

## justout help wanted

Just Out is looking for a unique person to round out our staff. The job available is for a hybrid office and distribution manager. But wait, there's more! When not answering phones and tending to customer service needs, our new super employee will bolster and assist staff in an editorial assistant capacity.

The office/distribution manager portion of this job can be filled by any number of capable applicants. However, the unique person we're seeking will have additional skills, interest and experience in writing, reporting, proofreading, reviewing and many other responsibilities associated with newspaper production. A desire to work in and for the community is crucial, with occasional evening and weekend hours required.

Please e-mail responses to justout@justout.com or mail to:  
P.O. Box 14400, Portland, OR 97293-0400 attention: Marty Davis



Everyone has a first time.

(They just bought their first home.)

Buying your first home can be as nervewracking as it is exciting. At Rose City you'll find a comfortable, gay-friendly, non-judgmental atmosphere. We do everything we can to make the loan process less stressful for all buyers.

**Rose City**  
Mortgage Specialists

free consultations | 50-down loans | all credit/loan types  
rosecitymtg.com 503.768.4248

## NORTHWEST newsbriefs



PHOTO BY MARTY DAVIS

Detective Brian Grose (left, at the Oct. 8 Sexual Minorities Roundtable meeting) says several changes in the Bias Crimes Unit could affect the number of arrests made

### QUEER YOUTH SUCCEED ON THE JOB

Worksystems inc., a national organization that advocates for employees throughout the nation, is teaming up with the Sexual Minority Youth Recreation Center on a special project to benefit queer kids on the job.

*Working It Out*, a 22-minute documentary and training video targeted at straight service providers, will educate businesses on how they can be allies to young queer employees, according to project coordinator Nerissa Ediza. Directed by Portland filmmaker Sarah Marcus, it will include a series of interviews with local queer youth on what they need to feel comfortable at work, such as "not being told that discrimination is [their] fault," Ediza said.

Service providers that work with sexual minority youth also will contribute to the project, sharing their own methods of creating a more queer-friendly workplace. The video will help employers understand the difference between sexual orientation and gender identity and the role that being queer plays in the workplace.

Ediza hopes the video will find its way into the hands of businesses everywhere, though she knows that awareness of queer issues is not a top priority for many companies. The film also features music by Portland artist and teacher Sarah Dougher.

*Working It Out* will be marketed nationwide, and all proceeds will go to SMYRC after production costs are recovered. The video will sell for \$75 to nonprofit organizations and \$100 to all other businesses.

Marcus and cast members will speak during a special fund-raiser screening 2:30 p.m. Oct. 27 at the Guild Theater, 1219 S.W. Park Ave. Admission is \$15 at the door and \$5 for youth; however, no one will be turned away for lack of funds, according to Ediza.

### BIAS CRIMES GO UNREPORTED

Portland's queer community still is not reporting a major number of bias crimes, according to Detective Brian Grose. A bias crime is intimidation—verbal threats, physical aggression or tampering with property—perpetrated against someone based on race, color, religion, national origin or sexual orientation.

The average monthly number of reported bias crimes between 2000 and 2002 was 13, with gay, lesbian, bi and trans people being the biggest victims "by far," Grose said. Last month, only one bias crime was reported.

According to Portland Police Bureau statistics, reported bias incidents fluctuate randomly

throughout the year and do not follow seasonal patterns. However, there was a spike in reported incidents in September 2000 and 2001. (The bureau reports that the statistics are unrelated to the Sept. 11, 2001, terrorist attacks.)

Several changes in the Bias Crimes Unit—including Grose's assignment in July 2001—could have an effect on the number of arrests made. "Detective Grose has done an excellent job establishing trust relationships with various minority leaders in the Portland area and has committed to improving the police response to these crimes," Lt. Keith Morse said.

According to Grose, the majority of bias crimes perpetrated against sexual minorities go unreported. He attributes the inconsistency to victims' fear of being exposed as gay and misconceptions about the police force. "Meetings take up more of my time than [dealing with] bias crimes do," he said.

To report a bias crime, call Detective Brian Grose at 503-823-0897.

### ACTIVISTS QUESTION WEST HOLLYWOOD CHARGES

Activists expressed deep concern Oct. 4 about the West Hollywood, Calif., district attorney's decision not to file hate crimes charges against three suspects arrested in connection to last month's brutal assaults—with baseball bats and metal pipes—on former Eugene actor Trev Broudy and another gay man. The addition of hate crimes charges could add two years to the suspects' sentences if they are convicted.

"Hate crimes are different from other violent crimes in that they are intended to frighten and intimidate an entire community," said Seth Kilbourn, Human Rights Campaign national field director. "If the men arrested this week have been involved in hate crimes, we want to see them prosecuted accordingly. HRC is calling on the district attorney to reconsider the charges and send a strong message that hate crimes must not be tolerated."

District Attorney Steve Cooley has said in a statement that after a thorough review of the evidence, his office has determined that the motive for the crimes was robbery. In an interview with the *Los Angeles Times*, West Hollywood Deputy Sheriff Don Mueller said that "based on our interview with the suspects and the information they admitted to, we believe that there is evidence to go forward with a hate crime charge."

Only 26 states and the District of Columbia include sexual orientation in their hate crimes statutes. A total of 19 states have hate crimes laws

**LASER HAIR REMOVAL**

**sōna**  
Laser Hair Removal Specialists

You've been hearing about Sōna, now come and experience smooth, hair-free skin.

- Effectively reduce or eliminate unwanted hair from all areas of the body
- Four on-site-state-of-the-art lasers
- Now treating white, blond, grey hair with laser
- Results that last a lifetime!
- Gender friendly clinic

Thousands of men and women have experienced the Sōna difference. Call today!

503-443-2250  
www.sonainternational.com

Dr. Minot Cleveland  
Medical Director  
5285 Meadows Rd., Suite 270  
Lake Oswego, OR 97035

**Everybody's Garden Center**

Pond Supplies  
Grow Lights  
Seed Starting Kits  
Organic Nutrients

**519 SE MAIN**

**Portland, OR**  
**(503) 231-1582**

**www.hydroponicsgarden.com**