

This building at Cablesystems Pacific was re-modeled using 100% MBE contractors.

## Cablesystems Pacific reports:

*This is a special report to the minority community—affirmative action and minority business enterprise utilization program update & prospects for the future.*

### Affirmative Action

#### WORKFORCE

As of May 31, 1983, Cablesystems Pacific's workforce consisted of 172 employees constituting 23.8% minorities and 41.2% females.

#### TRAINING

Cablesystems Pacific has committed to a \$10,000 annual stipend to train a minority in television production. In March of this year the first trainee was hired.

Due to a lack of skilled resources throughout the cable industry, a majority of Cablesystems Pacific employees receive training on the job. An in-house technical training program is conducted by technical personnel and is available to any employee on a voluntary basis.

#### C.E.T.A.

According to schedule, to date Cablesystems Pacific has successfully placed eight (8) C.E.T.A. trainees in various positions including the technical area. At least 50% of these placements are minority and 37.5% are females.

#### SUMMER YOUTH EMPLOYMENT AND INTERNSHIP PROGRAMS

Cablesystems Pacific continues to provide learning experiences for young people by employing youth during the summer months. The

Internship program offers opportunities for students from local colleges to earn college credits in their area of study. A majority of these interns are concentrated in our programming department. Each intern receives a training stipend.

### Minority Business Enterprise

From the inception our MBE program through our last reporting period of February 28, 1983, Cablesystems Pacific has spent in excess of \$1.2 million with the minority community.

Our program gained its initial momentum by a 100% MBE remodeling program for our present facility. That project, at a cost in excess of \$700,000, utilized the many and varied talents of minority architectural, engineering and contracting firms. It visibly demonstrates our commitment to the program and the abilities within the minority community. We feel that our headquarters are an ongoing tribute to our joint endeavors.

Since those initial capital expenditures our minority business enterprise program has matured and expanded, both in terms of the number of MBEs involved and participating in the program and the variety of goods and services which they provide.

Over 45% of our subscriber installations are performed by two minority installation contractors. Two minority companies exclusively provide the fuel and body repairs re-

quired to maintain our growing number of fleet vehicles. We continue to contract solely with local minority companies for our janitorial and refuse disposal needs. Our interior and exterior plantings are maintained by a minority service company. And, we have established a number of ongoing accounts with local MBEs for miscellaneous goods and services.

### The Future for Minority Business Enterprise Involvement

Over the last two years Cablesystems Pacific has concentrated on establishing sound, ongoing relationships with local MBEs to insure that our relationship with the minority community will continue to prosper as we evolve into a mature cable television system. The main thrust of our program has been to insure continuity and growth potential for the minority businesses that have entered this industry.

Now, with the prospects of a contiguous Multnomah County build, we project an even greater potential for expanded MBE involvement and growth.

New, separate facilities will be required, a new fleet of vehicles will require fuel and service. Over 80,000 potential new subscribers will require installation. Therefore, the future for minority business enterprise involvement is bright and promising and our track record established and dependable.



**Thanks**  
to all who made this the best Birthday Party of my life and to all of my friends and supporters...  
Commissioner Charles Jordan

## Native American business unite

by Lanita Duke

*Grassroot News, N.W.*—The Native American Business Alliance (NABA) has served the Native North American businessman and woman for over three years. NABA is the Chamber of Commerce for the Indian business community in Oregon and Washington.

According to board member Joe Dunford, "NABA was started in 1979 by three Indian business people. At that time I was working at the Urban Indian Council and we felt that NABA was a good idea."

Dunford said NABA's first task was to amass a mailing list from scratch. "When Reaganomics came into being we were not wiped out because we had never received any monies other than dues. The only problem we have faced was when we had to move from the Urban Indian Council."

Among the main accomplish-

ments of NABA was their ability to persuade the Minority Business Enterprise Agency to expand into all of Oregon and Washington.

Dunford stated, "My reason for working with NABA is that I see an opportunity to use my skills to work in a situation where something can come out of it." He said he believed the Native American Business Alliance is one of the most important organizations to come out of this era. "We have hopes that it will go national."

Terry Fasthorse, a contractor, said his reason for joining NABA was that the Native North American business person never forgot the tremendous hardship for a Native American to get bonding. "The Native American contractor was presumed to be unreliable. It was hard work trying to get the government to believe that a Native North American could do what he said he could do."

