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NEWS IN BRIEF

Storefront Theatre Holds Open Auditions For "Zooman And The Sign"

Director Rick Jones will hold open auditions for the Northwest Premiere of 'Zooman and the Sign', written by Pulitzer Prize winner Charles Fuller, author of 'A Soldier's Play'. Auditions will be held at Storefront Theatre, 6 S.W. Third and Burnside, on Tuesday, June 28.

Needed are 3 Black men in late teens or early 20's; 3 Black men aged 30-50; and 3 Black women aged 30-50. Auditions are by appointment. Call Gary O'Brien or Mark Grimes at 224-9598 for an appointment. Auditions will be in small groups and will consist of readings from the script. Copies of the script are available for checkout at the Storefront office (615 N.W. Couch) for a \$5 refundable deposit.

Pre-Olympic Trials Benefit Reception For Robin Marks

Friends and well-wishers of Robin L. Marks are invited to a Pre-Olympic Trials Benefit Reception, Thursday, June 23rd, at the Northwest Natural Gas Company, 5:30 - 7:30 p.m. The affair is being hosted by 'The Les Femmes', a youth service group that presents Debutantes and Cavaliers following training, community service and educational programs, to the Black community. Robin was a 1980 Debutante.



Robin has been accepted by the Athletic Congress of the U.S.A. to compete in the 1988 U.S. Olympic Track and Field Trials in Indianapolis, Indiana, July 17th-23rd, for selection of athletes to represent the United States in the 1988 Summer Olympics in Seoul, Korea.

A Portland native, Robin was the 1980 Queen of the Portland Rose Festival—the first black ever selected. She was Track and Field Champion at Lincoln High School, winning City and State (200 m LJ) and the same year named OSAA Most Valuable Female Athlete.



Ornette Coleman & Prime Time Sunday, June 26th, 8:30 P.M. Pine Street Theatre Call 235-0027 For Ticket Info.

Public Utilities And Affirmative Action

By Stephen E. McPherson,
Special Correspondent

REVIEW: Last week the initial article of this series documented the observation that the public sector had made a significant gain in changing traditional employment and promotional opportunities for minorities. Since then, Commissioner Bogle indicated that the statistics attributed to Faye Burch applied only to those city employees within his responsibility. Additionally he clarified the fact that the Fire Bureau combines minority and women's statistic together as a single reporting unit. Of the latter discrepancy statisticians might question that reporting method. On the other hand women might object on a completely different premise. The Portland Observer will correct the misimpressions established in a future article limited to the entire municipal employee population.

Public utilities represent a gray area with reference to a specialized entity within the private sector of the labor market. Each is publicly owned and traded on the floors of several stock exchanges. Unlike other industries outside the public sector, utilities are rigidly controlled by the State Public Utilities Commission (PUC). PUC is comprised of three commissioners who are appointed by the governor. Until the most recent change, Oregon was the only state with only one PUC. The PUC's act as a surrogate for the public with regard to investor owned electric, natural gas, telephones and motor carriers. It is the role of the commission to ensure that consumers are provided with adequate service at reasonable rates while at the same time permitting the utility to earn a reasonable return on its investment. Each unit within this group

has experienced numerous changes in technology and deregulation in recent years. These changes have been reflected in the types of costs of service to the consuming public.

The position of affirmative action officers derived from federal regulations as a conduit for equal employment opportunities. It usually is a function of human resources departments and serves to interpret, promulgate and develop programs a long federal guidelines. They collect statistics and make periodic reports to the labor department. This information is in the public domain and is subject to a site audit so as to verify compliance.

Last week Robert Phillips from the Multnomah County office exposed the problem of confusion surfacing over the last eight years with regard to current affirmative action programs. Such a condition is abundantly pervasive in the private sector. This writer experienced mass reticence among EEO people whom he approached in the private sector even when there were remarkable accomplishments to report to the public. In the current presentation most of the information came from public and community relations people.

The following groups of persons were interviewed.

