

Perspectives

by Professor McKinley Burt



On the Job "Learning" is Important Too

By Professor McKinley Burt

We are all of us familiar with the term "on-the-job training" and we define it as a program to develop on-site the necessary skills required for a worker to carry out the specific tasks for which he will be responsible. But, here, I wish to explore the concept that there is much, much more to be gained from one's presence and involvement with a particular workplace—in a plant or office, or in the field.

I have spoken in this column of certain "learning" experiences that occurred in various workplaces over the years. The situations described clearly exceeded the scope of activities necessary to enhance performance of a specific job. Rather, be it an individual plant, office, or transportation facility, it was seen that an appreciation or examination of the "human factors" around me resulted in the creation of a number of innovative projects. The point I wish to make in this essay is that all of us are surrounded by such opportunities wherever we work, regardless of specific expertise or background. It is only a matter of degree.

Since I have spoken so often of the "Harvey Aluminum Plant" at the Dalles, Oregon (now "Martin-Marietta Co."), let us use this operation as a model for expanding one's workforce presence. It is to be noted from my description of the computer/communications project that won the National Science Foundation Prize, that I involved people on the job (moonlighting school teacher—technicians with related jobs), and people in the community to whom this personnel

had ties (other teachers, students, parents, and businessmen/investors). It is found that though you consider the original and basic project idea to be your own, the fact is that the seed was planted and nurtured during a score of unrelated conversations and lunchroom dialogues. This mix produces results in a classic manner—a growing comprehension of what could be accomplished if everything and everyone could be brought together.

So it is that you have "learned" on the job—not "trained" on the job. The world is about people, yes it is. It is not to be overlooked that your employer will be quite aware of your "extracurricular activities". In most cases not only will you find management to be a willing and helpful contributor to the project (it enhances the corporate profile), but you yourself will be seen in a new perspective—quite often promotions or favorable reassignments will result.

Another thing I have found is that one project inevitable seems to lead to another. It is not at all certain which of a number of factors brings this about. Obviously, you will gain a great deal of self confidence, and your interpersonal skills will have developed to match. Also, even without any media exposure you will find that word-of-mouth communications in the workplace, in the neighborhood, and within other organizations that have interfaced with your project will have brought both admiration and requests for your skills and services.

Now, in the particular case of the Dalles aluminum plant, one of the "investors" in the computer/communications project was a prominent rancher in the county who also owned a "Coin-operated Amusement Device Company" in town. Located across the street from my residence, this distributor of jukeboxes and pinball machines maintained a warehouse which was simply a treasure trove of small electronic and mechanical parts. My personal relationship with the owner—combined with new skills gained on the job by a reassignment to the electrical instrument servicing department—made it possible to obtain an endless supply of components for the design and construction of science models for a kid's science club; from rotation of the earth to a model of a hydroelectric dam (just as you may see at OMSI today—this was 1967).

Well, there you have it. This is a rough, almost simplistic sketch of what can be done on the job, but this exercise is "real", and the process is not that difficult. What I hope for is to get as many minorities as possible busy at this approach to bringing a new and relevant vista to their "ghetto-bound" children. As I have cited innumerable times, in this world that now requires scientific and technical literacy of almost all of us, every possible "educational" advantage needs to be advanced and exploited. What African Americans can "bring home" from the plant or office will be of tremendous leverage in the race for survival. Learn on the job!

False Allegations

By Frank Renard Lockett

I'm making this statement in hope that it will open the eyes of the Blacks in the North and Northeast community to the rude awakening that awaits us simply because we've sat and allowed the authorities to feed into the media these dangerous stories involving the black youth. They've taken this four letter word and extended it wherever they feel they that they could pass it off. "GANG"

I make this statement because I too was a victim of the four letter word. I was released from the Oregon State Penitentiary, Friday, June 15th after serving 32 months. No where on my record does it show any Gang involvement. Upon my release I was set up to

look like I was a key Gang member that was supplying Crack and Cocaine to not just one gang, but in fact to two opposing gangs.

As a result of this plot the Gang task force raided my home, knowing that I wasn't at home. Knowing that there's never been any drugs sold from my home, these people broke into my home with machine guns and large caliber pistols, pulled on my wife and kids. They totally destroyed my home from top to bottom, and as a result of their search they found nothing to confirm the allegation and accusations. The headlines on the news said I was supplying both gangs. It was me this time, it may be you the next.

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The Black Press believes that America can best lead the world away from social and national antagonisms when it accords to every person, regardless of race, color, or creed, full human and legal rights. Having no person, fearing no person, the Black Press strives to help every person in the firm belief that all are hurt as long as anyone is held back.

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Black Journalist Recalls that Friendship with White Southerner in Sixties Was "Daring"

Describing his friendship with a white Southerner, which began in 1967, as "daring for that time", Black journalist Wallace Terry, who is from the North, recalled that he grew up in Indiana "afraid of the South."

