

# African-American Voice

May 2000

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Volume 4 Number 12

## DIVERSITY A powerful tool for economic development of Spokane

BY BEN CABILDO

"Diversity" has long been touted as a "feel good" issue, something that corporate America felt was "the right thing to do." Today, it is no longer just that. Diversity is a necessity for economic growth. It is a matter for survival for Corporate America. Diversity or lack of diversity will definitely affect the bottom line. As you all know lack of diversity has affected the livelihood of the communities of color for years and still does. Today it is also affecting the profitability of Corporate America.

For Spokane to grow, we need to connect with the rest of the nation and the world.

We can no longer constrict our vision and plans using the excuse that the minority population in Spokane is too small to pay attention to. We should no longer see immigrants as liabilities,

but assets. We can no longer talk about diversity without linking it to economics. We can no longer leave it up to the Economic Development Council and the Chamber of Commerce to plan our economic development. We, the community

major corporations are making changes to take advantage of this new development. However, I feel that Spokane is lagging behind. Recognizing our present situation, we can no longer be indifferent to the changes going on around us.

### Third Congress on Race Relations

**"You are here so I think you must care. If you do, then what next?"**

Robert Lloyd  
Publisher

should be involved with them at the same time, they should get involved with the movement to value and embrace diversity.

For Spokane to develop economically, politically, culturally and socially, Spokane needs to face the changes taking place both nationally and internationally.

Today, the nations of the world are undergoing global, political, economic and social re-structuring. This re-structuring involves relationships, relations between nations and relations between people- locally, nationally and internationally.

This re-structuring is due to the development of the global economy, market, and the rapidly changing demographics and the numerous technological developments and innovations.

The U.S. economy is growing as a whole because many states and

Let us look at one very vital aspect of this national development to help us chart the course for Spokane's economic development.

### The impact of the growth of minority-owned businesses on the growth of our national economy.

In general one would say that the U.S. economy is growing. But do you know what is so evident about the growth in the U.S. economy? It is so evident, yet we are indifferent to it; we refuse to see and acknowledge it. What is so evident about the growth of the U.S. economy is the growth of minority-owned businesses.

Minority-owned business is growing and gaining year after year. In fact, in the last few years, it grew at a much higher rate than U.S. business as a whole.

### National NAACP's

## Fair Share Programs and Economic Development

In December 1981, the NAACP Board of Directors embarked upon a program strategy that focused on the private sector as a foundation for economic advancement for African Americans. The principal objective of this approach was to promote the growth of entrepreneurship among African Americans, and to promote employment opportunities with private sector companies, thereby empowering African Americans to fully participate in this country's economy. A by-product of this approach is the NAACP's Operation Fair Share Program.

Private sector contracts: Operation Fair Share Program

Operation Fair Share seeks to renegotiate Black America's relationship with Corporate America, and to insure that a fair share of the dollars spent by African American consumers is reinvested into their communities in the form of jobs and business opportunities.

In purpose and design, the Operation Fair Share Program seeks to achieve specific objectives as follows:

- o Establishment of minority vendor programs for purchases of goods and services, including utilization of African American contractors, professionals, and financial and insurance institutions;
- o Establishment of aggressive affirmative action programs and opportunities for the advancement of African Americans into senior management positions;
- o Representation of African Americans on corporate boards of directors.

### Methodology

The methodology of the Operation Fair Share Program is to negotiate voluntary, written agreements with major corporations to identify goals within each of the fair share objectives listed above.

The activities of the program consist of three essential components:

1. Research and selection of potential target companies;
2. Negotiations; Setting goals and signing a formal agreement;
3. Compliance: Establishing monitoring proce-

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**SPOKANE, ARE WE READY TO MARCH FORWARD WITH THE REST OF THE COUNTRY? LET US START WALKING OUR TALK...**

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## Fair Share Program

dures to insure implementation of the agreement and to measure progress;

Factors that motivate corporations to enter into Fair Share agreements vary. Some companies are moved by sense of corporate social responsibility and fairness, others by a desire to increase their

market share with African American consumers, and still others by fear of reprisal such as withdrawal of economic support for their products.

Operation Fair Share has both a local and national component. NAACP units and state conferences should focus

their efforts on local or regional companies – those firms with a Economic Development Program are directed at firms with a national market.

Fair Share guidelines for NAACP units have been developed by Economic Development Program staff to aid units in carrying out the program. Training and technical assistance also is pro-

vided to support NAACP units in their Fair Share efforts.

### Accomplishments

In its first 12 years of operation, the Operation Fair Share Program was responsible for more than 50 agreements with major corporations.

Translated into potential economic benefits for African Americans, over

the succeeding five years, these agreements could mean \$2 billion in procurement contracts to African American owned media; and \$500 million in insurance coverage through African America professionals. The Program projects an average increase of 12% in the number of African American employees working for these companies.

# This is the dome home that diversity can build

Maybe if Bob Lloyd were telling moral fables there would have been a fourth little pig who lived in a dome house and invited the wolf over for gallery openings and they argued and told jokes about art and politics and diversity far into the night.

And we need a Fourth Little Pig here because there is going to be a dome house. There is going to be a dome house that isn't going to be built as much as it will evolve in the pages of the African-American Voice, as you will see in the coming months.

The tale of the Three Little Pigs comes to mind at times of diversity conferences and Spokane's Congress on Racial Equality. Picture your feelings on racial equality, your inner sense of justice and human rights and friendship as a house you build. Ask yourself if you

live in these values all year round, as you live in your house. Or is this just a place you visit once in a while.

Take that first little pig, well his values got blown away pretty fast when the wolf came calling, didn't they?

The second little pig was barely more stout -- her sticks and stones made no bones about flying away from the first challenge.

And that third little pig ... why sure he was secure sitting behind that tightly mortared brick wall. Secure and smug. But he was sitting behind a brick wall -- not only keeping the wolf out, but killing him.

