



PHOTO BY MARK WASHINGTON/THE PORTLAND OBSERVER

## Business Diversity on 42nd Avenue

Several Northeast 42nd Avenue area businesses participate in the first Saturday Marketplace at MeRae's on 42nd, a multicultural full service salon at 5842 N.E. 42nd Ave. Pictured (from left) are James Dixon of Dixon's Rib Pit; Marie Larkins, MeRae's stylist and owner; Phyllis Spaulding of Stage Struck; Rick Bronson of Professional Pest Control Supplies; and Milane Cremeans of Curvy Girls Clothing.

## Governor Encourages Diverse Workforce

### Orders agencies to get creative

Gov. Ted Kulongoski has signed an executive order which directs agencies to continue to improve affirmative action efforts and outlines tools agencies can use to create a more inclusive work environment.

The recent executive order builds on an executive order issued by the Governor in 2005 and updates agencies with information on programs that will lead to a more inclusive work environment.

"State government must



Gov. Ted Kulongoski

*State agencies need to foster an inclusive work environment and continue to take all steps available to them to create a diverse workforce...*

— Gov. Ted Kulongoski

respect the rights of all employees," Governor Kulongoski said. "State agencies need to foster an inclusive work environment and continue to take all steps available to them to create a diverse workforce and ensure employees are respected and treated fairly."

The executive order directs agencies to review affirmative action plans and encourages them to work with Governor's Affirmative Action Office to continue training designed to improve employees' skills and competency in managing affirmative action and diversity issues.

The executive order also encourages agencies to use an exit interview process developed with the Department

of Administrative Services to offer state employees the opportunity to provide feedback on their experiences in their employment before moving to another agency or job.

The Department of Administrative Services will also conduct periodic audits on management effectiveness in achieving specific agency affirmative action goals.

"This executive order will strengthen our efforts to open the doors for many Oregonians that have traditionally faced barriers of gaining employment or advancing in the workplace," Kulongoski said. "We can achieve the goals of a diverse workforce through open minds and a commitment to an inclusive culture in state government."

## International Trade Guide Now in Spanish

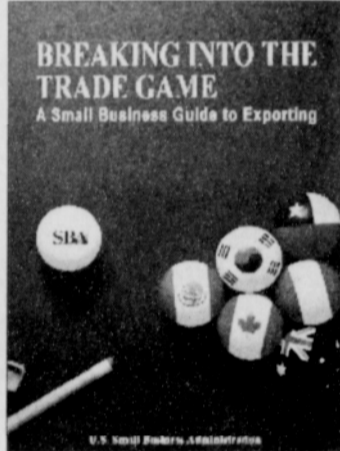
A popular guide to exporting published by the U.S. Small Business Administration has been translated into Spanish and is available on SBA's Web site.

"Breaking into the Trade Game: A Small Business Guide to Exporting" was translated by Argentina's Chamber of Exporters and will be disseminated as a joint effort between the Argentinean Chamber and the Small and Medium Enterprise Congress of the Americas on International Trade.



Sandy K. Baruah

"In our global economy, trade among nations has proven a leading factor in economic development and job growth. For small businesses, learning how to break into the



international trade game is a must to make them more competitive," said SBA Acting Administrator Sandy K. Baruah. "We are very pleased that this translation will make this invaluable tool available to thousands of businesses in our hemisphere, including the many Spanish-speaking entrepreneurs in the U.S., and we thank those who made it possible."

"Breaking into the Trade Game: A Small Business Guide to Exporting" is available online at [sba.gov/oit](http://sba.gov/oit).

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