

ALFRED LEE HENDERSON
EDITOR/PUBLISHER

**WE SEE THE WORLD
THROUGH BLACK EYES.**



EDITORIAL FOCUS

**Theory and practice
Civil Service:**

Civil Service was designed to eliminate favoritism and patronage from government employment. It is theoretically a method to objectively select employees, with objective tests and the winner picked from among the top three contestants. However, it doesn't work that way.

First of all, the tests have been proven to have a cultural bias, testing those culture traits that are learned by middle and upper class Caucasians but are not as likely to be learned by lower class whites and minorities. The test often has no relationship to the job sought. Also, tests are frightening to some persons who could do a good job although they do not do well on tests.

The test is not the only problem. There is also the interview -- or the oral test -- which can count from 30 to 100 percent of the score. This interview or oral test is scored completely at the discretion of the interviewer or the interview panel, and if the applicant gets a low score, this wipes him out, even though he might have had a high test score.

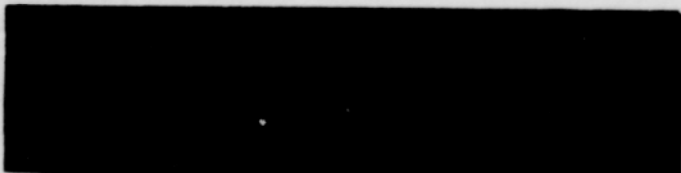
The greatest handicap is the favoritism that is practiced by civil service officials and agency personnel. Although new employees are supposed to come from the top three scorers on the eligible list, this often does not happen. It is a well known fact that the agency director can hire anyone he wants and then arrange it with the civil service. He can eliminate the persons at the top of the list for whatever reason and go down the list until he finds the person he wants. These tactics can be used to get the employee the agency wants, and they can be used to eliminate the less desirable.

The county has a particularly fascinating method of filling vacancies. Many county examinations are given only once a year and those not placed on the eligibility list at that time must wait until next year. These tests are not well publicized and are not given at any particular time. A person could decide to apply to be a counsellor at the Juvenile Court, for example, and find the exam was given a month before and will not be given for another year.

Should a vacancy occur before the year ends, however, they will find someone to fill the vacancy temporarily -- usually a friend of an employee who is fortunate enough to know a vacancy exist, since vacancies are advertised only when the test is to be given. Once this temporary employee works on the job for several months, then takes and passes the exam -- in this case an interview only -- it is natural that he will probably get the permanent job. Is this why there are no Black counsellors at the Juvenile Court?

In most sections of the nation -- even in the South -- you will find a high percentage of Blacks in civil service jobs. This is because, in spite of it's inequities, civil service has still provided a more equal opportunity than private employers.

But in Oregon, you will not find this to be true. Minority employment by governmental agencies in Oregon is at a disgraceful level and the reason for this is that civil service rules and procedures can be manipulated by the persons who use them. So in a state where there has been systematic discrimination against Blacks, we find civil service practices used to keep Blacks out of government employment.



the good Bread

**Goldschmidt:
The first six months**

Neil Goldschmidt has now been the Mayor of Portland for six months and it is time to look at his record on minority employment. When seeking the Black vote, Goldschmidt promised to see that Blacks were hired at all levels in city government. Has Mayor Goldschmidt made any advance in his first six months? Or will he, as other around him are doing, still be making promises as his administration fades into history?

Of 1,223 employees responsible to the Mayor's Finance and Administration Department, 21 are Black. These include 2 in the Mayor's office, 1 in Personnel, 6 in the Police Department (out of 726 uniformed officers) and 2 in Justice Planning and Coordination. Other than the two Blacks in the Mayor's office, these persons are hold-overs from the Schunk administration.

In the Public Affairs Department there are 4 Black employees out of 19, outside of the Model Cities Agency. This includes 2 in Manpower Planning and 2 in Human Relations. The Model Cities program has 61 employees, of which 31 are Black. The Model Cities employees, however are not city civil service employees and are hired independently of the city.

The Public Safety Department, which includes the Fire and Parks Bureaus, has 4 Black firemen and 34 in Parks, out of a total of 1,284.

Public Utilities has 7 Black employees out of a total of 172. Public works has 56 Black employees out of a total of 1,243.

This gives us a total of 168 Black city employees out of a total of 4,081 employees, including Model Cities employees, or 137 Black employees out of 4,020 employees exclusive of the Model Cities Program. This gives a total of 3.3 percent Black employment. No more than 20 of these persons are in professional categories, the rest being in labor positions.

Most of these Black employees were already with the city when Mayor Goldschmidt took office. We can, however, give him credit for the two Blacks in his staff of eleven, while none of the other Commissioners have any Blacks on their office staffs.