Fasthorse wants NABA to enable

the Native American to have a larger voice in the Pacific Northwest to "get these choice jobs open to us. They are bidded out before we know about them."

Fred Cooper from Cooper and Associates, the largest minority-owned Architectural Engineering Firm in the country, said he supports the principles and ideas behind NABA. "We are able to get together and share information with MBEs and Indian firms who are just starting. I've taken a few under my wings and assisted them with accounting practices and how to obtain MBE certification."

Both Cooper and Dunford believe NABA has a useful and productive future in the Pacific Northwest. For more information on the Native American Business Alliance, call Joe Dunford, (503) 254-2688 or (206) 941-4669 (in Seattle); or write P.O. Box 5794, Portland, OR 97228.

## TRI-MET joins the Portland Observer in recognizing the Valuable Contributions made by Minority Entrepreneurs

Tri-Met has set its overall agency goals for federal fiscal year 1983-1984 (October 1, 1983 to September 30, 1984) at 10% for MBE/DBE and 1% for WBE. Individual goals will be set for each contract, based on the subcontracting opportunities to be generated by each contract and the availability of qualified MBEs in areas of work to be generated by each contract.

Tri-Met will continue to outreach to MBEs concerning upcoming contract opportunities through notices in the *Daily Journal of Commerce* and minority-oriented print media, as well as through MBE Business Development Centers and minority organizations.

Contracts anticipated to be advertised and let during the next fiscal year include:



#### Contract:

Line Section 2B (146th to Gateway) . . . . . November 1983  
Line Section 2B Landscape Coordination Services . . . . . November 1983  
Line Section 3 (I-205 to Holladay/Banfield Transition) . . . . . April 1984  
Line Section 4A (Holladay/Banfield to Steel Bridge) . . . . . November 1983  
Line Section 4B (Steel Bridge to Downtown, SW 11th) . . . . . December 1983  
Banfield Light Rail Graphic Design . . . . . September 1983  
Stations and Park & Ride Lots . . . . . February 1984

#### Advertised:

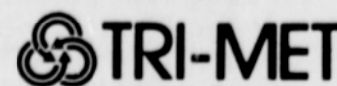
NOTE: The above dates are tentative and may vary since work on these segments of the Banfield Project hinge on completion of work on other related construction phases and on coordination/approval of plans by local jurisdictions.

#### Other Tri-Met Upcoming Procurements

Laundry Service • Uniforms • Batteries • Tire Chains  
Advertisement by Minority-Owned Newspaper  
Bus Brake Blocks • Janitorial Services  
Repair & Refurbish Mall Shelters • Bulk Fuel  
Mall Shelter Maintenance (MBE-only bid in the past)

NOTE: These purchases and contracts will depend on level of funding sources.

If you are an MBE and have not been certified by Tri-Met or submitted your Vendor's list, we encourage you to contact Tri-Met MBE Specialist, Angie Chatham, at (503) 238-4872.



415 BOARD OF TRADE BUILDING  
310 SW FOURTH AVENUE  
PORTLAND, OREGON 97204  
TELEPHONE (503) 225-0403

**CSS and ASSOCIATES**

The MBE Enabler  
YOUR DOWNTOWN BLACK ENTREPRENEURS BUSINESS COMPLEX

**CSS and Associates**  
Cordially request your presence at an Award Luncheon in recognition of Minority Business Enterprise Week  
Wednesday, October 5, 1983  
12 noon until 2:00 p.m.  
Suite 1100, Board of Trade Building  
310 Southwest Fourth Avenue  
Portland, Oregon 97204

Special Guest  
Southwest Business Complex Members  
Commissioner Gladys McCoy

Lillie Walker  
Dore T. Wilson

**Southwest Business Complex Members**  
Oregon Business Services • N.T.I. Supply • H.A. Mc., Enterprises  
• Constructors Interior Supply • The J. Hill Gallery

**A consortium of MBE/FBE Businesses**  
This event is co-sponsored by the National Business League, Oregon Chapter  
Special Note: If governmental regulations and/or agency policies prevent the acceptance of gratuities, cost of luncheon is \$6.00