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Two Sections

Arbitrator orders reinstatement of fired officers

by Jerry Garner

Last Wednesday, Arbitrator Paul Hanlon ruled that the two police officers who were fired in May by Mayor Bud Clark for selling the "Don't Choke 'Em, Smoke 'Em" T-shirts, should be reinstated. The two officers, Richard Montee and Paul Wickersham, will return to work as Portland police on November 4.

Hanlon ruled that the firing of the two officers by Mayor Clark, on the recommendation of Chief Penny Harrington, was excessive. Hanlon instead imposed a six-month suspension on each without pay. With the time lost from the firing counting as part of the suspension, therefore, paying the way for both officers to return to duty in November.

Montee and Wickersham were fired after they sold the T-shirts with the slogan "Don't Choke 'Em, Smoke 'Em" on the day of Lloyd D. Stevenson's funeral. Mr. Stevenson, a Black man, who was married and the father of five children, died after police applied the carotid-artery or "sleeper" hold on him.

The selling of the T-shirts on the date of Stevenson's funeral by the two officers caused an uproar in the city. A petition was circulated by the Portland Citizens for a Safe, Friendly Police Force, calling for the "immediate termination of both Montee and Wickersham, with no chance for reinstatement." Hanlon said that although

the actions of the two officers were appalling and atrocious, it did not warrant termination from the Police Bureau.

Hanlon also stated that Mayor Bud Clark and Chief Harrington's decision to fire the two were influenced by the *Oregonian* newspaper. Hanlon's decision to reinstate Montee and Wickersham shocked many city officials and angered many residents of Portland.

Last Friday Ora L. Nunley, President of the Portland Chapter of the National Association for the Advancement of Colored People said that the NAACP is dismayed and chagrined at Hanlon's ruling.

Herb Cawthorne, Chief Executive Officer of the Urban League, called the decision "an unfortunate decision. It gives the message to the public at large that the standards under which the rest of us operate are not to be applied to the police officers."

City Commissioner Mike Lindberg said the decision by Hanlon is a devastating blow to the Police Chief and City Council and our ability to manage the police department. "It's almost an unsupervisable police force at this point in time."

Commissioner Lindberg and Mildred Schwab, along with Mayor Clark and Police Chief Penny Harrington each stated that the provisions of the city's contract with the police union calling for binding arbitration should be re-examined.

City lacks in hiring of minorities, women

by Jerry Garner

"The City of Portland is failing in its effort to enhance employment opportunities for minorities and women," said John Woods. Woods, Director of Personnel for the City of Portland, made this statement during an informal meeting at City Hall Tuesday.

Woods said that the percentage of minorities and females in the city's workforce is getting smaller, instead of flourishing.

Mayor Bud Clark, City Commissioners Dick Bogle, Mike Lindberg, Margaret Strachan, and Mildred Schwab were also present at the meeting.

Woods said there is an under-utilization of ethnic minorities and women in the city's personnel system. In an effort to address this problem, the Bureau of Personnel presented to the full City Council body seven recommendations: "Success in Affirmative Action programs is dependent upon specific components of the organization and personnel system, and identifying impact points in the selection and retention process."

During the meeting Woods suggested that the city's Bureau of Personnel develop and implement a monitoring system to evaluate opportunities and progress made by agencies in Affirmative Action.

Commissioner Dick Bogle said it is imperative we do some housecleaning and put in place systems to address the inequities. He also said the city's efforts in hiring minorities and women is deplorable and it is important we take immediate action in this dismal

situation.

"The key, of course, is not affirmative verbage, but Affirmative Action that will result in long-range council commitments to a program of action. At this time, we do not have a system in place to address the problems ... and there are many," said Bogle.

Woods said that none of the recommendations regarding Affirmative Action will be effective unless it is treated as an integral part of the personnel system, not as a separate entity. "Work force planning efforts must incorporate Affirmative Action goals, recruitment programs must include protected classes, and adequate information system must be developed to support these efforts. Affirmative Action success is ultimately the responsibility of each manager, supervisor and employee in the system."

Among the recommendations presented Tuesday were:

- Review personnel actions for adverse impact on ethnic minorities and females.
- Develop and implement a monitoring system to evaluate opportunities and progress made by agencies in Affirmative Action.
- Establish a service which disseminates to all administrators information on important issues involving Affirmative Action and equal opportunity, that all managers and supervisors in the city with authority to hire or influence hiring be evaluated in part on their Affirmative Action performance.
- The city's Bureau of Personnel should establish an intensive recruitment program for protected class members.

Urban League hosts EO dinner

by Jerry Garner

Last Thursday the Urban League of Portland hosted their first Equal Opportunity Day Dinner since 1967 at the Hilton Hotel. More than 400 attended the fundraiser. Herb Cawthorne, Chief Executive of the Urban League, says that the fund-raising dinner will become an annual event.

During the event, the Urban League honored William A. Hillard, Executive Editor of the *Oregonian*, and Oran B. Robertson, Chairman of the Board of Fred Meyer, Inc. The two men were presented the 1985 Equal Opportunity Awards for their contributions to the community.

Cawthorne said Hillard was honored for his service to the Urban League and for his contributions in making the *Oregonian* more responsive to the goals of minorities who might not otherwise be represented in the newspaper.

Robertson was honored by the Urban League, Cawthorne said, for making "equal opportunity more than just a worn saying. He has made it an active, vigorous concept at Fred Meyer. Unlike the majority of other corporations in this city, Fred Meyer has distinguished itself as a model of corporate responsibility and corporate justice when it comes to insuring opportunities for Blacks and other people who have been traditionally locked out of the prosperity of our society."

The keynote speaker at the fund-raising dinner was Senator Mark O. Hatfield, R-OR. During his speech, Hatfield blasted the Reagan Administration for its military spending policies. "President Reagan's military spending is destroying the quality of life in America. Quality of life is determined in great part by the allocation of resources, physical resources and human resources, provided by both the government and the private sector."

Hatfield said that the budget problem has one basic issue at hand, that



Oran B. Robertson (left), Chairman of the Board of Fred Meyer, Inc., and William A. Hillard (right), Executive Editor of the *Oregonian*, were honored by the Urban League at the Equal Opportunity Day Dinner.

(Photo: Richard J. Brown)

being: should we allocate our resources at the federal level to improve the quality of life as to sustain life, or in competition to that should we allocate resources of this nation to improve our ability to destroy ourselves.

The Senator said, "President Reagan has made his priorities very clear. He has projected a five-year, two-trillion-dollar defense budget. The administration is setting a priority of ammunition instead of child nutrition, Marine Corps instead of Job

Corps, battleships instead of scholarships, nuclear warfare instead of social welfare."

Hatfield said, "In short, the money and resources that are being asked for, is in effect to destroy life at a greater capability in the name of peace, where as we are neglecting those ingredients that make up any nation, at the heart of that nation, the strength of its people." The crowd applauded.

Hatfield also spoke about bilingual education in America. "Nothing out-

side of religion can divide a nation more than bilingual education. One language common to all Americans is essential to the unity of the country. Bilingual education should only be used to provide a bridge to enfranchise those who are left out by language barriers."

Mayor Bud Clark declared last Thursday as Equal Opportunity Day in the city.



Rob Proudfoot of the Oregon-Nicaragua Witness for Peace reads a poem at the start of the evening's discussion. The group met for a reunion and slide show

and to relate their experiences to some 85 interested listeners. (See story on Page 4.)

(Photo: Richard J. Brown)