Mayor Goldschmidt's record so far does not look too good. He has stated that lack of vacancies and lack of money have hindered his efforts and has said that after July 1st, when new programs are initiated, we will see great progress.

Commissioners Schwab, Ivancie and McCready are following the example of the Governor, the Secretary of State, the Attorney General and the State Treasurer. They talk a good line -- but when it comes to action... nothing.

**LETTERS
TO THE EDITOR**

A Black station?

Dear Sir:

I would like for your paper to do some investigation as to why the Blacks of Portland cannot get a radio station of our own.

Many of the Black automobile owners have to invest in a tape deck and tapes. This is quite an expense to us, just to listen to our own musical.

On Saturday KGAR has a soul station but I understand this will be cut out on the 16th of this month.

With the larger number of Blacks in Portland we should

be able to turn to at least one station and be able to enjoy good listening.

Thank you,
Dorothy Jones

(Editor's Note: In order to have a Black-owned station, a Black person or Black company must buy an existing station or buy equipment and ask the Federal Communications Commission for use of the airwaves. We have heard that KGAR is for sale. Have you tried listening to YSOL, a PMSC financed station operated by young Black people.)

Disagrees on Hoyt

Dear Mr. Henderson,

In reference to your editorial which appeared in your June 22nd publication entitled "County Gets A Chance".

I disagree that the Hoyt Hotel should be used for such purposes, since the building has already been established by existing building codes to be unsafe. It should not

therefore be used to house anything, particularly our beloved aged citizens.

Don't construe this letter as meaning we don't enjoy your paper because we do.

Respectfully,
Thomas Perry Wilson Martin,
President of The National Society For the Preservation of The Black African American Peoples

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At last, an Indian

Kenneth L. Smith, general manager of the Confederated Tribes of the Warm Springs Indian Reservation, was appointed by Governor McCall to the State Board of Education. As far as is known, he is the only Indian to serve on a state board or commission in the history of the state. Some might praise the Governor for this historic appointment, but we can only ask why it took so long.

The Indians were the original owners of Oregon. When the white man came, they were wiped out by disease, murdered, driven from their land, herded into reservations and robbed of their culture. Their treaties were broken and are still being broken, and they have been systematically cheated, deprived and isolated.

Now the Indians have a representative on the Board of Education. But did it take six years for the Governor to find a qualified Indian? At this pace we can never expect equality to arrive.

How long must we wait, Mr. McCall? We were told several months ago that there will be a Black on the governor's staff. How many more months must we wait? We were told that you have long worked for civil rights. We were told that your administration would be "different". We were told that you would use your powers for the people. You have only eighteen months left -- time is running out!

Another Point of View

Reflections in prejudice

[Reprinted from the Oregon Journal]

Since most persons of whatever color are afflicted by degrees of prejudice, whether they like to admit it or not, it is worthwhile to ponder what being the victim of a crime committed by Blacks does to a white person's feelings about race.

The question became more than theoretical for us in Washington, D.C., last Friday when two Black men -- one armed with a snub-nosed automatic -- "persuaded" us to part with a wallet containing money, credit cards and driver's license.

But some reminders that this is an abnormal activity for Black people -- despite the high incidence of Black crime in that city -- began to be applied right away.

The detective who took information about the incident was Black. The policeman who guarded the hotel lobby was Black. The man at the Western Union window who handed out replacement money wired from home was Black. So were most of the other employees in that office.

A gracious Black woman was teaching a young Puerto Rican girl to operate the cash register in a restaurant line at the Kennedy Center. The polished head waiter at the hotel restaurant was Black. Most of the cab drivers were Black, including an elderly gentleman who was dressed as if he were going to church. He was listening to a religious program on the cab radio.

The United Air Lines employee who checked through our baggage was Black. So was the desk man at the entrance to the departure gate.

Before going to Washington, we had read that a white youth had been charged with murdering another white youth in Portland.

Then, one of the things we had to see in the nation's capital was the huge Watergate complex. Nobody needs to be reminded that the incredible number of people in high places involved in the Watergate "caper" and related nefarious deeds are white.

If one is going to entertain prejudice, perhaps he should apply it to the whole human race and not limit it to any particular grouping. But then there are all those other good people in all races.



Big Mac

**McDonald's is
where it's at.**

McDonald's is the place to be for good food and good times. Big Mac, Filet-o-Fish, Cheeseburger, whatever you've got the hungries for. McDonald's is the scene. Make it.



You deserve a break today.



**Hug me
Crush me
Luv me
ENJOY
ORANGE CRUSH.**