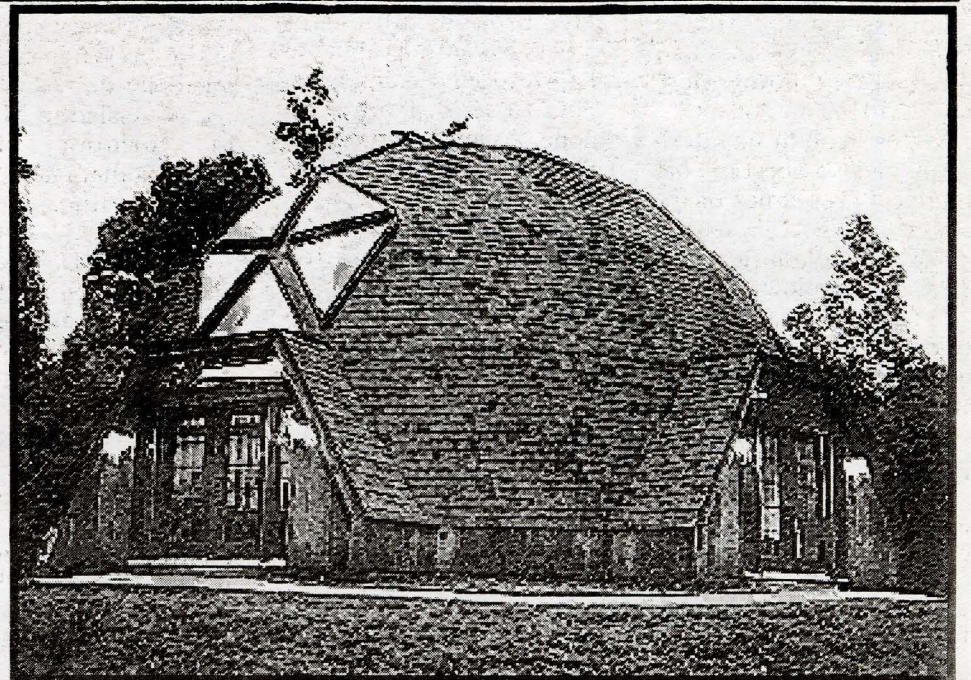
Bob Lloyd is going to build a dome house and as much as it is built with lumber and pipes and wires and whatnot, it will also be built with the values and the memories that

have shaped Bob's life.

Minority contractors, landscape architects, electricians, plumbers, carpenters. They exist in Spokane, don't they? Or is that just a fable.

This dome house that Bob Lloyd intends to build is only on paper so far. But he has already scoured the guides to minority-owned businesses. "And I have found a lot of, 'Well, my grandmother was Cherokee.' Or, 'Well, I'm married to an Asian,'" Bob said.

A contractor was more blunt as he thumped his own copy of the minority directory down in front of Bob. "You know this is all a hoax, don't you?" he asked.



To Bob Lloyd, this house will be no hoax.

"This is a way of putting my values into something physical and tangible," he said, unrolling a stack of blueprints the other day. "All the workshops, all the seminars about diversity -- those are just words."

Bob Lloyd intends to take his belief in minority hiring, in One Percent for Art, in diversity and community and put them into practice as he builds a dome house on five acres in the Spokane Valley as a home for this family, for the African-American Voice and for a gallery displaying works by artists in Spokane and the rest of the world.

He will find builders and laborers and artisans

and write about the process in the Voice.

"We're going to be able to look at it and say, 'This is the house that diversity built.' Good, bad or indifferent, that's what it is," he said.

This house didn't come from just a plan. It came from Bob's journey to Africa with his wife, Diane, as part of a Global Volunteers project in 1990.

"So we are in this village and they say they need help with the library. Help with the library," Bob says. "So we trek on over. Diane is a librarian. We're feeling good. But we get there and they want help to BUILD a library. Not just with the Dewey Decimal System."

Bob shakes with a

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*The Spokane, Pullman  
African-American  
Voice*

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## Minority businesses

According to the last year's U.S. census, out of 17,353,143 firms in the U.S., minority-owned businesses make up 13%. The number of minority-owned businesses has grown tremendously to 2,149,184, up 61% in six years.

In addition to this growth in numbers, these businesses generated a 160% increase in sales and in receipts, totaling more than \$210 billion dollars.

This growth has definitely given a boost to both the local economies of the states and the U.S. economy as a whole in terms of taxes and employment.

The growth of minority-owned business provided almost 2,000,000 jobs to the population, thereby boosting their purchasing power.

Based on this statistic alone, we can see how the growth of minority-owned businesses has become a vital part of the growth of U.S. economy.

### Minority-owned businesses play a major role in rebuilding deteriorated cities throughout the US.

Let me tell you another example of how minority-owned businesses are making a difference in the growth of local economies. The once economically depressed Rainer Valley area in Seattle now bustles with minority-owned businesses - restaurants, dry cleaners, medical and dental clinics, discount stores, computer stores, small manufacturing and export shops.

In Dallas, Texas, Asian-American entrepreneurs revitalized neighborhoods with restaurants, import shops and professional offices. There are numerous other examples that one can look at.

### Minority-owned businesses help draw businesses and venture capital to an area.

In Fairfax County, Virginia, and some cities in Florida and Tennessee, minority-owned businesses and their associations are playing major roles in attracting minority entrepreneurs and their investments. By the way, minority-owned businesses are thriving in these cities because these cities pro-

vide a very supportive environment for them. These cities have capitalized on the image they have acquired and are benefiting from it by bringing taxpayers and employment to their cities. Is this good business? Of course it is!

In addition to this, minority-owned businesses have brought billions of dollars of venture capital to their respective cities. From 1985 to 1990, from Asia alone, Asian entrepreneurs brought in a total of \$17 billion in venture capital dollars from Asia. Spokane would have benefited tremendously from a portion of that money.

### Minority-owned businesses facilitate tapping the growing untapped market.

Nationally, in many cities of the U.S., minority entrepreneurs are acting as a bridge in reaching the growing untapped market - communities of color. They are being recruited as partners of major corporations in providing services and products to these communities. This is very necessary because the buying power of these communities is growing rapidly. In 1996, the buying power of African-Americans alone grew to \$469 billion dollars. (If the African-Americans were a separate nation, it would be the 16th largest economic power in the world.) Can you imagine the buying power of the combined communities of color? Unbelievably astronomical!

Minority entrepreneurs act as bridges and trade missionaries throughout Asia, Africa, Latin America, the Middle East and Europe.

Corporate America is partnering with minority entrepreneurs to help the U.S. compete in the global market. Corporate America is becoming aware that a diverse population will only support those that reflect their diversity. Corporate America is now putting in place initiatives and programs to aid in minority business development. Let me just cite some examples that we in Spokane might be able to learn from.

**US West:** US West has established a Supplier Diversity Organization to

work with minority- and women-owned firms (M/WBE) to match qualified and certified suppliers with the business needs of US West.

"To assure continued growth of Minority- and Women Business Enterprises, the Supplier Diversity Organization focuses on:

- Using M/WBE firms as primary contractors as well as subcontractors.

- Encouraging US West's primary contractors to use M/WBEs as subcontractors

- Assisting M/WBEs in forming creative alliances that result in their doing business with US West."

In 1998, US West purchased \$380 million in goods and services from minority- and women-owned firms, an increase of 20 percent over the previous year.

**Pacific Gas and Electric Company:** PG&E's Supplier Diversity Program aims to ensure that women-, minority-, and disabled veteran-owned business enterprises have the maximum opportunity to participate in contracts for products and services.

In 1999 alone, Pacific Gas & Electric Company purchased more than \$700 million worth of goods and services from firms in California and throughout the US and Canada -- nearly 23% of that went to women-, minority-, or disabled veteran-owned businesses. For the year 2000, the company is on track to meet its goal of granting 21.5% of its contracts to diverse suppliers -- 5% to women-owned firms, 15% to minority-owned firms and 1.5% to firms owned by disabled veterans.

