

Statewide Affirmative Action Conference To Be Held

Kathleen Saadat, State Director of Affirmative Action, Office of the Governor announced today that a statewide Affirmative Action Conference for agency administrators, affirmative action officers, and personnel officers is being held on August 11 and 12 in Salem.

Workshop topics to be covered include: Affirmative Action Efforts in State Government, New Guidelines for Writing Affirmative Action Plans, How to Put the Plan Together, Court Decisions and Their Effect on Affirmative Action, Creative Recruitment, and Removing Barriers to Upward Mobility. Presenters will include state executive administrators, agency administrators, attorneys in private practice, and key affirmative action personnel in state government.

Governor Goldschmidt will be on hand at the start of the first day to address the audience and to reaffirm the State's commitment to affirmative action in state agencies.

The Governor has just signed a new Executive Order which states that:

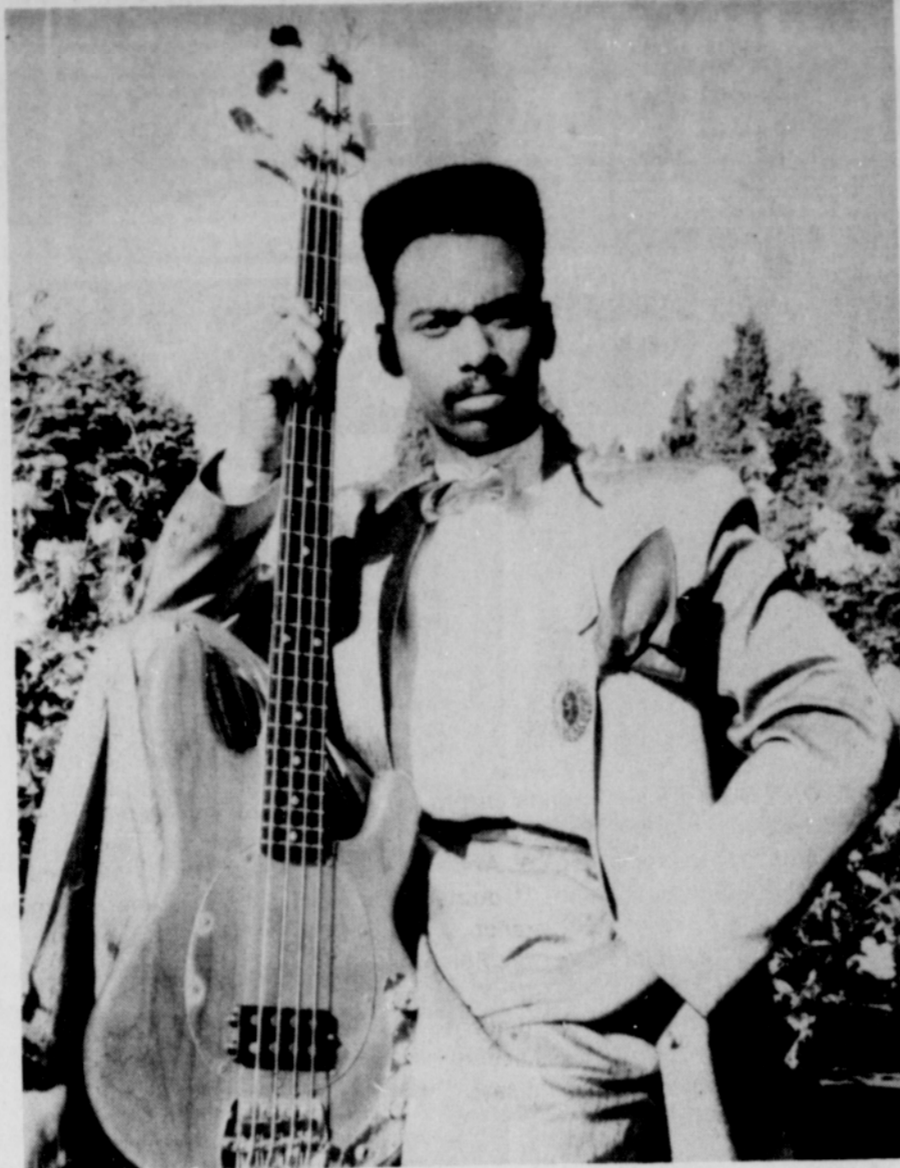
"It has long been the policy of the State of Oregon that all branches of state government shall be leaders among employing entities

within the state in providing to the state's citizens and employees, through a program of affirmative action, fair and equal opportunities for employment and advancement in programs and services and in the awarding of contracts."

