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DIVISION

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affirmative action program and House Speaker Newt Gingrich announced that similar programs would be evaluated as soon as the "Contract With America" was completed.

Key Republican politicians are also joining the growing group of people who are unsatisfied with the way affirmative action affects hiring. Senate Majority Leader Bob Dole, R-Kan., and Sen. Phil Gramm, R-Texas, are focusing on affirmative action as the 1996 presidential election approaches.

In California a group of citizens, supported by California Gov. Pete Wilson, have written a proposition for the 1996 ballot that would ban preferential treatment based on race or gender in state government hiring, education or contracting.

College Republicans at the University support the recent attack on affirmative action.

"It's about time it came to the forefront," said Mark Numainville, vice chairman of College Republicans. "It has taken 30 years to discover the true nature of affirmative action. It doesn't heal race relations."

Some feel that affirmative action plans create a reverse discrimination situation where qualified white males are passed over for promotion or a job because women or members of a minority have applied for the same job. The woman or the minority is hired not because they are qualified, these critics say, but because of affirmative action.

The core of the Republican beliefs concerning hiring — and of others who oppose affirmative action — is that everything should be based on merit, Lynch said. Because the government will never be able to legislate discrimination out of existence, he said the affirmative action program should be "scrapped." There are plenty of other regulations in place that could stop discrimination, he said, and a quota-based system does not provide fair application processes for everyone.

But Oregon Affirmative Action Director Prince Washington said the affirmative action plans are not quota-based.

Federal regulations require that any institution doing \$50,000 of business with the federal government, which would include the University, is required to file a written affirmative action plan outlining goals and timetables for expanded hiring of women and minorities.

There are at least 160 federal laws, regulations and executive orders that grant legal preferences to racial minorities and women and make up what is known as affirmative action, according to the Congressional Research Service. Title VII of the 1964 Civil Rights Act requires any employer with 15 or more employees to follow a code of equal employment opportunity regulations.

But problems have developed over the years. People all over the country question the validity of the plans.

"[The problem] is escalating with the polarization of many protected classes that don't think it is accomplishing what it was meant to accomplish," Washington said. But he does not believe that if the affirmative action programs were cut, people would do the right thing. Diversity may suffer, he said.

HOLOCAUST

Continued from Page 1

the Jews will be shown in the EMU Fir Room today. Other activities included a showing of the Holocaust film *Schindler's List*.

Remembering the Holocaust is "mostly to learn and understand the refrain which is so common in post-Holocaust Judaism, which is 'Never Again,'" Hochstadt said.

Members of University student groups, the ASUO Student Senate, the ASUO Executive, community groups, ASUO President Leslie Warren, ASUO Vice President Mark Rhinard, Rabbi Yitzhak Husbands-Hankin of Temple Beth Israel and University faculty members will join the JSU and the Hillel House in reading the names of Holocaust victims.

The University of Arizona Hillel House provided the list of 7,000 Holocaust victims.

Those readers who have family members who were Holocaust victims or survivors will talk about their relatives before continuing to read the list.

Hochstadt is one of several readers whose families fell victim to the Nazis' wide-spread

massacre of the Jews in the 1930s.

His grandfather, Vilu, lived in Transylvania, between Hungary and Rumania before Hitler invaded Hungary. Vilu Hochstadt went to Mexico, where he married his second cousin in order to gain United States citizenship.

Hochstadt, his brother and a nephew are the only members of his family to survive the Holocaust.

Tonight's vigil will include poetry readings and songs that deal with reactions and responses to the Holocaust, Hochstadt said. It will be a "cultural and historical remembrance," he said.

"Rebirth is the idea," he said. "After you've spent all this time remembering you move on and learn the lesson."

The lesson, he said, is that President Kennedy was right when he said that those who do not remember history are doomed to repeat it.

"There are an alarming number of people that deny the Holocaust happened," he said.

"We've seen propositions bring back some of the same types of xenophobia that was going on in Germany during World War II," he said, referring to Measure 187 in California, which would deny

"If we are not careful we will repeat the same things we have already been through," he said, suggesting that the best way to deal with the problems and questions is to begin an open dialogue.

Lynch agreed that it is time to reevaluate the program. It is causing resentment in some sectors of society, he said. Some people, including white males and Asian students, feel that the affirmative action plans create a situation where not everyone is given a fair chance, he said.

Lynch said when he was looking into military flight school, he was told that unless he was black, there wasn't much of a chance he would be accepted. When he told the recruiter he was part Chilean, he was told he had a better chance at the position.

These types of quotas are dangerous and hurt many people, Lynch said.

But Lehrman says the problems stem from the fact that the media are distorting the facts in the issues.

Several myths surround the debate, he said. Affirmative action is not a quota-based system — quotas are illegal, Lehrman said — and it is also not the elevation of or preference for less qualified applicants.

Affirmative action is an effort, in this case by the federal government, to institute a plan for making good faith, pro-active efforts to recruit, employ and retain women, minorities, people with disabilities and Vietnam veterans, Lehrman said.

The goal for the University is to make sure as many people are made aware of job openings as possible to ensure that the applicant pool is reflective of the number of people who are qualified.

To accomplish this, search committees place advertisements in several types of journals, including journals for women and minorities.

"We try to ensure that the search committee casts the net as broadly as possible," he said. "We will then look at the pool of applicants and ask whether the pool is reflective of the availability of women and minorities."

The affirmative action program at the University is monitored by the federal government. Lehrman must prepare a yearly report that details applicant flow for each position.

"Sometimes the pool isn't what it ought to be and sometimes it is better," he said.

If among a list of finalists for a job there is a woman or a minority candidate, that candidate shall be chosen unless another candidate is demonstrably better qualified, according to the University policy.

"If the female is equally qualified then as an affirmative action effort we should hire the woman," he said. "This is not preferential treatment."

Unfortunately, Lehrman said, that is the way it has been portrayed. The media look at the one or two incidents over the course of a few years and it seems there is "reverse discrimination" going on.

"That is hardly a basis for throwing out the whole program," he said.

However, Lehrman admits there could be some improvements made in the program. The amount of paperwork that is associated with affirmative action creates a stigma for people who deal with it, he said, but it is necessary to assess whether progress is being made.

illegal immigrants certain social services.

Students are encouraged to wear yellow tags the JSU printed in remembrance of Holocaust victims, and the 1943 edict, which said Jews must wear yellow stars of David on their clothing.

The yellow tags have a star which reads, instead of "Jew," "6 Million," commemorating those who died during the Holocaust.

"In response to this edict [that Jews must wear the stars], King Christian of Denmark, along with the entire population of his country donned the stars to show solidarity with those who were being persecuted," in the yellow tag states he said. "Today, we do the same while remembering those who did not survive."

Jews are not the only ones who have had experiences with persecution, Hochstadt said.

The other ethnic student unions participating in the event can say similar things have happened in their history also, he said.

"It's not just our history," he said. "Other ethnic student groups, such as the African Student Association, can talk about their history as well."