**Ford Motor Company:** Steve Larson, manager of Ford Motor Company's Minority Supplier Development stated: "It's good business. Minority suppliers provide Ford with some of the highest quality, competitively priced goods and services." This year, Ford expects to surpass its goal to purchase 5% of its goods and services (\$2.7 billion dollars) from minority suppliers.

**Carolina Power and Light Company:** CP&L won its 1999 Minority Business Development Award because of its company-wide initiative to promote minority- and

women-owned businesses. More important, the company supported its initiative with the money and resources necessary to make it successful, spending \$43 million on goods and services provided by minority-owned businesses.

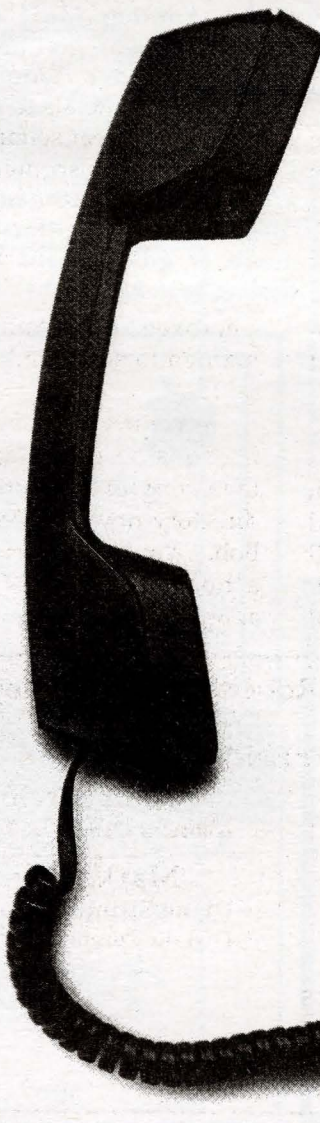
Jerry Fulmer, CP&L's manager of supplier diversity and business development stated, "We are committed to not only doing business with minority- and women-owned companies, but also to helping them grow."

These are but a few examples how Corporate America is responding to the global changes that are taking place.

Based on the above points, do you see how minority-owned businesses have provided vitality and growth to the overall U.S. Economy? Then, do you see how Spokane can benefit from thriving minority-owned businesses? Do you think the Economic Development Council should incorporate these ideas into the economic plan for Spokane?

**SPOKANE, ARE WE READY TO MARCH FORWARD WITH THE REST OF THE COUNTRY?**

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# Every month is black history month

## The Souls of Black Folk

"The Problem of the Twentieth Century" in W.E.B. DuBois'

The Souls of Black Folk

Theron Paul Stevenson  
Student of  
Political Science in  
310A

W.E.B. DuBois begins the second chapter of The Souls of Black Folks with the statement "The problem of the twentieth century is the problem of the color line". This statement becomes the theme of the book. But, to understand this theme, we must understand both parts of it. For DuBois, the twentieth century was the time for the faith in modern ideals to come to fruition. This included the ideal that indi-

viduals would be judged by their merit rather than by their birth, that might does not make right, and that progress is good. The color line was segregation, often symbolized by DuBois as "the veil". DuBois saw that the problem of the color line--segregation--prevented blacks from enjoying the fruits of modernity. The problem of the twentieth century was that if it did not see blacks included in modern society, then Modernism itself was a false promise.

Typical of Modern thought is the notion that men should be judged by their personal merit rather than by their birthright. Enlightenment thinkers built democracies on the notion that "all men are cre-

of J.S. Mill, published 34 years before The Souls of Black Folk, "the peculiar character of the modern world . . . is, that human beings are no longer born to their place in life, and chained down by an inexorable bond to the place they are born to, but are free to employ their faculties, and such favorable chances as offer, to achieve the lot which may appear to them most desirable." As DuBois points out, this was far from the case for blacks in his time. He argues that the few blacks who are able to succeed in America, "by proscription and prejudice . . . are classed with and treated like the lowest of their people, simply because they are Negroes". This policy "not only discourages thrift and intelligence among black men, but puts a direct premium on the very things you complain of--inefficiency and crime." By accident of birth, blacks were denied the opportunity to better themselves, to participate in society and commerce, in short to prove their merit. In this sense, the promise of Modernism did not hold for blacks.

Another ideal of Modernism was that just law and order would replace the primitive rule of "might makes right". Again I'll turn to J.S. Mill, who argues that although "despotism is a legitimate mode of government in dealing with barbarians", in

a Modern state "over himself, over his own body and mind, the individual is sovereign." In the experience of southern Blacks, however, rights were still held only by the powerful. DuBois reports "I have seen a black farmer fall in debt to a white storekeeper, and that storekeeper go to his farm and strip it of every single marketable article . . . and all this without a warrant, without process of law". Regarding criminal law in the post-slavery South, DuBois writes "it was not then a question of crime, but rather one of color, that settled a man's conviction on almost any charge." This "double system of justice" served not only to oppress blacks, but also to degrade faith in the law among both blacks and whites. It was clear to DuBois that the color line stood between blacks and the Modernist ideal of rights assured by law rather than by power.

The fourth chapter of The Souls of Black Folk is "Of the Meaning of Progress". The good of Progress is an inherent tenet of Modernism. This is illustrated in Mill's satisfaction that society has progressed beyond the need for despotism, as well as in Marx's appreciation of progress in industry, which he felt would lead towards the liberation of workers. DuBois, on the other hand, suggests that Progress is yet another ideal of Modernism thwart-

ed by the color line. "Of the Meaning of Progress" tells of DuBois' return, after ten years absence, to a town in which he had been a teacher. "My log school-house was gone," he writes. 'In its place stood Progress; and Progress, I understand, is necessarily ugly." In the ten years of DuBois' absence the town had seen a few successes and several sorrows, notably the lonely death of DuBois' favorite student, Josie. DuBois is ambivalent about the progress of those ten years, wondering of the time that had passed: "is it the twilight of nightfall or the flush of some faint-dawning day?" His concluding statement, "I rode (back) to Nashville in the Jim Crow car"(that is, the rail car to which blacks were segregated) implies that if Progress was indeed towards a better day, that day was still a long way off.

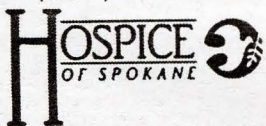
For many blacks in DuBois' time, the promise of a better day was a matter of faith in God. The chapter "Of the Faith of the Fathers" explores the blacks' trouble maintaining this faith "where all that makes life worth living--Liberty, Justice, and Right--is marked 'For White People Only'". But just as blacks were experiencing a crisis of faith, DuBois suggests that all of society was on the verge of a crisis of faith in the promise of Modernism. Modernism was supposed to judge men by their personal merits, but segregation forced all blacks into a lower class of people, regardless of individual virtue. Modernism was supposed to guarantee the rule of law rather than the rule of unfair power, but blacks were excluded from the justice afforded to whites. Modernism was supposed to bring Progress towards better times, and here, according to DuBois was the problem of the twentieth century. If blacks and whites remained segregated in the twentieth century, then the promise of Modernism could not be fulfilled. The problem of the twentieth century was that the color line threatened to undermine the fulfillment of society's faith in the promise of Modernity.