The Northwest Natural Gas Company occupies an impressive glass tower overlooking the Willamette River at 220 Northwest Second Ave. in Portland. I met

with Stanley L. Meyer, Staff Supervisor in the personnel department. He was somewhat surprised that I would be interested in printing such data in that his company always had enjoyed a positive attitude toward employing minorities in the work force. It was only during the last seven years, however, that women sought positions in non-traditional occupations such as construction. We reviewed the corporation's policy statement on affirmative action. It left no doubt that top management had made a strong commitment to extending equal employment and promotional opportunities to all employees. The distribution of their work force at the Portland, Albany, Eugene and Salem facilities is as follows: Currently 2.4% of the officials and managers in Portland are minorities. There are some in the other sites. No minorities are professionals in Portland or Salem. Statistics were not given from Albany and Eugene. Minority technicians were 3.7% in Portland, none in Salem and Eugene and not tabulated in Albany. Salespersons were represented by a surprising 10.8% in Portland and none at any of the other sites. Office and clerical personnel comprised an impressive 13.7% minority force in Portland and 4.3% in Salem but none in Eugene or in Albany. Craftspeople were a healthy 6.7% minority in Portland and 5.8% in Salem but none in Albany and Eugene. Minority operators such

as meter readers and others comprised 5.7% in Portland and none at the other three sites. Finally minority laborers accounted for 15.4% in Portland with surprisingly no representation at the other sites. It would appear that the Portland office has made good progress while the other sites lag conspicuously behind. This latter observation does not convey the complete picture. In this regard, this writer does not intend to be an apologist for the shortfalls of any of the industries studied. It is important, however, to highlight certain quirks in the statistical analysis. Outside the Portland area the pool of available qualified applicants is compromised seriously to the exigencies of population dynamics. The perceived lack of compliance does not infer the absence of an effective recruiting effort. Northwest Natural Gas has a very stable labor force with their employees averaging about a 15 year tenure. New hires and promotions are aggravated further by the fact that management has accomplished a reduction in the work force through attrition. Employment

has been flat over the last several years. With the increase in new housing starts it will be interesting to observe if the outlying areas will demonstrate increased employment and promotional opportunities in the future.

Promotions published in the "Blue Flame," their inhouse publication indicated that George Richardson, a Black employee of 23 years, was assuming the position of Director of local and state government relations. He previously was Director of Corporate Budget and Strategic Planning.

Lois Grace, a Black woman who has been with the company since 1973, was promoted from confidential secretary in Health and Safety to Disability Administrator with increasing responsibility.

The next interview was with Pacific Power and Light (PP&L) in their offices at 920 S.W. Sixth Avenue. It was at their EEO office where I encountered evasion and refusal in even obtaining their annual report, a public document. It

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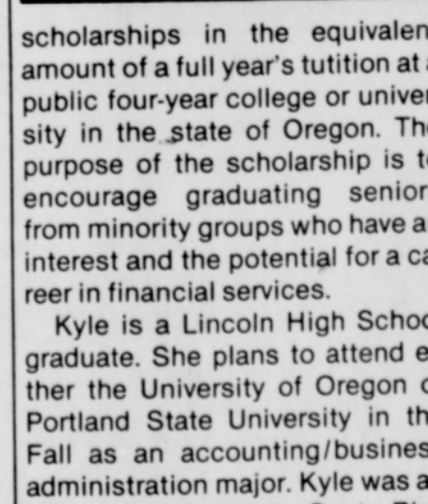
Oregon Bank Announces Scholarship Recipients

Oregon Bank has selected Lesley E. Kyle and Ericka R. Warren as the recipients of the Oregon Bank Minority Scholarships for 1988. Kyle and Warren will receive renewable annual

scholarships in the equivalent amount of a full year's tuition at a public four-year college or university in the state of Oregon. The purpose of the scholarship is to encourage graduating seniors from minority groups who have an interest and the potential for a career in financial services.

Kyle is a Lincoln High School graduate. She plans to attend either the University of Oregon or Portland State University in the Fall as an accounting/business administration major. Kyle was an exchange student to Costa Rica and has been active in Junior Achievement, soccer, track, yearbook production, and the community service club, LIN. Ericka Warren, a graduate from Benson Polytechnic, will attend the University of Oregon in the Fall. Her school activities have included Unity Council Club, Key Club, Student Council, varsity track, cheerleading and serving on the Rose Festival Court. She has also been involved as an instructor's assistant at the Alberta Science for Kids Center and is a member of the Portland Youth Leaders of Today vocal ensemble.

