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DIVERSITY *in the* WORKPLACE SPECIAL EDITION

Leaving The Comfort Zone

(AP) — Jennifer Sams recently completed a workshop in diversity at Alabama State University, but she plans to use the lessons and ideas she learned at her job at Embassy Suites Hotel and in her future career as an educator.

"It's about respecting and being sensitive to other cultures while learning about their customs and traditions," said Sams, who participated in the course as part of her education major. "I deal with people of all nationalities on a daily basis, and this type of training prepares you to take steps forward and get out of your comfort zone."

Workplace diversity is an issue that thousands of national companies spend millions of dollars to ensure.

"Some industry categories are better than others, but unfortunately a lot of minorities are in lower-

paying skilled jobs and do not hold top or managerial positions," said Lamar Higgins, director of the National Association of Black Auto-

coordinate diversity programs.

"By hiring someone to coordinate diversity and minority programs, companies can place spe-

"The whole key is education, and when schools have the money they need to improve the quality of education they provide (the students), employers will have a better-equipped, diversified work force to choose from," Higgins said. "The main goal is to make sure the work force reflects the population in which the company is operating in."

Stacia Robinson, executive director of Business Network International, said diversity must be a part of a company's corporate culture.

"If diversity is not part of the company mindset, strategy for growth and initiated from the top, then it won't work," Robinson said. "This type of diversity must be evident from employees to managers to contract suppliers and in every department."

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— Stacia Robinson, executive director of Business Network International

motive Suppliers South division. "Employers need to make sure there are no artificial barriers that are prohibiting minorities from success."

Arlinda Kennedy-Knight, director of the Montgomery Minority Business Development Center, said companies should hire someone to

special emphasis on the needed programs. People are looking for a company that is diverse," Kennedy-Knight said.

Higgins thinks workplace diversity issues start with the quality of education students are provided in area school systems.

Honeywell Recruits Minorities

Honeywell, a Fortune 100 company and employer of over 100,000 people in nearly 100 countries has launched a campaign to embrace diversity and craft a global work environment of varying perspectives, differences and cultures.

Specifically, WorkplaceDiversity.com is assist-

ing Honeywell attract and retain diverse talent pools of experienced, professional individuals worldwide through its leading-edge, career center technology and extensive web-based community of over 2,500 information sources.

The company's strategic approach to sustainable growth in-

cludes hiring talented, diverse, empowered people-people who build and value relationships as much as deliver business results.

"As we grow and develop our organization, we continually focus on creating an effective and attractive work environment rich in inclusiveness and fairness,"

says Roslyn Dickerson, Corporate Vice President, Global Diversity, Honeywell. "We believe there is a direct correlation between value creation and gaining competitive advantage through the talent each employee brings to fulfilling our company's vision, values and goals."

Union Wins Convention Center Jobs Workers credit unity and community pressure

Security officers at the Oregon Convention Center and other public facilities refused to

accept the unacceptable. When they ratified their first union contract July 16, they gave a resounding thumbs down to the pay freeze management had demanded. Instead, some officers will see raises of more than 20 percent under the new agreement.

The 30 part-time and nine full-time security workers are represented by Local 28 of the International Longshore & Warehouse Union. They are employed by the Metropolitan

Exposition-Recreation Commission which operates the Convention Center along with the Expo Center and the Portland Center for the Performing Arts.

Larry Buskrud, a 22-year MERC security officer, stressed that a key to the union's victory was community pressure. He said Portland Jobs with Justice, the Northwest Oregon Labor Council and members of other unions helped to put political

pressure on the elected officials who appoint the MERC Commissioners.

Gerry Caldwell, a leader among the African-American security officers, also stressed that the workers' own unity was key.

"We won because of the united stand of all the employees, our resolution that we weren't going to be taken advantage of or pressured into something not for our benefit," said Caldwell.

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Follow Up Employment Calls

How long should you wait to follow up on an employment call? One week, recruiters say.

Many job seekers try to find the magic number using complex equations that factor in their enthusiasm for the job, how well their interview went and whether or not they're currently employed.

This may work for you, but keep in mind that 53 percent of job recruiters in a survey said candidates should wait one week before following up. A surprising 21 percent said candidates should wait less than one week, while 8 percent said two weeks. Nineteen percent of the recruiters said they preferred to

contact candidates, rather than vice versa.

It's a good idea for candidates to follow up, if for no other reason than the fact that recruiters often don't — especially for unsuccessful candidates. Fifty-four percent of recruiters surveyed said they do not notify unsuccessful candidates.

Neighborhood Grocer Expands

continued from Metro

and a choice of a boiled red potato, rice pilaf or fries for only \$8.25. Bar menu items include 10 chicken wings for \$5.50, bacon wrapped scallops for \$6 and hamburgers for \$6.25.

Previously the owners had problems with fights, but Chung hired mostly new employees and told troublemakers to get lost. He even pulled a local phone off the wall

when he saw that too many troublemakers were using it. Gang members and drug dealers were told to get lost.

"He's really doing a marvelous job. You can walk through that bar and be safe now," said Milwaukee resident Del Blacketer, who had stopped there for lunch. "The food is really outrageous. It's excellent."

Chung said he is committed to the diversity of his employees and

customers.

"This corner has always been a negative corner. Now it's going to be a positive corner," he said. "Most bars you go to there is only one race. I thought this was a good opportunity to have multicultural mixing with all the races."

Chung hopes to have live music in the future. He is remodeling by refurbishing the bathrooms and painting to improve the restaurant's image.

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