



ALFRED L. HENDERSON
Editor/Publisher



WE SEE THE WORLD
THROUGH BLACK EYES

EDITORIAL FOCUS

It is illegal!

The plan of the Multnomah County Board of Commissioners in eliminating 150 positions and the employees who hold those positions, is to use seniority alone. Although Chairman James Gleason reportedly will give the final approval on those to be terminated (to insure the retention of friends and relatives?) the official written policy is seniority.

The courts have determined that it is illegal to use seniority or any other arbitrary criteria to determine retention or promotion of employees if they discriminate against an "effected class" of employees. Surely the Board of County Commissioners must know that the majority of their minority employees have been hired within the last three or four years because of federal requirement and community pressure. This procedure is clearly illegal and must be stopped.

To make this policy even more discriminatory, in assessing seniority the county will not consider employment time with federally funded projects or training programs, one of the purposes of which is to train and employ minority and other disadvantaged people. Is this not breaking faith with the federal government and with these employees -- morally if not legally?

Of course there are some white employees who will suffer unjustly also -- some of those who have worked for years on 'temporary' status and have never been given civil service standing.

We find also that the major budget cuts are in the area of services -- which not only most closely serve the needs of people, but also, because of federally funded and special projects, employ the majority of minority workers.

We expect that human services will be the first to be eliminated -- they always are. But chopping out some programs and stifling others by unreasonable personnel cuts is even more damaging when carried out by an organization as calloused toward the needs of its constituents as Multnomah County. We cannot expect the county administration, whose first concern is protection of the county image, to reveal any sensitivity about the needs of people.

The people of Multnomah County must not just sit idly by while programs vital to the health of the community are eliminated. It is not just a question of jobs for minority people that hangs in the balance. It is also the programs that provide essential services to the aging, the young, the sick and handicapped. It is tragedy when the county can purchase a golf course but cannot provide care for a child heading into delinquency or nursing care for our elderly citizens. And who will pick up the tab for the penitentiaries and nursing homes if not the taxpayer?

Middle class white Oregonians cannot afford to look away because it is the Blacks, the Indians, the Chicanos who are losing their jobs or because it is the poor who will suffer from the loss of programs. This time, if justice is not found, all of Multnomah County will suffer the results.



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Here's one paper
you don't
have to hide
from the kids.

Another Point of View

NNPA bids farewell

This tribute and farewell are paid to the great Edward Kennedy "Duke" Ellington by Dr. Carlton B. Goodlett, president of the National Newspaper Publishers Association -- Black Press of America:

"Man is promised three score and 10 years in the holy writ. Your 75 years with three score years as a composer and a musician were beautiful.

"Your music brought joy where there was sorrow, love when lovers piqued. Your creative genius has been a vivid picturization of the Black experience in America for three score of our five and one half score years of freedom.

"While your passing from the mortal scene leaves a contemporary void, your creative genius leaves an immortal legacy. As long as humanity 'Takes the A Train' whenever 'Boy Meets Girl', when life's mood turns 'Indigo', and whenever men contemplate 'In the Beginning Was God', the librettos of life will sing songs of joy that once upon a time there lived a man called Duke Ellington.

"Truly, you have glorified the age in which we live; life has fuller meaning because of your creations of joy, rhythm, and your love. Farewell."

Multnomah County

(Continued from pg. 1, col. 9) who cannot afford extensive nursing care. This program has employed a number of minority persons, particularly in the Model Cities area.

The United Affirmative Action Committee and the United Minority Workers, along with Arthur Dilworth and Elaine Piper, have filed a suit in federal District Court charging Multnomah County with discrimination against minorities and women.

In explaining the reason for the suit, Art Dilworth, Chairman of UAAC, explained that the committee has unsuccessfully attempted to obtain relief for the past 6 months, and failing this, their only recourse is through the courts. The committee presented the County Board of Commissioners with an affirmative action plan, but the plan was not accepted. They spent much time reviewing and assisting in the writing of a new personnel ordinance that "has been lost somewhere in the bureaucratic shuffle."

The ordinance was to have been reviewed in early April. The UAAC obtained a hiring freeze from the Board, pending implementation of an affirmative action plan, but hiring has continued. UAAC members contend that minority applicants have been denied because of the freeze but whites are being hired.

Dilworth said "We intend to pursue this matter all the way. We will not be placated with tokenism, but will accept nothing less than full equality of opportunity in application for positions with all public and private employees."

