

## A difference of black and white

South Africa - for anyone reeling in the wake of change these days, consider the life of Khaya Dlukulu, who grew up in a world of apartheid, strict racial segregation.

"Apartheid meant we basically grew apart from the time we were born to the time we die," says Khaya, organization and development manager for Hiperformance Systems (Hipsys), one of HP's South African distributors.

Today, his children live in the same city, but in a different world. "my 11-year-old daughter and 14-year-old son grow up with white children and attend what we call a nonracial school with black and white friends," Khaya says. "They basically are growing up in a world that is totally unknown to me."

"When they fight, it is because there is a genuine problem-not because one is black and the other one is white. So, in a social sense, I can see these dynamics developing, and I do expect the next generation or maybe the generation after will have a more less normalized society."

Access to the Web will help bring a world of ideas and information to all people in South Africa. It's a world that Khaya couldn't even imagine when he was his children's age. But he became part of the social evolution. Khaya trained as an engineer with IBM for 11 years, earned an MBA and today is the only black person on the Hipsys management board.

Still, it's been a long personal and professional journey for him.

"As a black person in this country, you have to constantly work against a set of assumptions that assumes that black people don't have what it takes for the job," Khaya says. "The typical progression of a black person in corporate South Africa is that you join an organization determined to do well and move up the ladder as quickly as possible, and you learn very quickly all the



The world is changing for Teddy (left), Khaya Dlukulu's (above) 14-year-old son, who attends a "non-racial" school in Johannesburg.

right things to do to get ahead.

"Occasionally, somebody would recognize that you did a good job; they would give you a promotion and move you up a notch. The higher up you move on the organizational ladder, however, the more complex it becomes, because from approximately upper-middle management levels upward, your education and experience no longer count for much; now your social skills and how you fit in to the 'club' become more important than your technical and operational contribution.

"That is where the problem starts." black people in that type of environment have to bridge very wide cultural chasms and social barriers that are a result of the south African system of social and economic separation just to interact at basic professional levels with their colleagues, Khaya says.

"If you are black in South Africa and you want to be successful in white corporate world, you almost have to become a white-black man.

"If you make that choice, however, you lose a sense of your own identity and alienate yourself from the people around you-especially other black people. Even more importantly, you lose credibility within the organization and among the black people who are supposed to look up to you as a role model.

"At the end of the day, this strategy of success eventually works against your ability to be effective." White colleagues in the boardroom can help by accepting all people for what they represent, Khaya says. "The irony is that they are more comfortable with you when you are like them without realizing that by being like them, they are actually losing the value of diversity that you could be adding.

Perhaps that will change, Khaya says, as more white and black children in South Africa grow, play and learn together. And perhaps the role that HP plays in linking South Africa with the rest of the world will have made a true difference.

## One-stop forms ordering at Oregon Department of Revenue

Federal booklets available include:

- Form 1040 and instructions (includes Schedules A, B, D, E, and 2441, and Form 1040V).
- Form 1040A and instructions (includes Form 1040A, 1040A Schedule 1, and EIC).
- Form 1040EZ and Instruction 1040EZ.

According to Chuck Grinstead, manager of the state revenue department's Tax Help section, "Our 'one-stop' service allows taxpayers to call one number to get both kinds of forms. We provide the state forms and instructions and the most frequently requested federal booklets."

Taxpayers can order state income tax forms and some current year federal income tax booklets by calling the Oregon Department of Revenue toll-free at 1-800-356-4222. In Salem, the number is 378-4988.

The toll-free number is available through April 30; after that, taxpayers may call the Salem number for information. Callers needing assistance in Spanish can call 945-8618 and leave a message and a Spanish-

speaking representative will call them back. TTY (hearing or speech impaired only): The year-round toll-free number within Oregon is 1-800-886-7204. In Salem, the number is (503) 945-8617. These numbers are answered by machine only and are not for voice use.

