

The Rev. Debbie Martin of Santa Rosa, Calif., was elected to complete the work of closing down the district. District clerk Susan Van Houten of Gentle Shepherd was re-elected, and Dave Dishman of MCC Portland was elected assistant lay representative.

A Mormon Church conference held the same weekend was picketed by anti-gay minister Fred Phelps. He did not find his way to the MCC conference but picketed churches believed "to be sympathetic to gays and lesbians, such as the Church of Jesus Christ of Latter-day Saints," according to the Oct. 6 Salt Lake City Tribune.

COLE RECEIVES SHEPHERD'S AWARD

The Rev. Roy Cole, outgoing pastor at Metropolitan Community Church of Portland, was honored during the *Out on Broadway* stage show Oct. 11 at the World Trade Center Theater.



The Rev. Roy Cole

Proceeds from the fund-raiser benefited Esther's Pantry, which provides food and personal items to people with AIDS.

Cole officially ended his seven-year stint with his final sermon Oct. 14. He plans to complete his doctorate of ministry at San Francisco Theological Seminary, then apply for a Ph.D. in theology at University of Oxford.

Cole received the Shepherd's Award,

which is named after Ann and the late Bill Shepherd, who began supporting basic rights and equality for all Oregonians in the mid-1970s after learning their daughter was a lesbian. The couple founded the state's first chapter of Friends of Gays, which later affiliated with the national organization Parents, Families and Friends of Lesbians and Gays.



Out on Broadway host Rebecca Webb introduces PFLAG pioneer Ann Shepherd

APPEALS COURT ALLOWS SEATTLE WAITER TO SUE

A federal appeals court has overturned a lower court ruling saying a waiter who was taunted for walking "like a woman" can sue the restaurant under federal laws prohibiting sex discrimination.

Antonio Sanchez worked at a Seattle location of Azteca Restaurant Enterprises, where he says he was subjected to daily verbal abuse by employees and a supervisor. He said he told several managers and the human resources director about his problem but did not get a significant response. He was fired a few months later for walking off the job in the middle of his shift.

Sanchez filed suit in district court, which ruled against him, saying he had not been subjected to a hostile environment based on his sex. The 9th Circuit Court of Appeals overturned that ruling, saying the "unrelenting barrage of verbal abuse" was severe and pervasive.

The appeals court decision was a departure from other rulings that have made it difficult for gay men and lesbians to obtain protections under Title VII of the Civil Rights Act because the law does not cover sexual orientation. However, Sanchez's case never suggested the plaintiff was perceived to be gay.

Rather, he was subject to harassment because he did not conform to sexual stereotypes. The court based

its decision on a 1989 U.S. Supreme Court ruling that barred discrimination on the basis of sexual stereotypes.

INSTITUTE SEEKS WORKSHOP PRESENTERS

The seventh annual Oregon Diversity Institute is seeking people to present workshop sessions on gay, lesbian, bi and trans issues from Nov. 7 to 9 at Red Lion Inn in Salem. This year's theme is "Voices of Diversity: Focusing on Personal and Institutional Transformation."

The keynote speaker will be Center for Leadership Diversity founder and director Victor Lee Lewis, who specializes in teaching, inspiring and supporting individuals and organizations to create communities of commitment that can heal and dismantle racism, sexism, anti-Semitism, homophobia and other "isms" undermining people's ability to live, love and work well together. He is best known for his leadership role as the prophetic voice of *The Color of Fear*, a video about racism that received the Golden Apple Award for Best Social Studies Documentary, of 1995 from the National Educational Media Association.

For more information on registration, submitting a workshop proposal or nominating an individual or organization for a Diversity and Innovation Award, visit the Internet site www.lanec.edu/afirmact/div/odi/2001 or contact coordinator Jim Garcia at 541-747-4501, ext. 2852, or garciaj@lanec.edu.

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