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# Renewed commitment to work for God's justice

BY BILL ROBINSON,  
PRESIDENT  
WHITWORTH COLLEGE

On a recent trip to Atlanta, I got the thrill of a lifetime from trustee Sam Gully, one of Whitworth's too-few African-American graduates of the fifties, and his wife, Linda. They introduced Bonnie and me to my boyhood hero, Hammerin' Hank Aaron. We were even at the Aarons' house, where the only thing missing in my flashback was the massive wad of bubble gum that would accumulate in my cheek with every pack of baseball cards I opened. Meeting Hank was great, but it wasn't

the best thing about the weekend. At an earlier dinner with Sam and Linda, somehow we started talking about New Year's Eve. Sam reflected on how a small group of couples had met at the Aarons' for a quiet evening. As the year ended, the group prayed, then former U.N. Ambassador Andrew Young reflected movingly and brilliantly on the progress that had been made toward the dream of their friend, Martin Luther King, Jr. Sam's account was poignant. As soon as Bonnie and I were alone, we looked at each other with the same thought: For a moment we'd caught a glimpse of

the emotions that perhaps no other generation of black leaders has ever felt or will ever again feel. We detected a profound sense of interdependency, born of a time when all they had in their struggle was each other. We felt inspiration, shame, gratitude and many other emotions. But mostly we felt renewed in our commitment to work for God's justice in this world. Somehow I hope our resolve will rub off on every student who walks onto this campus. Thanks again for all of your interest in Whitworth.

*From Of Mind & Heart  
April 2000*

## Leaders we have known and admired: James Baldwin

BY MAYA AILEEN ROSEMAN

This month's photograph in the African American Voice was none other than the passionate devoted, and highly esteemed James Baldwin, who wrote with extreme urgency and passion about the trials and tribulations of black life in America.

Baldwin, born in 1924, grew up in the lower areas of black Harlem. Starting to write at the early age of fourteen for his school newspaper, he quickly became devoted to and intrigued by the writing process. After graduating from high school in 1942, he accepted careers as a hard-hitting journalist and storyteller.

Baldwin is responsible



for the creative writing of *Go Tell It on the Mountain*, which gives a behind-the-scenes look at black ghetto life. This proud black man also is responsible for the creative and inspiring essays about the Civil Rights Movement, *The Fire Next Time*. James Baldwin's inspiring words make him a positive role model for black youth today, making us scream the words, "Black Power!"



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## Congratulations, Scholarship Recipients!

These students were recently named recipients of Minority Business Education Program awards for 1999-2000. Offered through Eastern's College of Business and Public Administration, the Program provides undergraduate scholarships for African-American, Asian, Latino/Chicano and Native American students pursuing business degrees.

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# Editorial

## A man who cares

This is the third year the Task Force on Race Relations has sponsored the Community Congress on Race Relations. The first congress was an educational congress. The second was a reality check on what had been done since the first congress. The third one is trying to make clear why you should care.

I want to take this opportunity to acknowledge someone who really does care. You might not have seen him up at podiums or giving press conferences but he has been hard at work behind the scenes.

Now Wayne Brokaw is running for congress. The African American Voice endorses him because of his track record.

A human resource manager and a family man whose wife, Rita Zorrozuva, has been a social worker for nearly 30 years, his concerns do not stop with his own family. He is a Certified Foster Parent for Emotionally Disturbed Children, a 4-H Youth Club Adult Volunteer, a Crosswalk volunteer, a LIFESTEP Inc. trainer for troubled youth, coached 6-14 year olds youths in basketball, baseball and soccer for 25 years, and has worked with Lutheran Social Service Elderly Services, YWCA Alternatives to Domestic Violence, and Tamarack Residential Treatment Center.

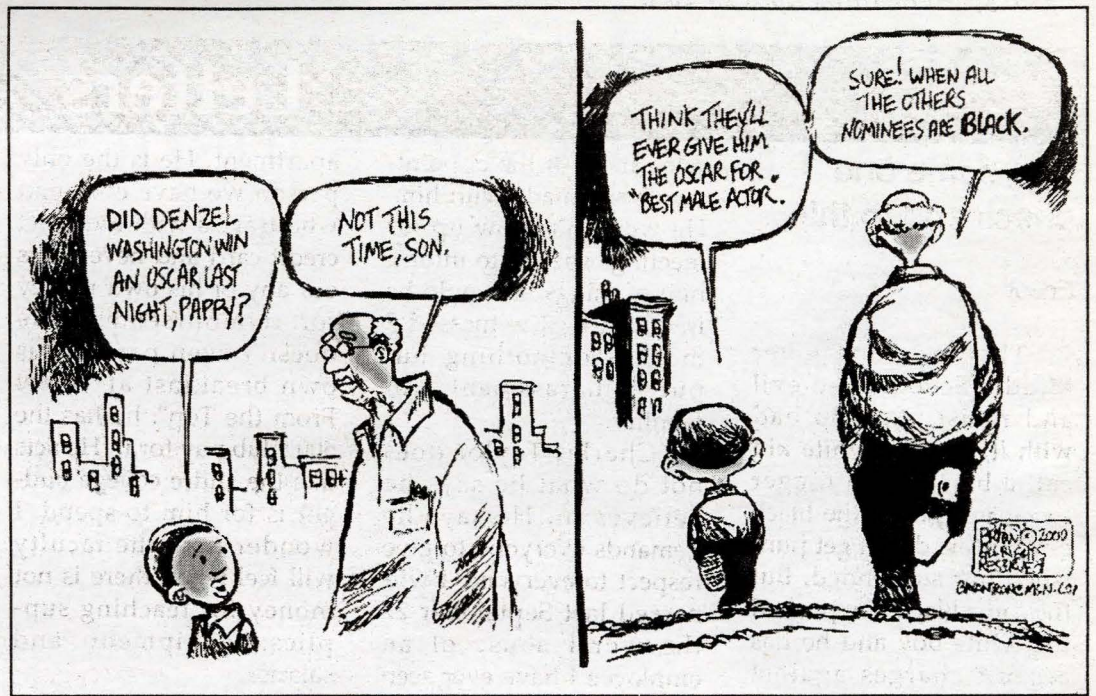
Service to his community also includes the Spokane County Domestic Violence Consortium Board of Directors, the Northeast Community Center Operations Committee, United Way of Spokane, the Spokane Community College Business and Management AA Degree Program Advisory Board, the PTA/PTO Associations in Cheney, the Cheney Chamber of Commerce, the Cheney Economic Development Council, the Kiwanis Club of Cheney, the American Legion, and the Spokane County Livestock Show Association.