The Executive Order goes on to say:

"Although some believe that efforts toward affirmative action have been weakened at the federal level, this should not weaken the state's efforts and should lead state agencies to take increased responsibility for aggressively pursuing the successful implementation of the state's affirmative action policy."

Statistical information provided by the Executive Department reports an increase in affirmative action hiring for the first six months of 1988. The figures show an increase of 0.1% women and 0.2% increase of total minorities in the workforce, and a 0.3% increase of handicapped persons hired into the workforce.



'Flirt Band' On Tour

by Danny Bell

Well folks, here is some good news from the Black music scene! Randy Starr and the 'Flirt Band' is on a six month tour of the Red Lion Inns in Oregon, Idaho, California and Arizona.

To refresh your memory ... The 'Flirt Band' is a local band under the direction of Mr. Randy Starr, and has been burning up the local scene for approximately four years.

A pure case of dedication, ambition and vision, Randy Starr has managed to keep in tact the image and original concept of the band-eye appealing costumes; exciting Funk and roll and excellent musicianship.

Before embarking on the tour, Randy commended the support the band received from Mary Renoud of Mary's Place, as well as, the support of Key Largo, The Long Goodbye, The Tippin Inn and The Royal Esquire Club. In the spirit of solidarity, he gave recognition to those African-Americans and fellow musicians who have and continues to promote an African-American perspective in their music.

Having gained valuable experience from the School of hard knocks, Randy and the 'Flirt Band' is striving to serve as role models for youth throughout the Portland metropolitan area, especially those African-American youth, who are preparing to enter the arena of professional entertainment.

Congratulations to Randy Starr and the 'Flirt Band'.



Dick Gregory, (center), the comedian-turned nutritionist, welcomes two new persons to his campaign to convince the U.S. Government that it should start a war on obesity as a major health hazard. The new, seriously overweight pair, that asked for Gregory's help in bringing their weights down are, (from left), Steve Nellis, 750 pounds, of St. Louis, MO., and Lonita Mitchell, (right), 650 pounds, of Biloxi, MS. Ms. Mitchell is 15 years old.

Leaders Must Be Held Responsible For Their Actions

by Sam Kahl

We reap what we sow. If I sow good will, harmony, honesty and courtesy, I will have a good chance of creating an environment of goodwill, harmony, honesty and courtesy in which to live and work. But if I sow jealousy, chaos, deception and disrespect, then my environment will be filled with jealousy, chaos, deception and disrespect.

Self-respect and mutual respect are, for me, the cornerstone of good human relationships, whether it be professional or personal relationships. But respect must be genuine, if it is to be healing, and to be genuine, it must flow from within. This is a matter of discipline—a disciplining of my conscious connection with myself and with other human beings as well as a disciplining of my outward behavior. For how many times is it that my lack of trust, goodwill and respect will be communicated not in big ways, but in small ways that I do not notice? How many times is it that my efficiency of work is being hindered by little thoughtless actions which deliver so much impact to the participants involved; actions which emanate from a bad attitude that I may not even be aware of being in me which communicate a blow to or an assault upon the self-esteem of other individuals, soliciting reactions which I had no thought in bringing, and thus unraveling and undermining what is supposed to be a cohesive working relationship in my work, in my community and in my home?

Recently, Portland has been confronted with an incident generated from Portland's chief of police slapping a fellow officer, a woman. Sexual harassment or not, what kind of professional and simple courtesy is this? Some persons may argue that this incident is such a little thing. How little is it when the police, our protectors under the law, are held up to ridicule? But it is not just the ridicule of a thoughtless action made public that I wish to address. Thoughtless actions require not defensiveness and excuses; they require thoughtful evaluation, correction and amends.

