

A PROGRAM AIMED AT KEEPING OREGON'S NEEDY CITIZENS WARM NEXT WINTER

is getting a head start this spring. A "Hats Off to Volunteers" event will kick off the Retired Senior Volunteer "Cover Up", Wednesday, April 12, at Noon at Pioneer Square in Portland. Senior volunteers from Multnomah, Clackamas, Washington, Columbia and Marion counties will be honored with a symbolic "hats off" salute from local officials.

The "Cover Up" may sound like a scam but it is actually a recruitment for volunteers to donate yarn and to knit or crochet hats that will be distributed to needy people before the cold weather strikes.

Representatives from the five local Retired Senior Volunteer Program (RSVP) offices are co-sponsoring the "Cover Up" along with PGE in the five-county metropolitan area. RSVP is a nonprofit, community-based program designed to recruit, refer, and support elderly volunteers who serve public and private agencies.

"We're happy to be joining forces with RSVP to help prevent hypothermia for those people who are at the greatest risk," says Sharon McCarney, PGE Consumer Assistance Representative.

The success of the "Cover Up" depends on recruiting enough volunteers to make hats for the needy, says Debra Hemminger, Director, Clackamas County RSVP.

"The RSVP groups are excited to take the age-old crafts of knitting and crocheting and having volunteers create new, warm winter caps for low-income, homeless, disabled, and elderly Oregonians," Hemminger says.

At the "Hats off to Volunteers Program", Randy Oliver, Regional Manager, PGE Community Relations, will present a \$40 check to start up the "Cover Up" cash fund. RSVP's goal is to recruit more than 20 new volunteers and produce some 300 hats.

Citizens who are interested in making a donation to the "Cover Up" may deposit yarn in barrels at PGE local customer service offices beginning in late April, or contact the local RSVP office for the closest drop site.

The following are a list of RSVP offices and phone numbers.

- Clackamas County - 821 Main Street, Oregon City; 655-8862, Debra Hemminger RSVP Director
- Multnomah County - 718 West Burnside, Portland; 228-7787 Trink Easterday, RSVP Director
- Columbia County; 397-5655
- Marion County - 491 N. 3rd Street, Woodburn 982-5256
- Washington County - 245 SE 2nd, Hillsboro; 648-6646

IRS EXPANDING TELEPHONE HOURS FOR TAX ASSISTANCE

Oregonian's needing assistance in preparing their federal income tax returns will benefit from an increase in hours of walk-in service and toll-free telephone assistance. Starting January 7th, IRS in Oregon will also provide Saturday telephone tax help.

The new telephone hours, which will continue through the April 17th filing deadline, are: Monday through Thursday, 7:00am to 5:45pm; Friday, 7:00am to 4:45pm; and Saturday, 9:00am to 1:00pm. To obtain this service, taxpayers residing in Portland metropolitan area should call 22-3960. Those elsewhere in Oregon should call toll-free 1-800-424-1040.

Information calls are subject to supervisor and quality review monitoring to ensure courteous and accurate assistance. During periods of peak demand for telephone assistance, you may encounter busy signals when trying to call. Generally, demand is lower early in the morning and later in the week so you may want to call at those times.

Telephone assistance for the hearing impaired who have access to TV/telephone--TTY--equipment operates from 5:00am to 3:45pm PST, weekdays. The TTY toll-free telephone number is 1-800-428-4732.

Tax problems and questions can be handled by telephone easily by calling conveniently from your home or office. Although IRS assistors are also available at four centrally located IRS offices to answer a variety of individual income tax questions, the agency cautioned that the number of people seeking assistance may cause long waiting time during

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CULTURAL DIFFERENCES A BARRIER BETWEEN BLACK AND WHITE CO-WORKERS NAFE FOCUS GROUP FINDS

Lack of understanding of cultural differences, stereotyping and lack of trust and are the major obstacles to developing personal and professional relationships between black and white executives, according to the results of a series of recent focus groups sponsored by the National Association for Female Executives (NAFE). As the largest and fastest-growing business women's organization in the country, NAFE assembled the group to gain insight into the problems that black women face in the workplace, according to NAFE's National Director, Wendy Reid Crisp. Additional information was obtained through a study conducted by Executive Female Magazine, the official publication for the organization.

The participants consisted of two separate groups representing the Northeast and the Midwest. The New York group consisted of twelve executive women representing the media, financial services, education advertising, and entrepreneurs. In Columbus, Ohio there were fourteen executive women representing the media, education, government administration, law and banking.

Negative Stereotyping

According to one participant, most white women have a very stereotypical view of black women's lives. "I think they think that we all come from disadvantaged backgrounds," said the participant. "When I tell some people that I attended a certain type of school and did graduate work they are surprised and amazed." Another participant agreed by saying, "In a professional setting, I think white women are confused by us. I think the perception they have is that black women are welfare mothers. Obviously, this is not the case." Another group participant added, "I think the main barrier is ignorance. We know much more about white people than they will ever know about us."