His concerns include our community. He serves on the Task Force on Race Relations, Martin Luther King, Jr. Family Outreach Center Board of Directors, and the Spokane Chamber of Commerce Multicultural Relations in the Workplace Committee. He participates in community diversity and race relations events and activities.

Finally, Wayne's childhood on a ranch and his work as a human resource manager, in labor relations and with small businesses completes the broad base of his experiences with the types of constituencies in Eastern Washington and with improving communications and relations between them.

So ask yourself "What has George Nethercutt or XXX Clare done for me lately?" and support Wayne Brokaw to replace Nethercutt in Congress.

Robert Lloyd  
Publisher



# Opinions

## The personal is political

BY DENISE TUGGLE

"You owe it to tomorrow to do your best today." I wrote this in my journal November 5th, 1999. I don't know what inspired me to go back and read that particular entry on that particular day. I guess it's because I usually have some topic in mind when I do my morning prayers, and that day I couldn't think of a single thing, so I turned to the front to my journal and read the second entry.

Now, there is a saying from the 70's Women's Liberation Movement that applies to this experience, "The personal is political." I was not writing about future generations benefiting from my hard work. I was not writing about changing the world. I was writing about surviving from one day to the next. I suspect that I am not the only African American who is so busy surviving that I often dismiss a Truth when it comes my way. Truth, when it surfaces, so simple and direct, it often gets written off as a cliché. I was a child during the 70's and I never really understood this particular saying until the morning I re-read my own journal.

I was writing about how when today's challenges and tasks look insurmountable, you must

attack them with all your spirit and ability because if anything is going to improve your lot, that's it. Even when progress appears minuscule, even when it appears ridiculously insignificant, even when the space your progress creates is filled up by yet another demand, you are making progress and it will bear fruit in its own way and time.

At the time I was writing, I had spent the last two years in graduate school and so found myself unemployed with school loan payments bigger than my rent! I was feeling down and pressured and scared to move forward into the professional world to which my schooling had gained me access. A professional job search is a huge undertaking. There are a lot of details and everything matters because you never know what the employer is going to judge you on. I had never done such a job search, but I had these student loans to pay, and I take great pride in paying my bills on time.

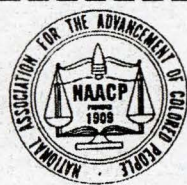
So I started taking pitifully small baby steps, attending a career guidance workshop here, making a practice resume there. That month I took a job for which I was over-qualified and which didn't pay as much as I could get

if I would only use my education, but like I said I have bills to pay. Because I focused on doing all that I could each day however pathetically small, when the opportunity came to move forward I was ready.

For five months, I paid bills and didn't think I was making any progress. It was a Monday when an old professor of mine called to say she'd passed my name on to another student of hers and he might be giving me a call. Tuesday evening he called. Tired from my current job, I'd retired early and he woke me out of a dead sleep. Groggy, I attempted to talk to him about qualifications and dreams for our clients. Whatever I said he liked; he scheduled me for an interview for the following Monday.

Now, this is where all my preparation back in November paid off. I had to work the graveyard shift Friday, Saturday and Sunday, and the interview was Monday afternoon. I wore my interview clothing, which I'd bought back in December, to work Sunday night. Freshened myself up in a public bathroom Monday morning. Used the local college's computing center to write a cover letter and refashion my practice resume to fit

Continued on page 7



# NAACP

709 E. Desmet, Spokane WA  
(509) 323-6368

Regular meetings are  
7 pm on the 3rd Monday of each month

East Central Comm. Center 500 S. Stone St. Spokane

**NEED HELP .....**

The Legal Redress Committee of the Spokane Chapter of the NAACP wants to help you. If you have been a victim of harassment and would like to file a complaint, complaint forms can be picked up at the following locations

For Information Contact: President Eileen Thomas

# Letters

## Can some one check end to this

Editor

This man at Glover Middle School is so evil and racist. And so bad with it, he let a white kid call a black kid a nigger twice and punch the black boy, but he didn't get punished nor suspended. But the same black boy pushed the white boy and he has assault charges against him plus being kicked out of Glover School for good.

This issue should be sent to the people running for US President. They are helping the Cuban boy when Spokane is walking over our black children.

He never used a knife nor a gun. The child never went on any of the school field trips, they come with an excuse.

Print this so blacks know it is here. Our meeting was today 4/10/00 at 9 am. We are waiting for the result on where the child will go.

Thank you,  
Annie Scott  
(Grandmother)

## Copy of e-mail Sent to Editor

March 31, 2000

TO: The CCS Board of Trustees

FR: Pat Johnson, CCS retiree

RE: CCS and Charles Taylor

I have real concern about what is happening to Community Colleges of Spokane. I feel it is time you start checking into a few things and really become aware of what is happening.

I can't believe you could sit by and watch Jennifer Roseman be let go without asking some questions. Jennifer has been a dedicated, loyal employee for 7 1/2 years and is loved by everyone. It really doesn't appear to me that Charles Taylor tried to work with Jennifer. From the very beginning, he can-

celed most of the appointments she made with him. He wouldn't show up for meetings she set to inform him of things he would be involved in. I witnessed 7 months of nothing but pure harassment of Jennifer.

Charles Taylor does not do what he says he believes in. He says he demands everyone to give respect to everyone. I witnessed last September 27 the worst abuse of an employee I have ever seen in 24 years of working at the college. I cannot respect a man who treats his own secretary without respect. His demands are unreal and he does not show any appreciation for work he demands.

He says he has an "open door." HA! I know a faculty person and someone from Center for Information Systems (CIS) that begged for appointments and they were denied at Charles Taylor's direction. If you call him on it, he will blame his executive assistant Debbie Reeves.

Does this man pay for anything? The district office employees pay \$20 a year if they drink coffee at work, but the college buys his hot chocolate. The YWCA had a fund raiser luncheon that cost \$100 per person to attend. All college staff, trustees and students who attended paid out of their own pockets because it was a donation and the state cannot make donations. But, the college paid for Dr. AND MRS. Taylor to attend. He makes a lot more money than anyone else at the college, but he never pays. He had a fancy catered party, even with doormen, at his home. Who paid? the college district. And who paid to have his house cleaned for the party? The CCS Foundation. When are you going to put a stop to this? Maybe the taxpayers and CCS Foundation donors should be made aware of this.

The district bought him a car and paid his rent while he was living in an

apartment. He is the only person we have ever had who travels with a district credit card and never puts out any of his own money for reimbursement. He doesn't even pay for his own breakfast at "View From the Top": he has the 500 Club pay for it. He acts like the entire college budget is for him to spend. I wonder how the faculty will feel when there is not money for teaching supplies, equipment and salaries.