But, Terry writes in an article to be published this Sunday in Parade magazine, the character of Zalin B. Grant made him forget his accent. "He told me," Terry recalled, "that when Harvey Gantt, the first Black to enter Clemson, arrived on campus in 1963, he had gone to sit with Gantt in the dining hall when no one else would."

Grant, who is also a journalist, was a correspondent for TIME magazine, as was Terry, during the war in Vietnam, where Terry says many Blacks and whites discovered a common bond.

"Over the years," Terry said, "Black friends and relatives who visited my home for the holidays, birthdays, graduations and funerals would wonder who that white fellow was--sitting right in the middle of this family of Black people and being treated like blood-kin. We call him Zip, and many an eyebrow would be raised when the Southern accent escaped his lips. Everyone would wonder, 'What was this white Southerner doing in the Terry home?'"

The answer, Terry said, lies in the brotherhood and self-sacrifice Grant exhibited in Vietnam. "Janice (Terry's wife) believes that were it not for Zip, she would be a widow. That's why we love him. But I've never our told our three children to love Zip because he kept me from getting killed. I've never told them to love this man despite all the absurd distinctions society would make between us--Black and white, North and South. They love him because he has always been there for them."

Don't miss these local events:

A discussion on Nelson Mandela will be led by the head of the local chapter of the Black United Front, at 7 p.m. next Tuesday at the King Neighborhood Facility. The Second Annual Cascade Blues Muddies Awards are on July second at Erickson's Saloon. Call 224-0660 for more info.

FIREWORKS IN OREGON

What's legal-What's not?
NEW LAW THIS YEAR!

Children must be 54" tall and/or 12 years old to buy legal fireworks in Oregon.

There is up to a **ONE THOUSAND DOLLAR REWARD** for information leading to the arrest and conviction of persons Selling or Manufacturing illegal fireworks or explosive devices. fireworks Task Force Toll Free number 1-800-962-7369.

COME AND GET THE STORY FROM US-LIVE DEMONSTRATION OF CLASS C FIREWORKS

4th of JULY PARTICIPATING AGENCIES:
Oregon State Fire Marshal's Office
Oregon State Police
Portland Fire Bureau
Gresham Fire Department
Tualatin Valley Fire and Rescue
Vancouver (Washington) Fire Department
Consumer Product Safety Commission
Western Commercial Fireworks
Pyrodyne American Corp

PORTLAND POLICE BUREAU CONTINUE LOCKS PROGRAM

The Portland Police Bureau's Community Policing Division is continuing the Locks program for low-income senior citizen home-owners. For those who are eligible, the Locks program services include the installation of deadbolt locks, metal screening on basement windows, and the drilling and pinning of first floor windows. All services will be free of charge to the homeowner.

The eligibility requirements are:

- 1) Owner occupancy. The owner must live in the house. Rentals are not eligible.
 - 2) Age requirement. The owner must be 60 years of age or older.
 - 3) Low Income. Income level must not exceed government guidelines
- To apply for the program, contact the Community Policing Division of the Portland Police Bureau at 796-3126.

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Theresa Haywood

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12:00 p.m. to 2:30 p.m.

Linda Huff Call 284-7150



Jefferson High School Class of 1970 is

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August 10, 11, 12.

Pre-registration by June 30, 1990
Any questions contact 282-8144

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WANT TO BUY YOUR OWN HOME? MOVE SIX SPACES FORWARD.

(It'll take just a few minutes to see if you can afford a HUD home!)

START

1. If you've worked for two years for the same employer (or in the same occupation) and you have a good credit record, move ahead 1 space.
2. Stop here and compute your Adjusted Income. That's your total gross monthly income, less federal withholding taxes. Write your answer here and move on.
3. Multiply your Adjusted Income (from space 2) by 0.38, then subtract \$150 and write the answer here. Then move on to the next space.
4. Add up all your monthly debts (car, loan, credit purchase, credit card, child support and alimony payments you owe every month) and then add \$150. Fill in the total here and go to space 5.
5. You're almost home. Multiply your Adjusted Income (from space 2) by 0.53, subtract the amount on space 4, and write the result here. Now move along.
6. Write the smaller amount of either space 3 or space 5 here. As a general rule, that's the maximum amount you can afford for a monthly house payment (including property taxes).

YOU DID IT! If the number in space 6 is more than \$550, then chances are good that HUD has an affordable home for you. Your next move is to call your real estate agent.

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Most of our HUD homes are approved for FHA Mortgage Insurance, which makes them more affordable than ever. Plus, HUD's bid process is easy. For listings of HUD homes available now, look for our big real estate classified ad in every Sunday Oregonian.

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PLEASE NOTE: Individual circumstances vary as do lenders' requirements for qualifying a prospective buyer for a home mortgage. The formula here is intended only to provide you with a general idea of what a lender may view your financial condition as it applies to a home purchase. For further information on loan requirements, talk to your real estate agent or local lender.