative Action's compliance with its federal rules by assessing the University's hiring and treatment practices on the basis of disability, gender, race, veteran status, age and citizenship.

"(The OFCCP specialist) is auditing our policies and procedures to see if we are inadvertently discriminating in our policies," Wells said.

Peter Reyes of the OFCCP said the purpose of the review is confidential and that the OFCCP can give no further information until after the review has been executed.

Wells did not appear concerned by

the coming review and seemed eager to get an outside opinion on the University's current affirmative action program.

"We think our hiring practices are neutral, but we are immersed in the policies every day," Wells said, "so we don't see things that (the specialist) might."

Wells said he didn't want to oversimplify the University's current hiring practices, but he did address the stigma that the University must fulfill minority quotas set by the government.

"We don't have a fixed number we must hire by a certain date. Quotas are illegal," Wells said. "We have goals and timetables. There are no penalties for

goals and timetables, but there are penalties for not trying to reach those goals."

One of those goals is trying to increase the amount of underrepresented applicants for University jobs. Because the University recruits most of its faculty nationwide, the applicant pool could be greatly increased within such a large market.

Wells said he has been trying to set up a briefing session with ASUO president Jennifer Bills and Bobby Lee, ASUO president-elect, to have an open forum for students who wish to ask questions.

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GROUPS

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pledging process is longer than many other traditional greek organizations and sometimes lasts as long as two terms.

Before women can join, they must do community service work, have several letters of recommendation and take tests, among other things, Lawrence said.

Another way the University's predominantly black greek organizations are different than predominantly white fraternities and sororities is that they don't have houses.

The black groups can't get houses because their numbers are too low, but Lawrence said she doesn't mind.

"Our bond goes far beyond whether we live together," she said. "This way, we make a special effort to get together."

Senior J-jay Lincoln, one of two University members of Alpha Phi Alpha, said he would like to see his fraternity eventually get a house, but he realizes that may take a while.

"It would be nice if we could

'It's a sisterhood for life. It's a bond you can't put into words. After I graduate, I'll be part of a graduate Alpha chapter, and the commitment will continue.'

— Lisa Lawrence,
Alpha Kappa Alpha member

"It would be nice if we could recruit enough African Americans on this campus," he said.

Many of the black fraternities and sororities meet weekly at the EMU or at members' homes. Some work out of the Black Student Union.

University black greek organizations' parties are also a lot different than those given by their predominantly white counterparts.

For example, the black fraternities and sororities never serve alcohol at their social functions. In addition, the groups often use proceeds from parties to fund volunteer projects.

No black greek organizations are members of the Interfraternity or Panhellenic councils.

While each group has different reasons for not joining the councils, most say they value their independence.

The black fraternities and sororities started their own unified organization last term, called the Black Greek Coalition.

One apparent drawback to joining a University black fraternity or sorority is that those organizations don't have a lot of members here.

But most black greek members say they don't mind.

"I've got sisters all around the world," Beatty said. "I know they're there. I don't need them in my face."

ET ALS

MEETINGS

Students for Individual Liberty will meet tonight at 5 in EMU Century Room D.

Circle K will meet tonight at 7 in EMU Cedar Room D.

Muslim Student Association will meet today at 2 p.m. in EMU Century Room F.

Alpha Lambda Delta/Phi Eta Sigma will have its end-of-the-year picnic and general meeting tonight at 6 in the University Park or in EMU Cedar Room F if it's raining.

MISCELLANEOUS

Mountain Bike Maintenance Clinic will be tonight at 7:30 in the Outdoor Program Barn at the corner of 18th Avenue and University Street.

Stranger at Home, a film about Palestinians under Israeli occupation, will be shown today at 3:30 p.m. in the EMU Walnut Room.

Death in the Garden will be shown tonight at 7 in Room 177 Lawrence.

Japanese/English language table will be tonight at 5:30 in the Yamada Language

Lounge

"The Power of Foucault" will be the title of a symposium sponsored by the Oregon Humanities Center beginning today at 4 p.m. and continuing tonight at 7 in the Gerlinger Lounge.

Sex Bowl will be tonight from 6 to 7 in the Counseling Center. Learn all you want to know about sex.

Grieks Against Rape will have a men-only discussion for friends of survivors today from 4 to 5:30 p.m. The location will be announced.

1992 Women's Symposium:

• Feminist Health Clinic will be from noon to 4 p.m. on the EMU Terrace.

• "The Power of Home Birthing" will be the title of a speech by Jill Cohen today from 1 to 2 p.m. in EMU Room 20-B.

• "Taking Our Bodies Back, Women and AIDS" will be the title of a speech by Usha Honeyman today from 2 to 3:30 p.m. in EMU Room 20-B.

• Carye Oriman, a speaker from the Feminist Health Clinic, will speak today at 3:30 p.m. in EMU Room 20-B.

• "Scientists as Activists, Activists as

Scientists: The Case of Dioxin" will be the title of a speech by Mary O'Brien tonight from 5 to 6:30 in EMU Room 20-B.

• Vicki Noble, author of *Shakti Woman*, will be speaking tonight at 7 p.m. at the Wesley Center, 1236 Kincaid St.

• Frida Naturaleza Vida will be shown tonight at 9:15 in Room 138 Gilbert.

RELIGION

Chi Alpha Christian Fellowship will have a special guest speaker tonight at 7:30 in Room 112 Willamette.

Deadline for submitting Et Als to the Emerald front desk, EMU Suite 300, is noon the day before publication. Et Als run the day of the event unless the event takes place before noon.

Notices of events with a donation or admission charge will not be accepted. Campus events and those scheduled nearest the publication date will be given priority. The Emerald reserves the right to edit notices for grammar and style. Et Als are published on a space-available basis.

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