Now he has hired a budget person to be Vice Chancellor for Systems Administration. Our office furniture was not good enough for Charles Taylor, and now we're buying new furniture for the new Vice Chancellor.

Maybe an audit should be required and the public made aware of these actions.

There were days last fall when Charles Taylor never came to work. One morning he missed a plane and just went home for the

rest of the day.

Charles Taylor does not write any letters or write any of his own speeches, no matter how simple. That is not bad enough; then he reads the speeches. He can't ad lib anything, let alone pronounce words. He can't even say faculty, along with a lot of other words.

After 24 years of working at the college and always working with and beside the district president or CEO, I am thankful it is time for me to retire. I could not work for a man of this caliber. No one else in this district should have to either.

Please exercise your responsibility as trustees representing our community to deal with this problem.

C: Gov. Gary Locke  
Mary Ann McCurdy  
The Spokesman-Review

Person who Mail AAV ask that we with hole Name

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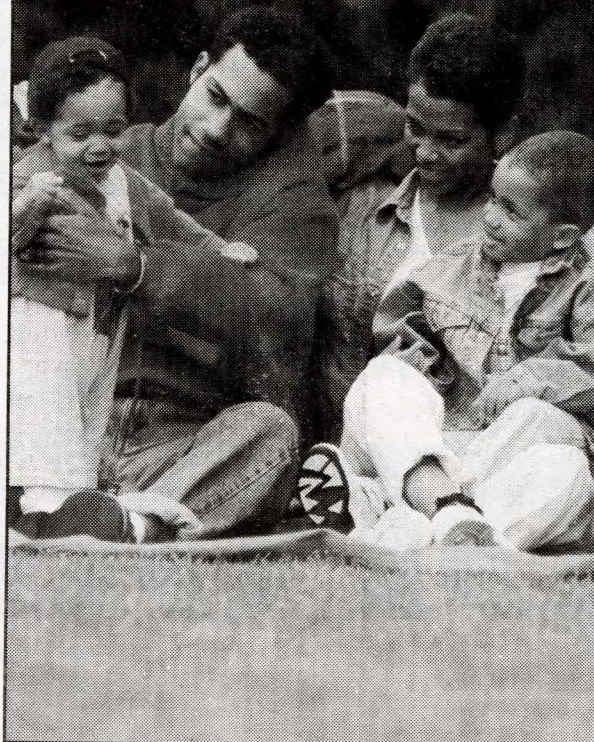
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Continued from page 2

## The house that diversity built.'

huge laugh as he recounts this moment of discovery. There was a small opening in the mud-brick structure that Bob felt could be enlarged.

"So I take a few blocks out from around there and the clay all around starts to crumble. Oh Lord. I was in a panic," Bob said. "I was leaving this in worse shape than before. We're in this village in Africa -- where

can we get bricks?

"Then these kids -- little ones -- they get on me. Can't you make bricks? they ask. Well who built your house then?"

It took a village to razz Bob Lloyd. But the impact was strong. The question resonated. Can't you make bricks?

The kids showed Bob and Diane how to make bricks. They dug a hole with sticks. Filled it with precious water and put the dirt back in and formed the building blocks.

"I thought: Build your own house. That's the least a man can do," Bob said.

This house didn't come from a plan. It came from memories of visiting photographer friend Morrie Camhi in California.

"He lived in a beauti-

ful dome house in Petaluma. It was bathed with light," Bob said. "I can picture, in the evening, the walls turning orange from the setting sun. It was such a pleasing visual aesthetic."

This house didn't come from a plan. It came from the ethic of the 1960s.

"The idea of a dome has been in my head since Buckminster Fuller in the 60s," Bob said. "I like the ecological concerns and the energy efficiency and I like the idea you can be involved in it. Dome companies push the idea that you can be part of the creative process."

The idea for the house also grew out of Bob's career as a visual artist and teacher who once ran a photography gallery in his tiny South Hill house.

"Should a gallery be a place you go to see art or

should the art be a part of your life," he asks. "What I liked about having a gallery in the house was that I could live in the art."

"I think your house should reflect your personal values," Bob said. "I like the way the shape of a dome house hugs the Earth. When I look at people who live in these kind of houses -- be they igloos or be it the Hopi Indians or be it the Africans -- they are comfortable with who they are.

"I don't want a tall, reach-to-the-moon house. I see the dome as hugging the Earth, night fighting it," Bob said.

In other words, the kind of house that's comfortable enough and secure enough to let the wolf in now and then for gallery openings and discussion.

### Peace and Justice action League of Spokane invites you to a slide presentation:

Celebration & Action: The world Bank/IMP Protests in D.C.

Thursday, May 4th  
6:30 - 8:30

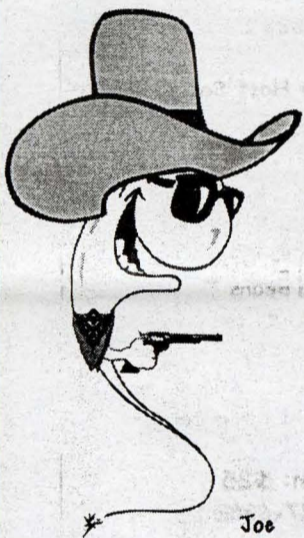
St. Ann's Parish Hall  
(in back of church)  
2120 E. 1st

This is a dramatic first hand account, by activist Steve Bradburn, of the mass demonstrations in Washington, D.C. in April to shut down the worldwide.

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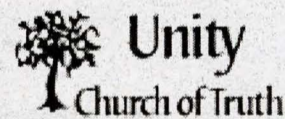
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FOR CONGRESS

# BIG

## Host 18th Annual Conference

Spokane Chapter of Blacks in Government will be host for the 18th Annual, year 2000, Region X Training Conference in Spokane, Washington. This year's event will open with a Gospel Jubilee on Tuesday night, May 30, and close with our traditional banquet on Friday night, June 2.

The keynote speaker for the banquet will be Dr. Mona Lake Jones, who is poet laureate for the City of Seattle, Washington, writer, orator, educator and model of the African American women on the move. Mona Lake Jones' experiences as a community activist coupled with her writing talent and presentation skills have some calling her the Maya Angelou of the Pacific Northwest. Tickets are on sale for \$60 each or you may reserve tables that seat ten for \$600.

The official Opening Plenary Session will begin promptly at 8 am on Thursday June 1 during which time we will host a forum of dignitaries representing government and/or motivational speakers to enlighten delegates.

Over 400 professionals and decision makers from the northwest will be participating in professional development classes and seminars and sharing the message that there is strength in diversity.

If you are a business who would like to reach this audience, you may send a contribution and be listed as a sponsor in the souvenir booklet and/or take out an advertisement. Cost of ads run from \$50 to \$500. For more information immediately contact Ella C. Huffman, Chairperson of the conference, (509) 353-2150, e-mail echholyspirit@hotmail.com, Blacks in Government PO Box 5 Spokane WA 99207.