Taxpayers are also reminded to file early. Labels which are mailed on tax packets or postcards should be attached to the returns for faster processing. If the label is incorrect, the information should be corrected right on the label and the label attached to the return.

## 150th birthday of Thomas Edison

February 11, 1997 marks the 150th birthday of American inventor and visionary, Thomas Alva Edison. To celebrate the sesquicentennial of Edison's birth, Thomas A. Edison High School, located near Beaverton on the grounds of Jesuit High School, plans to kick off the Founding Phase of the Thomas A. Edison High School Endowment Fund.

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When the new building was dedicated in 1993, the name of the school was changed to honor American inventor Thomas Alva Edison who had learning problems as a child and was viewed as a "failure" in school because he did not pay attention in class, asked too many questions, and was bored with memorizing and reciting lessons.

As Father Jim Galluzzo, founder of the alternative high school and former principal of Jesuit High School, so aptly stated at the 1993 dedication: "The school system might give up on you. The schools might fail to meet your needs. But it took Thomas Edison 3,000 tries to invent the light bulb. You have a to dare to dream." To keep that dream alive, to help those students who struggle daily with dyslexia, attention deficit disorder, and other learning problems that elude labels, requires additional financial commitment for the future of Thomas A. Edison High School.

The Board and staff of Thomas Edison High School will host the Thomas A. Edison Birthday Party and the kick-off of the Founding Phase of the Thomas A. Edison High School Endowment Fund on Tuesday, February 11, 1997.

The mission of Thomas A. Edison High School reflects the quest of his life. Students are given a chance to succeed after failure, to turn negatives into positives. Edison was ultimately hailed as the "man of the century" and "citizen of the world". Like Edison, our students can learn anything in a supportive environment and develop the skills necessary to succeed in spite of obstacles and setbacks.

Dance my babies.

Dance.

No work for you.

No fear.

Laugh and shimmy.

From your twirling feet

to the tickled fancy of  
the sweet trusting dreams  
you keep.

No pain.

No grown-up rain.

Know it not.

Dance long. Dance free.

As you should.

As it should be.

*This Is Your Time To Dance.*



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## Gladys McCoy Award

The Gladys McCoy Award is presented annually to an individual who has contributed outstanding volunteer service to his/her community in a manner exemplifying the life of the late Gladys McCoy, Chair of the Multnomah County Board of Commissioners.

### Criteria:

1. This individual has made a major change or contribution to positive change in some particular aspect of daily living, e.g. multicultural and family relationships;

2. This individual has been actively involved in the project;

3. This individual has been a leader for a "long time" initiating positive goals and staying with them until the goals are satisfactorily achieved;

4. This person had done "something special," making this person appear to be more than average;

5. This person has worked with emphasis in one of the following areas: civil rights, human rights, affirmative action, community, neighborhood, local political party, local government, environmental issues, and/or education.

The Gladys McCoy Award will be presented in conjunction with National Volunteer Recognition Week. The actual presentation will be made at Multnomah County's Annual Volunteer Award Ceremony in April.

The Gladys McCoy Award will be given to one individual per year, honoring the winner for dedicated volunteer community work over a significant span of time.

## Community Pride Banquet

The Salvation Army Moore Street Community Center is having a party and they want the community to come.

It's time to celebrate this community and to recognize those people, organizations and businesses who have made it such a great place to live and work. To become better acquainted with neighbors join a dinner on Thursday, March 20th at 6:30 p.m., in the gymnasium.

There will be celebrities, music, song and dance, all from the neighborhood. Bring your families, your friends, your associates. We're asking for a \$10.00 donation for dinner or a table of 8 for \$80.00. It won't be gourmet food, but the evening will fill you with pride in this historic community.



As the African proverb goes, no tree can flourish without roots. And as AT&T celebrates Black History Month, we continue to support organizations that work on behalf of children, like The Children's Defense Fund and California's Children Now. By giving our children a good foundation, we're helping to give them the freedom to discover and enjoy the rich cultural legacies that strengthen for life.