Losing Identity to Get Ahead

Sheryl Y. George, a small-business consultant who was part of the Executive Female study, thinks being accepted by white co-workers at any level is one of black women's biggest hurdles. "As a general rule, white people have a tendency to be less tolerant of differences," she commented. "And by saying that differences connote inferiority, it makes them feel more comfortable."

According to the group, black women feel they must whitewash themselves. Many blacks are confronted with a conflicting cultural choice -- whether to live as blacks or whites. "There are many varying philosophies and attitudes in the black community and black culture which create a lot of obstacles for black people," said a participant. "If you live your life to become a white person, then that is going to give you a different life to become a white person, then that is going to give you a different life philosophy than if you are out here to achieve for 'the group.' I can tell when I meet someone if they are living to become Michael Jackson. It's one of those things that you don't have to have plastic surgery in order for me to know that you don't like being black."

As black women advance in business, the focus group women said, they have to be aware of its impact on the black community. "To ignore the black community could cause feelings of isolation and alienation," said one

NABA

The National Association of Black Accountants is co-sponsoring a Volunteer Income Tax Assistance (VITA) site with the Internal Revenue Service. This program is designed to give free assistance to the elderly and low income taxpayers in preparing their 1988 income tax returns. The site will be held at the King Facility located at 4815 NE 7th. It will begin on Tuesday, February 7, 1989 and will be held each Tuesday night from 6:30pm to 8:30pm through April 11, 1989. For appointments, please call the King Facility at 280-5835 between 10:00am and 3:00pm. Drop-ins are welcome.

Walking a Fine Line

In addition, the participants felt that in order to be successful in business they had to possess exceptional inner strength and project a confident, calm and cool image. "You have to have an iron hand in a velvet glove," said a participant. "You have to be firm, while being fair and just."

As one woman noted in the Executive Female article, "The problem with being low key is that whites will usually indict you for filling an affirmative action quota. If you tend to be the least bit assertive, they'll accuse you of being arrogant. So, while most whites are worrying about getting the job done, blacks carry the extra burden of trying to figure out how they're going to walk this line. It's a daily stress."

Distrust Makes Communication Difficult

The groups also discussed the difficulty many blacks have trusting whites or any black person who is considered part of the establishment, presenting a real barrier for blacks. In order to facilitate their advancement in business, the focus group members stressed the importance of eliciting feedback and constructive criticism from the people around them. Overall, the participants felt that whites were more likely to evoke feedback, both positive and negative, and handle it better than blacks. The focus group participants agreed that many blacks fear criticism and have difficulty determining whether it is objective or race-related.

The group also expressed concern that once blacks feel that they have "arrived", they begin to believe that they are beyond criticism. One participant said, "A lot of black people don't want to be criticized. They want to be black. They don't want to be good, they don't want to be better, they want to be black. And sometimes this is a negative. We have a lot of problems we're not willing to allow white people to get close to, so we pretend everything is fine, and we are cool, and we are not."

On the other hand, the focus group members felt that white people can be uncomfortable and insensitive about providing constructive criticism to black co-workers because they know so little about black culture. "Whites are taking a risk when they do give feedback, because they are often moving into a territory that is unfamiliar to them," a participant said. It was felt that white people's reluctance to give appropriate feedback could be attributed to their fears, prejudice or ignorance.

Networking Past the Barrier

The participants agreed that opportunities to meet white women in a non-threatening context could be found through networking organizations. "In this kind of situation, you are, in fact, meeting as peers rather than meeting where you are competing on the job," said one group member. "It can be a good opportunity for you to relax on both sides and for things to happen."

With almost 200,000 NAFE members across the country, the NAFE-sponsored focus group is just one of many programs which provide career guidance to women. "As a women's organization with 15 years of experience in addressing issues concerning women in the workplace, NAFE's intent is that all women work together for career achievement and financial independence," says Mary Terzella, editor of Executive Female Magazine. "By addressing the issue of race relations on a personal and professional level, we hope to reach a greater understanding of the cultural differences between blacks and whites in order to strengthen the networking possibilities among all women."

NAFE, which offers a variety of benefits and services to its members, has established over 500 networking groups around the country which provide information and professional contacts for its members.

NAFE is located at 127 W. 24th Street, New York, NY 10011; 212/645-0770.

THE DYNAMIC EFFECT OF RAISING THE EXEMPTION

In reality, concerns about revenue losses are vastly overstated. Little faith should be put in "static" revenue estimates because they do not incorporate any change in economic incentives for work, saving, or investment. In essence, these models assume that the economy would be no more productive or robust following the tax cut than before. Such static assumptions were shown to be erroneous in 1981, when they predicted that tax cuts would trigger an economic slowdown and a sharp reduction in tax revenue. They are just as unrealistic when used to assess the impact of an increase in the exemption.

SPELMAN COLLEGE

Spelman College, the nation's oldest private liberal arts college for Black women, marks its 108th anniversary with a week-long celebration April 1-11 in Atlanta.