### Drug Court: An Alternative Solution

Judge Jim Murphy will give a presentation on the success of rehabilitation instead of jail sentences for drug offenses on Thursday, May 11 at 7 pm at Avista Auditorium, 1411 E. Mission, Spokane.

The format will be a public forum encouraging testimony from individuals that have experienced this innovative method of breaking the cycle of drug dependency.

The presentation is sponsored by the Spokane chapter of the NAACP and is free. For additional information contact NAACP

Pres. Eileen Thomas at  
(509) 534-2167.co

# National and Local News NAACP

• Hiewet Senghor promoted to national Director of the Youth & College Division of the NAACP. Senghor will supervise the grassroots mobilization and programs for 500 youth councils and chapters in cities, colleges, and universities across the United States.

• On Tuesday, May 9, 2000 from 5-7 pm a Dialogue on Community Leadership will be held at Cheney Cowles Museum temporary quarters, 1020 W Riverside Ave. The cost is \$5 which includes light refreshments. Space is limited. Call 459-4116 to register.

• NAACP has urged the Coke Cola Co. to settle a federal discrimination lawsuit brought by current and former employees. The suit alleges that black employees at Code were paid an average of \$27,000 a year less than white employees. The company has denied those charges. The case is in mediation.

• During a meeting at NAACP National Headquarters Mfume told a prominent group of interdenominational minister, "It is important the NAACP National Convention be grounded in spirituality." The National Convention is

scheduled to take place July 8-13, 2000 in Baltimore, Maryland.

• On April 13, 2000 NAACP ended a two-day Election 2000 conference that focused on coordinating the voter empowerment efforts of civil rights, labor, religious, social and professional groups in communities of color.

• You have probably never heard of "N.U.D." It is the acronym for a very subtle and little known marketing term specifically directed toward people of color. NUD stands for Non Urban Dictate. It means not to bother marketing in the inner city. Companies with NUD: Starbucks, Jos. A. Bank, CompUSA, Weight Watchers, Keebler, Continental Airlines, Northwest Airlines, American West Airlines, Life Savers, HBO-Apollo Series, paternal Importers, Calico Corners, OM Scott, Pepperidge Farms, Ethan Allen, Busy Body Fitness, Mondavi Wines, Builders

Square, Don Pablo, Aruba Tourism, Lexus, Ciba Vision, Kindercare, Grady Restaurant, & Eddie Bauer.

• There will be a State Conference for Washington, Oregon and Alaska in Spokane during the weekend of September 22, 2000. More information will be provided later.

• Spokane Chapter #1137 meets every 3rd Monday night at East Central Community Center at 7 pm

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# A message to the graduates...our leader in training

By JOSE GUTIERREZ JR.

When asking questions, like 'why do I wake up every morning' or 'what is the purpose of life', it is clear that there are multiple responses...but seemingly one answer.

For our U.S. graduates this year, the challenges awaiting them are far more vast and diverse than any generation since the freedom of all U.S. Americans was 'proclaimed' over 130 years ago. Although these challenges are often subtle; we see the results that build up over time like a pimple about to pop.

Young people will face an era of unprecedented frequencies of sexually transmitted diseases/infections, drug use/availability, covert discrimination and ethical challenge. If this statement is true at all, what is to prevent the youth's submission to these downfalls? After all, many before them have encountered these obstacles and conquered, yet many have given in.

Much of this 'giving in' can be attributed to our notions of success and achievement in the United

States of America (and probably much of the earth). When success is measured by material goods in place of substantial contribution to family and community (or future), there should be no surprise as to how the United States of America is continuing her slow dissolution into the Divided States of America.

But how do we divert ourselves from this fate. Many wait until after the fact to act, however for those aiming at long-lasting success the future depends on what happens now. Jewel Daimond Taylor, a motivational speaker says to be successful the path is not to 'repair and repent, but prepare and prevent.' Our youth are in a state of emergency, but we act as if they are the emergency, the fire that needs to be extinguished, when of course they are the fire that needs to burn longer and stronger than the flickers that we have created. One of the primary obstacles is the materialistic, greedy and self-serving nature of our country, because it is implemented regardless the cost of to our

own citizenry.

How do we play a role in the construction of a materialistic, greedy and self-serving nation? Here's an example:

I recall the second week of my freshman year at Washington State University. As a student of color, like most students at the school, I was away from my hometown, friends, family, in essence my comfort zone. However, I have always been an active member of my community regardless the area, it is a responsibility.

As it stood, I pursued a position with WSU's student body government (ASWSU) as a district senator. At this time I was wearing my hair long with facial hair, much like today. Although it is an appearance that disturbs who might easily be called 'materialists', life's work, sincerity and performance has never been dependent on the prejudice thought of some. This is where I stood, a young independent man raised in a supporting environment, challenged by one who would undoubtedly encounter the same ob-

Continued on page 14

## "We, on Death Row"

On Monday May 1st the photos from the controversial Benetton corporation anti-death penalty campaign brochure will be exhibited at 7 pm at Gonzaga University's Jepson Auditorium. Presented by the Peace and Justice Action League of Spokane, Gonzaga School of Law, and Gonzaga Chapter of

Amnesty International, the photos by Oliviero Toscani will be accompanied by a video by Rocco Toscani. It is a non-commercial view of the project from inside death row. In addition there will be a presentation by Speedy Rice on the international reaction to the Benetton campaign.

## Mike Barrow has "Heart and Soul"

Mike Barrow is both the creator and host of Power 101.9's 'Heart and Soul' show. Born and raised in Philadelphia, Mike (AKA "Gospel Diddy in the City") brings a celebrated flavor to the 'Heart and Soul' Sunday evening show that has no rival. Mike encourages listeners of all backgrounds, religions, colors, and nationalities. 'Heart and Soul', delivers a mix of Urban Contemporary and New Traditional music that appeals to both young and old alike. Add to this an array of local and national

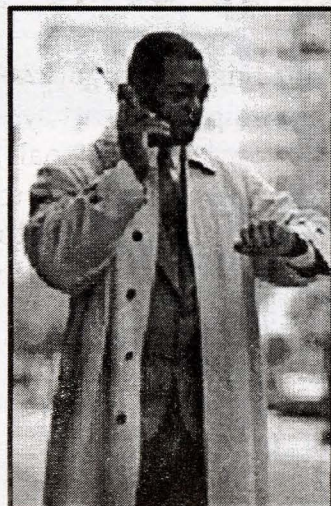
guest interviews and an inspirational moment of the week.

'Heart and Soul' provides a unique opportunity for local businesses to advertise since the show's audience are the most loyal of 101.9 FM's listeners, and they are the most loyal in town!

