

CAREERS

Both Business And Careers Begin With Affirmative Action Of Some Kind

BY PROF. MCKINLEY BURT

This article, published exactly fifty years ago in the "Negro Digest," tells when and where the legal assault on job discrimination began. We are reminded that despite the passage of so much time, none of 95% of the jobs described in the "U.S. Dictionary Of Occupational Titles" is held by an African American (state Lists).

And in respect to business enterprises, less than 5% of those listed in the "U.S. Standard Industrial Classification Manual" are operated by blacks - yet, today, 50 years later, the moral and legal avenues to the "American Dream" are under attack as never before.

"The population of New York is about one-tenth of the population of the United States. Living in New York are persons of every race, creed, color, or national origin to be found anywhere in the country. If we solve the race problem in New York, we are taking a great step toward solving the race problem everywhere in America.

To solve the race problem in New York, machinery was put into operation July 1. For the first time in America, the opportunity to obtain employment without discrimination because of race, creed, color, or na-

tional origin is recognized as and declared to be a civil right.

This declaration is the heart of the New York State law against discrimination which was signed by Governor Dewey on the 12th day of last March. At that time, the governor made the following significant statement, "Today we are witnessing an act which gives reality to the great principles of our country."

This New York law applies primarily to discrimination and employment. Even in this field certain exceptions are made. Social clubs and fraternal, charitable, educational, or religious associations or corporations not organized for private profit; persons in the domestic service; and concerns with fewer than six employees are not included.

Its coverage is therefore not so broad as to make it unworkable.

It is sufficiently inclusive, however, to cover most employees in New York State.

The law applies to employers, labor organizations, and employment agencies. It lists certain unlawful employment practices and provides for the establishment of a five member commission for its administration and enforcement. Its operation is simple. If I refuse to give a man a job and he claims discrimination, he

may file a written and verified complaint.

Then comes an investigation by one of the commissioners who must try to settle the matter by conference, conciliation, and persuasion. If this effort at mediation fails, there follows a hearing before three other members of the commission. Then if it exists, I am ordered by the commission to cease and desist from this unlawful employment practice. Under these conditions, I may institute a judicial review. If I am then found by the court to have practiced discrimination and refuse, in defiance of the court, to desist from such practice, I may be held guilty of a misdemeanor.

The two most important features of this law are its mediation and educational provision. Conference, conciliation, and persuasion are required at the outset and the records of our Federal FEPC and the New York State War Councils Committee on Discrimination in Employment show that well over 90 per cent of cases of this kind can be and are being settled by peaceable discussion.

More important still is the board educational program in the law. Provision is made for the creation of advisory agencies and conciliation councils, local, regional, or state-

wide. These agencies and councils are to enlist local community effort and they may promote programs of formal and informal education. In this way, the full force of New York's great educational system is to be enlisted in a common effort to eliminate discrimination because of race, creed, color, or national origin.

To be sure, this New York law against discrimination deals primarily with discrimination in employment. But I want to point out that if we can eliminate discrimination from the field of employment, we shall have gone a large share of the way toward removing it generally.

Moreover if this program can succeed in New York, a distinct contribution will have been made towards solving America's race problem. We in New York note with satisfaction the similar forward step which has already been taken by New Jersey. We note also that other states, including Massachusetts, Connecticut, Rhode Island, Pennsylvania, Ohio, Michigan, Indiana, Illinois, Wisconsin, Minnesota, Colorado, and California have been considering legislation of the same nature and of the same kind of bill that is now before the Congress of the United States. We hope that these sister states will soon follow our example.

Project Independence

"Project Independence was a gift to me," said Felicia Garrett. "It came at a perfect time in my life and helped me understand myself and my values. I feel more empowered as a woman and more confident in myself."

Portland Community College offers Project Independence as a tuition-free program that aims to help women become economically self-sufficient.

Paid child care is available during the program's classes. And successful completion of the program brings 10 college credits. New courses begin every three months on the PCC Cascade Campus.

Garrett graduated from Project Independence in the fall of 1993 and is now scheduled to enter the college's alcohol and drug counselor program this fall.

Yolanda McCorvey is presently a student in the program. "I credit Project Independence for helping me focus in

on my interests and clarify where I'm going," McCorvey said.

Project Independence has proven itself as a doorway to employment and training opportunities in a safe, supportive and caring environment, college officials said.

On graduation, some students have gone straight into the job market. Others have opted for short-term training or continued on to various PCC professional-technical career programs.

Two free orientation and information sessions will be held this summer.

The sessions are scheduled Monday, June 26 from 2 p.m. to 3 p.m. and Tuesday Aug. 8 from 10 a.m. to 11 a.m. Both events take place in Penn Hall, Room 101 on the Cascade Campus at 750 N. Killingsworth. For more information call the PCC Women's Resource Center at 978-5249.

Saluting 85 Years Of Fine Arts Education

The seventh annual Art Futures benefit for the Pacific Northwest College of Art paints a fresh picture

Alumni and Friends of the Pacific Northwest College of Art (PNCA) plan the seventh annual Art Futures for Saturday, June 17, 1995. From 6 p.m. to midnight, guests can mingle with students, alumni and acclaimed Northwest artists in the college's Pearl District Sculpture Studios at Northwest 13th and Kearney. Over 100 pieces of art will be auctioned to benefit student finance programs at PNCA.

From its humble beginnings in

1910, the Pacific Northwest College of Art has evolved into a well-known and respected college of art. Today, over 260 students are enrolled in the college's Bachelor of Fine Arts program, and hundreds of others take part in continuing education and extension classes. Recently, PNCA granted 43 degrees to the largest graduating class in its 85-year history.

As one of seven museum-affiliated art colleges in the United States, PNCA thrives as a center of creative expression. Combining art fundamentals with contemporary methods,

many PNCA graduates go on to become professional artists, designers and gallery owners.

PNCA involves the entire community by offering free lunch hour "Speaking of Art" lectures, extension programs for ages four and up and the Young Artist Project Outreach program for at-risk youth. The college's Wentz Gallery is open to the public, monthly exhibiting work by alumni, faculty and students.

In the face of government cutbacks on educational and arts funding, PNCA, like many other colleges, struggles to fund its rapidly emerg-

ing programs. The annual Art Futures event provides a much-needed boost to student finance programs. PNCA Alumni and Friends hope to raise \$40,000 at the 1995 fund-raiser.

Local Students On U. Of P. Dean's List

Several local students were named to the 1995 spring semester dean's list at the University of Portland.

The College of Arts & Science named Patricia Beckman, Junior, Karen Carleton, junior, Kara Coulter, senior, Sarah Jurgensen, sophomore, and Monica Linde, senior.

The School of Business named Denise Fischer, sophomore, and Kathleen Laskowski, senior.

The School of Education named April Cannon, senior.

The School of Engineering named Scott Reis, junior.

The School of Nursing named David Bloedel, senior, Catherine Gordon, senior, and Kathleen Krider, senior.

Students need a 3.5 grade point average to be named on the dean's list.

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