



Mt. Hood Jazz
Weekend festival
celebrates 25
years of top talent
See Metro section, inside



The
City of Roses

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Week in The Review



Castro Turns Over Power

Fidel Castro, who has wielded absolute power in Cuba for nearly half a century, turned over power to his brother Raul on Monday after undergoing intestinal surgery. The surprise announcement stunned Cubans on the island and in exile, and marked the first time that Castro had relinquished power in 47 years of rule.

Fighting Deep into Lebanon

Israel launched a major attack deep into Lebanon Tuesday, and Hezbollah said its guerrillas were fighting Israeli commandos on the ground near Syria. Hezbollah fired just 10 rockets across the border Tuesday, well below an average of about 100 a day since the fighting began 21 days ago.

Voting Rights Extended

Civil rights leaders said President Bush's signature to extend the 1960s civil rights law against racist voting practices will be just a footnote in history if the government fails to enforce it. See story, page B2.

Gibson Sorry for Words



Actor and conservative activist Mel Gibson said Tuesday that he is not a bigot and that he apologizes to "ev-

eryone in the Jewish community for the vitriolic and harmful words" he used when he was arrested for drunken driving. "Hatred of any kind goes against my faith," he said in a statement issued through his publicist.

'Tar Baby' Remark Stings

Gov. Mitt Romney, a potential candidate for President, referred to the troubled Big Dig construction project in his home state of Massachusetts as a "tar baby" Saturday and then apologized, saying he didn't know anyone would be offended by the term some consider a racial epithet. White House spokesman Tony Snow sparked similar criticism in May when he used the term.

Heat Wave Moves East

The same heat wave that was blamed for as many as 164 deaths in California brought a fifth straight day of oppressive weather to Chicago Tuesday and promised at least three days of brow-mopping temperatures in the New York metropolitan area.

TV Hiring Falls Short

Diversity lags on local airwaves

BY SARAH BLOUNT
THE PORTLAND OBSERVER

When it comes to diversity in the Portland media, television stations have a long way to go with their minority representation.

KGW, KOIN, KATU and Fox — for example, with respective teams of anchors and general reporters, feature only two or three minorities. Only eight out of a total of 101 faces or names found on TV promotions and websites are non-white.

This doesn't mirror Portland's population, which is just shy of 20 percent minority. According to the U.S. 2000 census, whites make up 77.9 percent of the population, blacks account for 6.6 percent, Hispanic and Latinos 6.8 percent, Asians 6.3 percent, Native Americans 1.1 percent, Pacific Islanders 0.4 percent and other races account 3.5 percent.

Management at KATU, Fox and KGW could not be reached for comment, but Jeff Allen, general manager at KOIN Channel 6, said the station is going through a set of personnel changes, since new management took over in January. Allen declined to comment on the nature of the changes.

With such a small minority representation, who's to say Portland is doing enough to broadly recruit African American, Asian, Latino and Hispanic talent?

Lewis Pulley of the Equal Employment Opportunity division of the Federal Communications Commission said the agency can't question who each station recruits, but can only ensure they've recruited adequately.