Let us say that the incident had been kept secret, and that Chief of Police Walker had consciously meant nothing by it, what underlying attitude delivered this affront to a fellow officer? Is it realistic to

believe that such an attitude will not be communicated to the public through the performance of the police as they individually work in our communities?

Most importantly, what is the strength of the law? It is not the police persons's weapon. Rather, it is the citizen's regard for the law working hand-in-hand with the policeperson's professional regard for the law. The police play an instrumental role because, to many, they embody the law—they make the law sensually real in the same way a person's view of the universe and of its creator is formed during childhood by the quality of parents that child has had. If the police, the soldier in the street, bears through the law harmony, justice and liberation, then the law will be loved, obeyed and cherished as an instrument of harmony, justice and liberation. Our work as citizens will be sincere. We will not begrudgingly obey a system of law that we hate as we would evil parents.

In our system of republican self-government, all of us citizens are guardians of the law. We are part of the team that make it happen. The police are no more the entirety of law enforcement than are the politicians the entirety of self-government. But we must have examples to follow. This is where true leadership comes in.

If I am made to feel even a little bit "less than," is this not a prescription for setting my ego to war with yours? Will I not carry hidden hostility and resentment with me to satiate a part of me that is uncomfortable with me? Then if a police officer has even a small loss delivered to his or her dignity as a person and as a professional, will this not cloud that officer's sense of mission, as a minister of the law as a historically developed instrument of civilized society? Will this not have impact on the way all of us citizens, police and civilians alike, communicate with one another? Will this not undermine the cohesiveness of a community that is supposed to be working together?

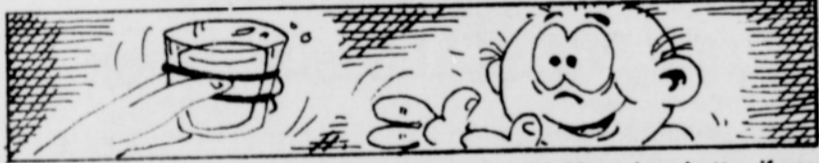
There is more to a word or a gesture than often meets the eye. We ought to be careful in what we think and do. How I treat myself in my private life will have its effect on the public. The last thing our tormented society needs today is another war of egos. That war is triggered by thoughtless disregard for human self-esteem.



Four generations of Black women: (L-R) Myleen Roberts, age 3; Pauline Locke; Alice Whitney; Louise Whitney.

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PUBLIC SERVICE ANNOUNCEMENT

The Sabin/Irvington Heights Neighborhood Association is sponsoring a fundraiser for the neighborhood in order to secure a protection agency for the area near Sabin School. Their event is going to be held on August 25th, Thursday 220 N.W. 2nd Avenue, that's the Northwest Natural Gas Company Auditorium, One Pacific Square from 6:30 p.m. to 10:30 p.m.

They will feature a meeting for Oregon Cultural Artist in Visual and Performing Perspectives as well as keynote speakers associated with the 'Deterrent of Neighborhood CRIME!'

Betty Garner is the Sabin/Irvington Heights Neighborhood Association chairperson and founder. She is an Oregon Cultural Artist in Visual and Performing Perspective as well as a teacher at the Portland Public Schools. She is currently working on the set with the new Burt Reynolds movie here in Portland as a stand-in for the supporting role of Lorraine Toussaint—better known as 'Delphine' in the movie "Breaking In."

Other artist featured for this fundraiser will be Thara Memory, Jazz musician arranger/composer in Performing Perspective, and Visual Artist Charles Tatum—woodworking and sculpture.

Support the Sabin/Irvington Heights Neighborhood Association Crime Prevention Program by coming out to this event and communicating your ideas for protection of the community on August 25th from 6:30 p.m. to 10:30 p.m. at the Northwest Natural Gas Co., 220 N.W. 2nd Avenue. There's a \$6.00 donation charge, Music, Dancing, and Hor'doures. Tickets for this event will be on sale at the House of Sound Records.

The address for 'House of Sound' is 3634 N. Williams in Portland. Remember, that's August 25th, Thursday beginning at 6:30 p.m., 220 N.W. 2nd, \$6.00 donation for the Sabin/Irvington Heights Neighborhood Association Crime Prevention Event.

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