



Mrs. Ellen Law, Lieutenant Euliss, James O. Brooks, Rear Admiral Emmett H. Todd and Lieutenant Commander Nicholson discuss minority recruitment.

Navy seeks minority relations

Last week during his visit to Portland, Rear Admiral Emmett H. Todd met with three local black leaders to discuss the Navy's efforts to improve racial balance and opportunities in the Navy. At a breakfast held in the Portland Hilton, Admiral Todd met with James O. Brooks, Director of Community Services for the Urban League; Mrs. Ellen Law, the Principal of Jefferson High School; and Bill Diaz, afternoon News Editor at KXL Radio. The breakfast was also attended by Lieutenant Commander W.D. Nicholson, Com-

manding Officer of the Portland Recruiting District, Captain McClinton of the Navy Recruiting Area Eight, and Lieutenants John Gladics and Jim Euliss. Discussion centered around the Navy's efforts to make blacks aware of the ever increasing opportunities available and the Navy's increasing awareness of their needs. Many useful suggestions were well received by Admiral Todd, who stated, "It is by these forthright discussions that both sides learn what is happening and how each other feels. This is the only

way true progress can be made."

Discrimination

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notified the District in the Fall of 1970 that she expected to give birth to a child early in February of 1971. She objected to the policy requirement and refused to submit a resignation.

Mrs. Flury was terminated December 22, 1970, and resigned under protest the next month. On February 15, 1971, the Portland School Board accepted the resignation but said this acceptance would be revoked if a proper tribunal decided otherwise.

Attempts to resolve the complaint through conciliation failed. Subsequently, in a hearing before Gustafson, the District denied unlawful discrimination.

The District defended its policies by presenting theories that pregnancy interferes with evaluation of teachers under the State Teacher Tenure Law; that pregnancy is voluntary and, therefore, can be deferred past the probationary period; that pregnancy interferes with the continuity of learning by the student; that there is a problem of finding replacement teachers and that there was a bona fide occupational requirement involved permitted by law.

In striking down the School District's theories, Gustafson noted that the District had allowed lengthy absences from work by probationary teachers for reasons other than pregnancy and still has been able to make the review necessary for teacher evaluation. He said, "Resignation is only for the convenience of the School District and not a business necessity."

Gustafson continued, "A failure to grant reasonable maternity leaves to pregnant teachers based on individual considerations and during any stage of their employment is discrimination based on sex so long as the School District has

any form of leaves, policies or practices which excuse any teacher from attendance during usual school days and hours."

Among the examples given where probationary teachers could be away from the job for long periods of time and still be evaluated were leaves for study, illness of dependents, court appearances, jury duty, exchange teaching situations, politics and professional leave.

As far as the method of evaluating teachers is concerned, it was noted that the District made its evaluations long before the three-year probationary period is up and that the Teacher Tenure Law only implies that evaluation is needed and that no method or timing is required.

After receiving the findings, Commissioner Nilsen will make conclusions of law and enter an order based on the findings. After receiving an official draft of the findings, the School District adopted new policies designed to eliminate some forms of discrimination and it may consider still additional policies after receiving the conclusions.

Vancouver

Residents both Black and White have been volunteering unlimited time in preparation for this workshop, according to Harris.

Harris further commented that the initial workshop, that was coordinated by himself and the concerned Black and White citizens of Vancouver, was considered "superior" by the participants, to local businesses, state, city, government and Federal civil rights or community - race seminars that have been held in the past.

Letters of invitation, co-operation, participation and/or financial assistance have been sent to many Vancouver businesses, governmental agencies, social and business organizations.

Those persons that are interested in registration, offering assistance or financial sponsorships should call or write: Roy Harris, at P.O. Box 449, or 694-377 in Vancouver.

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Black Caucus

Continued from page 1
ment of a liaison between elected officials and the community; and the establishment of state-wide political relationships with all minority groups. "Black people must become a viable force within the existing political system, operating from an independent power base."

The Oregon Black Caucus and the Black people of Oregon "no longer accepting the mental, degraded status imposed on us, no longer accepting the inhumane value system, the corrupt and oppressive policies of a society dedicated to materialism, racism, and exploitation, begin now to establish the Black humane values, systems and principles that must guide the delivery of any health and social services of Black people."

"These, then, are principles that must guide any efforts in the health and social welfare service delivery systems: a.) Black dignity must not be compromised by the service; b.) Service deliverers must evidence recognition

of the Black living experience; c.) Services should tend always to support the basic Black family unit; d.) Any service delivered should be designed so that it is complementary with the Black Ethos; e.) No health or social service may be viewed as merely an end, but rather as a means toward achieving the full development of the total Black existence, as persons, as family, as community; and f.) All health and social service systems must be accountable to the Black community."

In the economic realm, the Black Political Convention found that "since Black people in Oregon are the victims of economic exploitation, it is important that we address ourselves to positive methods through which Black people may gain economic liberation. The primary thrust of all economic efforts by Black Oregonians must be to gain control of economic resources that can be used for the benefit of the Black community."

"The income of the Black community must be increased,

Businesses in the Black community must be controlled by the community. Businesses in the community must be operated ultimately for the benefit of the community. A large share of the wealth in Oregon must go to Black Oregonians."

"In addition, businesses essential to the support of a viable community must be established and maintained in the geographical area in which Black people live. Black businessmen and industrialists must be provided adequate dollars, skilled labor, sufficient land and materials, and the necessary managerial expertise to compete in the market place. Businessmen, both Black and non-Black, who operate as producers or marketers in the Black community must be made accountable to the Black citizens. Pressure must be applied upon the city, state and federal governments to distribute a greater portion of their resources to the Black community."

The Black Agenda addresses itself to inequities in

a system that is not responsive to the needs of the masses of the people. When implemented it will bring about changes in the social institutions that will benefit all people.

"Our Black Agenda stresses the point that now is

the time to participate in programs that will bring about fundamental changes in this decadent system."

"We begin with a Black Agenda. We must now work towards its implementation."

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PORTLAND, OREGON

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Champ, A, B, C, and D

1 FLIGHT for WOMEN

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Monday and Tuesday---Tournament---West Delta Park Golf Course---8:00 a.m.

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Beef Franks Safeway 12-oz. pkg. ea. **58¢**

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Half Gallon **49¢**

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Prices effective August 2 thru August 8, At All Portland and Vancouver Safeways. *Except On Sunday Where Meat Sales Are Prohibited."

African Churches

(Cont. from page 3, col. 3)
Church, and the municipality of Pretoria gave free land on which to build it.

In April 1971, another branch of the Bureau of African Churches opened in Bulawayo, Rhodesia. Gabelah moved back to the country of his birth to direct it. Now 48 and married, with one daughter, he is the Bishop of the African Orthodox Church in Lesotho, Swaziland, South Africa and Rhodesia. He runs a successful surgery next to the offices of the bureau in Lobengula Street, Bulawayo.

Already 87 separatist churches have joined the Rhodesian branch, with some 123 persons taking correspondence lessons. The bureau is now translating the lessons into Shona (Ndebele-speaking students take Zulu lessons).

"I am praying for the day when there will be only one Christian body in South Africa," says Gabelah.

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NBC OREOS Nabisco Sandwich Cookie **48¢**

Sunshine Chips 3-Bag Box **66¢**

Biz Pre-soak Digests Dirt & Stains 38-oz. **\$1.28**

GAIN Treats Stains Like Dirt 49-oz. **88¢**

We Welcome U.S. GOV'T. FOOD STAMPS Where Authorized