To ensure the measures, each year the FCC audits just five

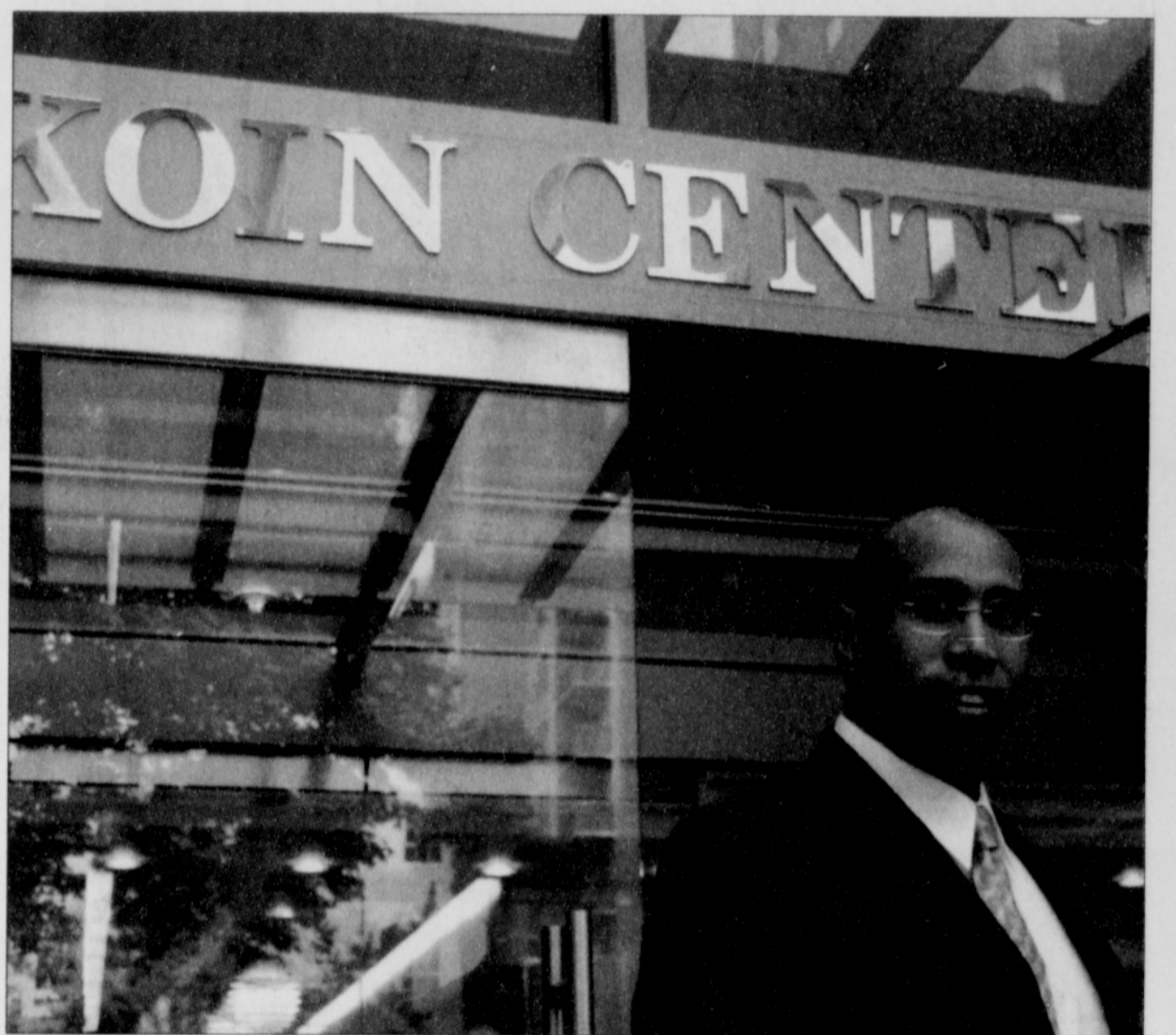


PHOTO BY MARK WASHINGTON/THE PORTLAND OBSERVER

Ken Boddie has 20 years of experience as a TV anchor and reporter at KOIN-TV Channel 6. He is one of the few persons of color on Portland's airwaves.

percent of stations nationwide, requiring them to account for positions filled, job announcements, recruitment initiatives and any pending or resolved complaints alleging discrimination.

"In our recruitment rule we require that they recruit within a broad cross-section of the community, but we

can't require quotas or anything along those lines," Pulley said.

He said actual evidence of discrimination would be another issue.

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'Zero Tolerance' Harassment Policy Adopted at Franz Bakery

Court sanctions terms after a decade of failure

The U.S. Equal Employment Opportunity Commission has settled a sexual and racial harassment lawsuit against U.S. Bakery, Inc., the parent of Franz Bakery, after a federal judge ruled that the company was responsible for sexual and racial harassment.

The case involved four women — three white and one African American — who worked at the Portland bakery located at Northeast 12th and Flanders Street. The women resolved their individual claims through separate, confidential agreements.

As terms of the settlement, Franz has agreed to make sweeping changes in management practices and adopt a "zero tolerance" policy against harassment and discrimination. A consent decree also gives the EEOC monitoring power over the employer for three years and court enforcement if necessary.

Franz Bakery is the largest family-owned bakery west of the Mississippi River and serves grocery, restaurant, food service and institutional customers in Oregon, Washington, Northern California and parts of Idaho, Montana and Alaska. Three of the women who were sexually harassed worked on the production floor of the bakery while the fourth worked in the office.

"This was an egregious case of a foreman sexually and racially harassing employees for many years with impunity and represents an employer's abject failure to take its responsibilities seriously under the law," said EEOC San Francisco Regional Attorney Bill Tamayo, describing how a former foreman at the bakery



PHOTO BY MARK WASHINGTON/THE PORTLAND OBSERVER

Franz Bakery has settled a sexual and racial harassment lawsuit, stemming from complaints at its Northeast 12th and Flanders Street plant, agreeing to make sweeping changes in management practices.

engaged in extremely offensive harassment that was open and notorious for many years and was known to managers and supervisors.

The foreman admitted to making hundreds, if not thousands, of sexual and racial

plained to another supervisor or foreman about the conduct, he never reported it to his superiors or to the company human resources manager.

In addition, for most of the harasser's eight year employment at the bakery, the company had an inadequate harassment policy that failed to provide a complaint procedure or assurances against retaliation for reporting harassment or discrimination, the EEOC said. The company also never provided non-supervisory employees with employment discrimination or harassment training until after the harasser was finally fired.

Tamayo noted that in August 2004, the EEOC won a summary judgment from U.S. District Court for the District of Oregon, finding U.S. Bakery liable

This was an egregious case of a foreman sexually and racially harassing employees for many years with impunity and represents an employer's abject failure to take its responsibilities seriously under the law.

— EEOC San Francisco Regional Attorney Bill Tamayo

comments, including in the presence of supervisors and managers. He also admitted to bringing in pornography and showing it to employees and supervisors.

Although each of the four women com-

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Rights Group Faults Katrina Response

Says poor, blacks in disaster neglected

(AP)—The United States must better protect poor people and African-Americans in natural disasters to avoid problems like those after Hurricane Katrina, according to a new report by a U.N. human rights panel.

The U.N. Human Rights Committee said poor and black Americans were "disadvantaged" after Katrina, and the U.S. should work harder to ensure that their rights "are fully taken into consideration in the reconstruction plans with regard to access to housing, education and health care."

The United States said federal and Louisiana state authorities were examining many of the issues raised by the committee.

In New Orleans, activists praised the U.N. report at a news conference Friday in the predominantly black Gert Town neighborhood, which remains heavily damaged by the hurricane.

Monique Harden, co-director of Advocates for Environmental Human Rights, urged the U.N. to examine the treatment of black and poor Gulf Coast residents, and said the committee's findings were important to recovery efforts in the region.

"It's a wake-up call, and it's also a call for change in the way the United States government has been handling this recovery," Harden said.

She and other advocates said former residents continue to fight for a chance to return to the city, where housing shortages have kept away many lower-income people.

"The United States has to do something more than just show itself once and while," said Ronald Chisom of the People's Institute for Survival and Beyond.

Harden said that, although the com-

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