

Ernest E. Estes

Affirmative Action Award

Ernest Estes has been described as "an outstanding individual who has dedicated himself to the advancement of issues concerning minority lawyers and the legal community as a whole," by Robin Tompkins, long-time colleague and member of the Oregon State Bar's Affirmative Action Committee. For his dedication and accomplishments in increasing minority representation in the legal profession, Estes has earned the 1993 President's Affirmative Action Award.

Currently, Estes is employed as Assistant General Counsel for the Bonneville Power Administration. For BPA, Estes designed and implemented affirmative action efforts including national recruitment of attorneys and law clerks. In an office of approximately 30 lawyers, he was the first minority hired. The number of minority attorneys has now grown to four partly due to Estes' recruitment efforts, sending BPA on its way to employing more practicing minority lawyers than any other public or private legal employer. In addition to his work in affirmative action, he advises the agency on environmental issues including acquisition of real estate and environmental cleanup of agency facilities. He also advises the agency on



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Native American matters and the Fish and Wildlife Program. Currently, Estes is president of the Minority Scholarship Program, which grants approximately twenty scholarships to deserving minority law students each year. He is a member and former president of the Association of Oregon Black Lawyers (AOBL). For AOBL, he participated in various issues including naming a Portland street in honor of the Reverend Dr. Martin Luther King, Jr. and disciplinary actions affecting law students and lawyers. Estes is board president of The Garlington Center, which provides comprehensive mental health services for chronically mentally ill adults and special services for dysfunctional children. He saw the center through a threat of closure,

recovery from this crisis and now a current growth in size, budget and successful programs addressing the needs of the community. Estes is a board member and past president of Oregon Legal Services and an active member of the Oregon Minority Lawyers Association and All Saints Catholic Church Parish Council. He has facilitated and participated in many statewide minority law-related activities, including Minority Law Day and speaking on the topic of hiring and affirmative action for the 1990 Oregon Women Lawyers Annual Meeting.

Prior to his employment at BPA, Estes was a state public defender, representing indigent defendants and inmates on appeals of hundreds of criminal and administrative cases. From 1977-78, he was an attorney for the Legal Aid Society of Hawaii in Honolulu and a VISTA volunteer. In 1978, he was an assistant to J. Penebacker, delegate to the Hawaii Constitutional Convention.

Estes received his bachelor's degree in American studies and sociology from the University of Hawaii. He received his law degree from Willamette University College of Law. He was admitted to the Oregon State Bar in 1979 and Hawaii State Bar in 1976.

Colorado State University Selects Associate Provost

Continued from front

productive and will complement our management in the provost's office."

Green will provide leadership for activities that influence the quality of the undergraduate experience at Colorado State. She also will play a key role in implementing recommendations made recently by Colorado State's Commission on the Undergraduate Experience and will work closely with the University Curriculum Committee, Council of Associate and Assistant Deans, the HELP/Success Center, Faculty Council and other groups and offices.

Green also will hold an academic appointment in the School of Occupational and Educational Studies.

She holds a doctorate in educational administration from Washington State University, a master's from Western Oregon State College in studies of the Socially and educationally disadvantaged and a bachelor's in mathematics from University of Maryland-Eastern Shore. Her other professional experience includes several years with the Oregon Department of Human Resources and the Oregon Department of Employment.

Raymond Rodriguez, former associate vice president for academic affairs, was responsible for many of the university's undergraduate activities before he took a post in Massachusetts in August 1992.

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IT JUST KEEPS ON HELPING**"Evidence Of Progress" Concluded; Are We Butterflies?**

by Professor McKinley Burt

An ancient Chinese philosopher told of a man who dreamed he was a butterfly and awoke confused as to whether he was a man who dreamed he was a butterfly, or a butterfly who dreamed he was a man.

We might consider the fact that African Americans may be suffering from a similar split in their perspective of where they have been and who they are. Such a dichotomy in their world view is usually explained in terms of the social pathologies of racism in all its ugly forms. And certainly, in this modern world, there is no more meticulous and well-documented record of the traumas inflicted upon a long-suffering race. However, we take note that there has been a similar split or dichotomy in the acknowledged (Permitted) history of black economic progress since emancipation (128 yrs.).

There is no better evidence of this than magnificent accomplishments of black men and women prior to the turn of the century—facts I have cited here from the book of E.G. Richings, written in 1903, "Evidence of Progress Among Colored People". Given this and other records of pioneering industrialists, Scientists, inventors, craftsmen, educators, developers, etc. of over a century ago—why do we indulge ourselves in this modern day lie, the "first black" to do this and the "first black" to do that and the other? We know better! What is it we can't face? Can't deal with?

So what is it that we have so many "colored people" who are confused as to whether they are "butterflies or human"? People who are content to think, plan and operate as though African Americans only arrived on this planet about the time World War II ended—and, consequently, can be said to have made great strides toward full participation in the American way of life (where desired). There are no other people on this earth who are attempting to develop and prosper under the burden of such a cultural schizophrenia, trying to build a future without a past—a tradition without a true history. One can well understand a damaged psyche.

Only this morning, I have reviewed some of Mr. Riching's more passionate "evidences of progress" (stuff like this keeps me going—and imperious to contemporary B.S.) "Miss Hattie A. Gibbs entered public schools at age six...began study of music at age 9...at age 11 she entered the Oberlin Conservatory of Music while keeping up her studies in school for 3 years, after which she entered high school...After two years of hard

study of Greek, Latin and mathematics, she graduated with honors before her fifteenth birthday."

"From there Miss Gibbs enrolled in the Conservatory Dept. of Oberlin College where the attendance is about 500 and there are 10 colored students...besides finishing the studies piano, pipe organ and harmony she had several terms in voice culture, and since her graduation, (Prof.) Gibbs has made special study of the violin in order to better prepare herself as director of Eckstein Norton Conservatory of Music, of which she was a founder and of which she is now in charge."

None of Mr. Riching's accounts surprise me, remember my descriptions of our St. Louis grammar and high schools prior to World War II—of those of my mother or grandparents before World War I? Are you getting the feeling that more recent generations have been had? In these

pages of the Observer Newspaper I have frequently referred the readers to similar documented accounts of achievements that were considered 'par for the course' by blacks in those days. There were no "learning disabilities" unless the mule kicked you in the head. Consequently, black engineers, as well as the unlettered, went on to hold national industrial fairs to display their inventions and technology to the world before 1900 (Described in the Congressional Record).

Since it is demonstrated that we have never been a dumb people, it is not at all clear to me how, in the

light of the "evidence", our highly knowledgeable leaders have not arrived at some more rational and believable explanations for the present economic condition of African Americans as a whole. After all, they can certainly kick up a fuss when their

leadership itself falls in harms way. I'm thinking of the semi-hysterical response of the Congressional Black Caucus to the Department of Justice and FBI harassment of black public officials during the Bush Administration. They wanted every man woman and child to come to their rescue. Undoubtedly "butterfly" people.

As I finish my review of Richings book, with his account of the early black pharmacists in Boston, I despair if our leadership will ever make the connection between their personal traumas and the larger picture. If we have such overt racist attacks today driven from behind the scenes by the power structure (remember COINTELPRO), then there must have been a similar grouping back there a hundred years ago; a force that stopped black progress almost completely.

The question for our leadership to answer is will history repeat itself if we do not learn the nature of these forces or group(s)? To stop the incredible drive and momentum of an entire race with the smarts that Riching describes requires more than a mere 'prejudice'; it takes a deliberate and carefully crafted program of containment. Next week, "Immigration."



Prof. Hattie A. Gibbs

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