This year's theme of "Leadership Through Service" brings Spelman's students, alumnae, faculty and staff together with the community for an array of events which include:

FOUNDERS DAY CONVOCATION WITH DR. AUDREY F. MANLEY, a 1955 graduate, who is Director of the National Health Service Corps and the first Black woman to be named Assistant Surgeon General. Dr. Manley, also the former first lady of Spelman, will address the College community on Tuesday, April 11 at 10:00 am in Sisters Chapel. **DAME NITA BARROW**, Permanent Representative of Barbados to the United Nations, and internationally respected advocate for world peace and justice, will receive an honorary doctoral degree at the Convocation for her outstanding achievements and contributions to human rights and progress.

FOUNDERS SPIRIT AWARD. The presentation of the third annual Founders Spirit Award for outstanding and selfless dedication and service to Spelman College will be presented to Dr. Mary O. Brookins Ross, a 1928 graduate who chaired last year's record-breaking Alumnae Fundraising Campaign. Dr. Ross, once described by president Jimmy Carter as "one of the finest women leaders in the world" is President of the Women's Convention Auxiliary to the National Baptist Convention, the largest organized group of Black women in the

BLAZERS AND AVIA SELECT "EDUCATOR OF THE YEAR"

Vickie Bruner, a fifth grade teacher at Carus Elementary School in Oregon City, has been selected "Educator of the Year" by the Portland Trail Blazers and AVIA Athletic Footwear.

Selection, according to Wally Scales, vice president-special events for the Blazers, was based on involvement in the Blazer/AVIA Scholastic Improvement Concepts (BASIC) program and other school activities. Teachers from more than 700 schools throughout Multnomah, Washington, Clackamas, Yamhill and Columbia Counties in Oregon and Clark County in Washington were considered for this award.

At the classroom level, Bruner has actively involved her students in all three segments of the BASIC program since its inception in 1984. For the last two years, she has served on the program planning committee as the volunteer representative of the Portland Council International Reading Association.

"Vickie has devoted hundreds of hours to the BASIC program. She has guided our efforts to make the program consistently better and helped to ensure that classroom materials are appropriate," says Scales. "She has also coordinated the grading session for the "Write-On" essay competition. It would be an understatement to say that we feel she exemplifies an above average involvement in the education process and a strong commitment to youth education."

"We feel it especially appropriate to give Vickie special recognition as "Educator of the Year for 1988-89," notes Scales. "She will pass on her BASIC program planning committee responsibilities to another volunteer at the end of this school year and assume new duties as president-elect of the Portland Council International Reading

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world. The award will be made at the Convocation.

THE THIRD TRIENNIAL GLEE CLUB REUNION CONCERT. A musical journey down memory lane featuring seven works composed especially for the Glee Club. These works include "Lord, Thou Hast Been Our Dwelling Place" and "Guide My Feet" by Willis L. James; "Psalm 100" by Robert Donahue; "Psalm 148" by Ralph Simpson; "Alleluia" by Spelman Composer-in-Residence Alvin Singleton; and an arrangement of "Gonna Ride Up in the Chariot" by Spelman Music Professor Dr. Joyce F. Johnson. Special tribute will be paid to Glee Club Director and Music Department Chair Dr. Roland L. Allison, who has served on the faculty for 21 years.

THE OPENING OF TWO ART EXHIBITS

Opening Sunday, April 9 at 4:00 pm --**STUDENT ARTISTS** -- A variety of paintings, drawings, sculptures and mixed media by students in the Spelman studio classes will be exhibited in the Rockefeller Fine Arts Building through March 29.

--**SUCCESS COMES IN CANS, NOT CANT'S** -- Illustrations by Deborah Roberts, a Dallas-based artist who explores current social issues and urban life in her artworks, will be exhibited in the Living Learning Center through May 20. The opening is Sunday, April 9 at 4:00 pm.

SPELMAN JAZZ ENSEMBLE IN CONCERT -- The renowned Spelman Jazz Ensemble, recently returned from

FOUNDERS DAY

their Spring Tour, displaying the vocal and instrumental talent that has won them rave reviews. Tuesday, April 11 at 2:00 pm on the campus oval.

"Leadership Through Service is the very hallmark of Spelman College," says Pearline Adamson Davis, Director of Alumnae Affairs and Chair of the Founders Day Committee. "We are so very pleased that our own Dr. Audrey Manley will be returning to Spelman to share her experiences, and we are proud to be honoring Dame Nita Barrow for her vision, commitment and untiring advocacy. Of course, we are delighted to be presenting Dr. Mary O. Brookins Ross with the Founders Spirit Award as a symbol of our profound appreciation for her incredible leadership over the years."

Spelman College was founded in 1881 in the basement of Friendship Baptist Church by Harriet E. Giles and Sophia B. Packard, two New England abolitionists who were committed to providing educational opportunities for Black women. Over the years, Spelman has become noted for its high academic standards, and the leadership and achievements of its students and alumnae. In 1987, Dr. Johnetta B. Cole became the first Black woman to serve as President of the College.

Last year, Spelman was named as one of the nation's top colleges in *U.S. News & World Report* magazine's annual college survey. Spelman is one of six institutions which comprise the Atlanta University Center complex, the largest consortium of historically Black colleges in the world.

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