As part of the scholarship program, Kyle and Warren will be employed at Oregon Bank in the Job Experience Program during their summer vacations. The goal of the program is to provide the two scholarship recipients with a general knowledge of Oregon Bank's structure and functions to help them identify an area of interest for future employment. Kyle and Warren have begun their summer employment at Oregon Bank as of June 13, 1988.



Oregon Bank has assets of \$1.2 billion and 56 branches throughout Oregon. The Portland-based bank is a subsidiary of Security Pacific Corporation, based in Los Angeles, and is administered by Rainier Bancorporation headquartered in Seattle.

Antonio Anderson — Role Model For Black Youth

When Antonio Anderson received his degree in Pharmacy from the University of Washington, Sunday, hard work, determination and goal orientation all had a special meaning to him. His achievement was gained only after a struggle that would have changed a lesser person's mind in disgust. Antonio learned a few lessons early in life that were key to his success. He is the offspring of Martin Anderson, a retired airman and sailor. He didn't develop into the usual military brat, but heeded the directions of his father and mother. This gave him a healthy sense of purpose, discipline and punctuality. His mother, Mrs. Bea Anderson is a teacher at the Harriet Tubman Middle school. She not only emphasized the need for obtaining a thorough education but also underscored the importance of sticking with a problem until its resolution. His older brother, Martin, Jr. was always his hero. He initiated every effort that Antonio initiated. Antonio credits his brother for having influenced his decision to attend Benson Technical High School. While there Antonio lettered in track, soccer and swimming. He did his undergraduate work in Biology with a heavy emphasis on chemistry at Portland State University. It was there that he developed a fascination for science in an organic chemistry laboratory.

Antonio first entered the School of Pharmacy on the Corvallis campus of the University of Oregon. His experience there was disastrous. Being the only Black student, he was treated like a guinea pig in a fish bowl. Many of the other students were the sons



and daughters of alumnae and had gained previous experience in their parents' drug stores. Antonio attempted to make up his deficit by working in a Portland pharmacy on weekends. His grades and physical stamina suffered.

Mr. Anderson then made a decisive change in his overall strategic plans. He abandoned Corvallis and applied for admission to the School of Pharmacy at the University of Washington in Seattle. His application was rejected. His academic performance at Corvallis was one problem, but the type of program offered at the University of Oregon was a greater problem. The University of Washington patterned the first two years of study on the style of its medical school. Each student was required to dissect human cadavers in gross anatomy.

Antonio was not discouraged. He took courses to eliminate his academic deficiencies and applied for admission again. He was rejected again. Antonio then developed a clever indirect approach to satisfy his career objective. He took courses required for

pharmacy students and passed them with good grades. He once more applied for admission to the School of Pharmacy. In the interim, he fortuitously encountered the dean of the school who inquired about his progress.

During the course of that momentous conversation Dr. Milo Gibaldi reviewed Antonio's transcript and found his grades to be acceptable. But when Dr. Gibaldi reviewed the admission committee's recommendation, he announced that once more Mr. Anderson had been rejected. The two men engaged in a lengthy discussion about Antonio's intentions and with the result of the meeting of the minds, Antonio was admitted to the School of Pharmacy on the personal recommendation of Dr. Gibaldi.

This is not the first time in his life that Antonio Anderson has been abandoned into the wilderness to make his own way. He first had that experience while earning one of the 40 merit badges required to become an Eagle Scout. Antonio recalled how he was driven up to Mount Hood, dumped into the bush with nothing but the clothes he wore and told to survive. Antonio survived that experience and has survived many other encounters ever since then.

He has given his story to the 'Portland Observer' to demonstrate to the younger Black generation who might aspire for a seemingly insurmountable goal that anything is possible if one makes the commitment and determination to succeed. It also helps if you have a supportive family or surrogates like the three other Anderson's.

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