Warning given

Glenna Page, Director of the Urban Indian Movement, and Nate Proby, Chairman of the United Minority Workers, predicted violence if young people are not able to find work and if the programs they have looked to for help are closed. When they start programs that offer services

young people need, and they learn to trust some of the staff, then those people are fired and the program closed, where can they go and what justice can they see, Mrs. Page asked.

"We are attempting to show them that there are methods of obtaining justice, but 'if the system fails us this time we can't hold them back any longer,' Mrs. Page continued. She explained that young people feel that if they can't get jobs and use the new county-financed golf course, neither will anyone else. Proby said there is discontent among men in their 20's who have families to support and want jobs.

Suit names Commissioners

The suit charges M. James Gleason, Chairman of the Board of County Commissioners; Dan Moore, Ben Padrow, Donald E. Clark, Mel Gordon, Commissioners, individually and as board members; John Rice, Director of Administrative Services; John Raynor, Personnel Director and Director of Training and Personnel; Jewell Goddard, Director of Human Services; Daniel Uman, Director of Environmental Services; Tom Prie, Director of Justice Services; and Loren Kramer, Chief Assistant for the Board. The suit asks that the County be ordered to implement an affirmative action plan and that punitive damages be paid to Piper and Dilworth.

The suit charges that Multnomah County has practiced employment policies that exclude minorities, and that minorities that are hired are disproportionately placed in short-term or insecure job positions, and that minorities will be unfairly affected by pending budget cuts.

Art Dilworth was hired in September by Jewell Goddard as a Human Services Planner. His duties included contacting community organizations and developing an affirmative action plan for the Department of Human Services. Dilworth claims that he has not been allowed to obtain information necessary for his work. He also believes he is the subject of

Quotas and the 'New Ethnicity'

by Bayard Rustin

The Black community may soon face the formidable challenge of finding an alternative to the quota system. Although the Supreme Court, in the Defunis judgement, avoided the issue for the present, there are indications, particularly the minority opinion of Justice William Douglas, that the high court may eventually declare unconstitutional the practice of establishing separate standards for Blacks and other minorities.

Whatever finding the court reaches, it is important that Blacks begin to consider the implications of quotas as a strategy for overcoming discrimination and achieving economic justice. I have already stated my objections to quotas; in brief, I feel quotas are an exaggerated form of tokenism which represents a poor substitute for a full employment policy and have a devastating psychological effect on the very people they are designed to help.

Another important issue is the division between Blacks and their traditional allies which the quota controversy is creating.

In the Defunis case, for example, many Jewish organizations, and a number of white ethnic groups opposed the policy of giving minorities preferential treatment in college admissions, while civil rights organizations supported the practice.

Further evidence of the divisive potential of quotas was provided at a recent New York Conference on affirmative action and preferential treatment. The participants included Blacks, Puerto Ricans, Jews, Italian-Americans, and labor unionists. These were individuals in substantial agreement on a broad range of social and economic issues. Many had marched side by side with

Martin Luther King and A. Philip Randolph in the most crucial and dangerous campaigns of the civil rights movement.

But it was obvious that on the question of racial quotas, these historically unified forces were poles apart.

We heard, during the course of the conference:

- A spokesman for an Italian-American organization severely criticized affirmative action programs, declaring that Italian-Americans were systematically discriminated against and excluded from positions of influence in government and education;

- A woman insisted that only Puerto Ricans (as opposed to Cuban or Dominican) teachers could relate to Puerto Rican children, just as, she asserted, only Italian teachers of Milanese dialect could relate to Milanese-Italian children;

- A young law school graduate of working-class background criticized compensatory education programs for largely excluding white working class students.

As the above examples indicate, many of the complaints bordered on the absurd. The problems of white working people, as serious as they are do not approach the grim consequence of racial prejudice.

But their frustrations are real enough. They must deal with subtle, condescending prejudice. Many live just beyond the shadow of poverty and share with Black people aspirations of upward mobility for themselves and their children.

There are those who hail the resurgence of ethnic awareness as a positive development. And certainly it is important that individuals have a sense of pride in the traditions and accomplishments of their ancestors.

But much of what passes as the "New Ethnicity" is nothing more than a new tribalism, a world wide phenomenon in which all social intercourse is judged by the degree it benefits a particular race, religion or nationality.

Quotas are an inherent part of this phenomenon. They imply that all problems can be solved by erecting a wall around one's own group, so that all outsiders are excluded. Eventually, that wall will become smaller, as sub-groups are formed based on their accent or social class, or whether they live in the city or country; until finally the wall becomes so small it excludes everyone, except the individual and his family.

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but then, not everyone
comes in out of the rain, either.

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