

Posey, Getting Into the Game

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Line began. Posey recalls Hansen made good on a promise that the North Interstate Avenue light rail project would benefit everyone, including minority-owned firms.

"I didn't believe Fred would do what he said," Posey said. "The running joke was that I wouldn't believe it until the dirt hit the back of my truck."

Hansen made good on his promise with \$35 million in construction contracts going to Disadvantaged Business Enterprise (DBE) firms.

"When the dirt hit I called him and said 'kerplunk,'" Posey said.

TriMet spokeswoman Mary Fetsch says the agency is increasing the size of DBE contracts with the current Portland Mall project.

Posey says his contract for the

downtown expansion is worth about \$400,000. He plans to submit a bid for the upcoming Portland-Milwaukie light-rail project and is optimistic about his prospects.

"We're in the game," he said. "Historically they said we couldn't do it, that we don't have enough capacity. There were all kinds of stereotypical ideas of what black people can't do."

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Wells Fargo is one of 20 firms in Portland hosting diverse college students for paid summer internships. Wells Fargo Regional Human Resources Manager Cathy Cole (from left) stands with interns Jeremy Jayubo and Joe Yang and Human Resources Recruiter Betty Lane.

Successful Summer Interns

Diverse students match with local firms

A national nonprofit organization with an office in Portland matches diverse college students with local companies for paid summer internships.

The students selected by INROADS range from those who just graduated from high school to juniors in college. Companies provide them an 8-12 week internship with the long-range goal of hiring them after they finish college.

Led by Michelle Neal, this is the 10th year that INROADS has operated in Portland. The program also gives the interns training about leadership and the workplace in general.

This summer 33 interns are working at 20 local firms, including Wells Fargo. The financial services company is hosting two 20-year-old students: Jeremy Jayubo and Joe Yang.

Jayubo, who also worked as an INROADS intern at Wells Fargo last summer, is studying business administration and finance at the University of Oregon, where he will be a senior in the fall. He was born in this country; his parents emigrated from the Philippines.

Jayubo is learning all he can

about Wells Fargo's business operations this summer. He's been impressed with the internship program and what it has offered.

"INROADS really opens doors for college freshmen and sophomores," said Jayubo. "Many other intern programs only want juniors."

Yang is studying accounting

helpful, especially the section on job interviews," said Yang. "I've been very impressed."

At its annual awards ceremony in July, INROADS presented Wells Fargo its "Champion of the Year" award to recognize its support of the organization. Both Yang and Jayubo were among the interns who received Distinguished Aca-

INROADS helps us identify talented, diverse prospects who might not only work for us one day but who might also become our firm's future leaders.

—Joe Yang, intern

at Portland State University. He will be a junior next fall. He is the only member of his South Korean family to be born in America.

Yang is studying Wells Fargo's customer-service initiative. He will present his findings to senior managers at the end of his internship.

"A lot of the workplace training I've received has been very

democratic Excellence awards.

"INROADS helps us identify talented, diverse prospects who might not only work for us one day but who might also become our firm's future leaders," said Wells Fargo Oregon Region Human Resources Manager Cathy Cole.

More information about INROADS is available at 503-248-1298 or INROADS.org.

Embracing Diversity at Work

Tips from the HR Department

BY KRISTINA M. JOHNSON

Sensitivity training started in the '80s, became "diversity" in the '90s, and most recently started being referred to as "multicultural understanding" and "cultural intelligence."

These are buzz words that are playing an increasingly important role in the workplace. And employees should learn to embrace diversity at work.

Sabeen Alwy, for example, participates on her company's diversity committee, trying to help promote understanding of her culture and to learn more about others.

"During Ramadan, it gets challenging," said the 24-year-old Pakistani muslim staff auditor at Ernst and Young. "We fast from sunset to sunrise without having any food or drink.

My colleagues are very understanding of my beliefs and culture."

Alwy's job includes assisting customers from the United Kingdom. Thus, she's trying to learn more about the culture there.

A few questions you might have:

Q: What does "diversity" really mean?

A: Inclusion in its very broadest sense, and includes, but is not limited to, race, color, religion, sex, national origin, disability, veteran status, sexual orientation and age.

Q: Why does my employer care about diversity?

A: The workplace is the second largest social institution, second only to family. It simply makes good business sense for people to work and play well with others. Think "safe, respectful, productive, profitable work environment" for everyone. It's not about changing

anyone's personal opinions or values - those still belong to you.

Q: How can I promote diversity at work?

A: Asking yourself this question is the first step. Participate in company-sponsored activities, where you will be able to interact with new people. Start a conversation with someone you don't know. Go to lunch with someone new.

To help build your multicultural IQ, it's good to know the demographic trends in Polk County. The county is about 5 percent black, 6 percent Hispanic and 3 percent Asian. More than 67 percent of the state's workforce is over 40.

Lastly, remember that diversity is about enjoying the people around you. It never stops.

Kristina M. Johnson is a workplace-services consultant and diversity trainer with Employee and Family Resources.