Power 101.9 FM is currently (#1) the most listened to radio station in the area on Sundays. Programs like Mike Barrow's Heart & Soul and Power Praise Worship makes this possible.

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## Why advertise in the African American Voice?

### Who we are

The African American Voice, is a unique and effective communication vehicle. For the past three years, the paper has been a leader in the effort to increase understanding and collaboration in our community. Specific areas the African American Voice focuses on include:

- Examining organizations in the community
- Empowering youth through education and history
- Disseminating information on human rights issues and cultural diversity issues
- Highlighting and supporting the achievements of our youth

place. We know that a community that welcomes all people is simply healthier. We know that organizations working toward and nurturing a diverse workforce and clientele are more successful.

• Tom Matthews, CEO of Avista said, "We all understand that a diversified workforce is essential for our companies to compete in an international workplace." (Your Chamber At Work, 7/99)

• Liz Cook of Hewlett-Packard recently stated, "I think there's a strong case to be made for diversity and inclusiveness." (Spokesman-Review, 6/25/99)

### Creating and supporting diversity in the community and the workplace

We all want diversity in our community and our work-

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Other organizations that regularly advertise in the Voice include:

- Washington Trust Bank
- Avista
- Eastern Washington University
- Spokane Symphony
- Chicken-N-More

### The value of advertising in the African American Voice

- Your are reaching a unique and important audience and expanding your demographic clientele base. Monthly distribution is 5,000.
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### African American Voice Rate Card

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W 5.632" x H 3.020"	W 5.632" x H 12.08"
W 7.665" x H 2.265"	W 7.665" x H 9.062"
W 9.500" x H 1.812"	W 9.500" x H 7.250"
1/4 page 18.125 col. in. \$131.25	Full page 72.5 col. in. \$525
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#### MECHANICAL REQUIREMENTS

Tabloid page is 5 columns wide

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- 3 col .... 5.632"
- 4 col .... 7.565"
- 5 col .... 9.500"

#### DISTRIBUTION

The Spokane African-American Voice is published monthly, at the first week of the month. Deadlines for ads are the 4th Wed. of the month. Circulation is 5,000

#### African-American Voice

455-8274 rlloyd@cet.com

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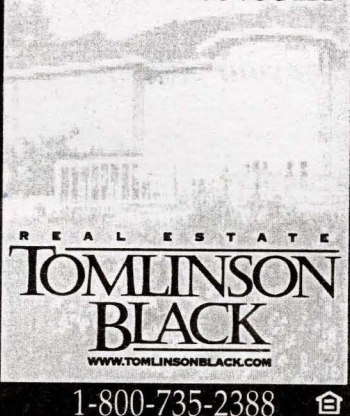
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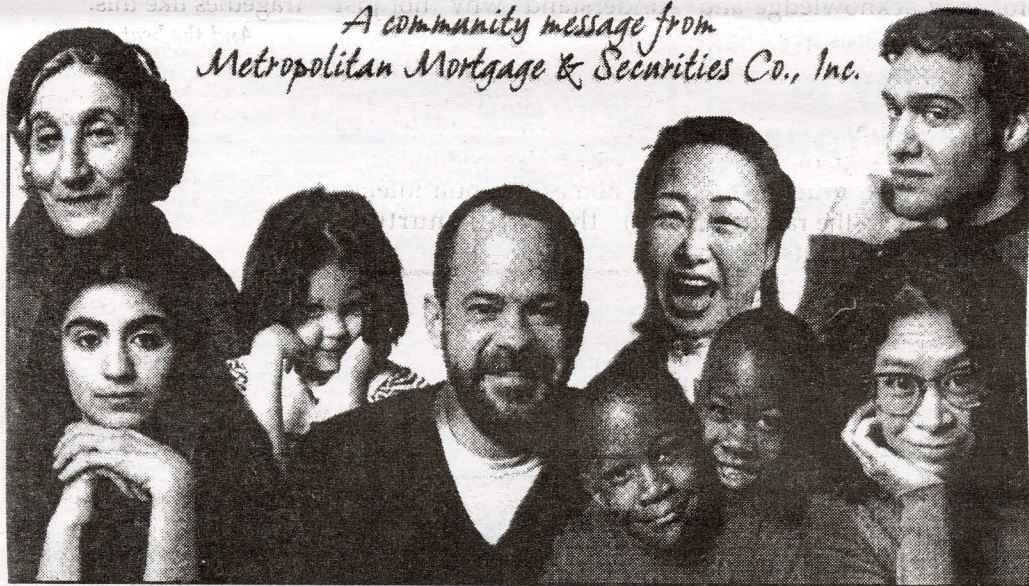
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## The personal is political

this particular opportunity. Slept a half hour in my car, and went to the interview, telling myself that if this didn't work out it would be good practice.

They offered me the job on the spot. They offered me full benefits, free additional training, and more money than I was expecting. I now work days, which means I have my evenings and weekends again to pursue a social life, which I have not had for three years. If back in November I had not taken those little baby steps toward my dream, I would not be living it today.

So, my sisters and brothers, pursue your dream of success. Take your little baby steps. Get help. Get guidance, but pursue your dream, because if enough of us do this then together we will be a mighty force that Racism cannot hold back. Racism is not only ugly slurs and men in white hoods and senseless violence. Today in America, Racism

depends on keeping our minds in prison. Keeping us fighting among ourselves instead of supporting each other. Dropping out of school instead of pursuing our intellect to the fullest. For that matter, convincing us that we have no intellect to pursue. Going for immediate (and sometimes illegal) money, risking a life of poverty and possibly jail instead of risking the long term investment of time and energy toward solid legal money.

Look at our history. Where we have pursued our dream and stood together, we have been unstoppable. Martin Luther King Jr. was only one man. He was not the Civil Rights Movement. The Civil Rights Movement was untold thousands of individual Black women and men doing what she or he could for their own dream. So you see, those Women's Libbers of the 70's were right, "The personal is political" and I say each of you owes it to yourself to do whatever you can today!

## Want to Help youth

By Vonda Hall

Did you know that there is a nationally ranked martial artist in our community? Well, meet Anthony Fountain, the son of Tony and Jackie Fountain. Anthony is a 12-year-old sixth grader at Westview Elementary. He is the holder of a 1st degree black belt in Tae kwon do.

Anthony began studying martial arts five years at age seven. He entered tournament competition only a year ago and walked away with a prestigious Bronze medal from the 1999 National Junior Olympics in Las Vegas, Nevada.

He studies under Master Jung Hoon Kim of Jung Kim's Martial Arts Academy in North Spokane. Although Anthony is one of the smaller competitors in his age group, he is renown

for his quickness, agility, drive and intensity. In his most recent competition, the Washington State Championships in Seattle on March 11, Anthony again qualified for the Junior Olympics by earning the second highest spot in the state in forms and third in sparring.

Anthony's future goal is to earn a gold medal for the United States in the 2004 or 2008 Olympics. At the rate he's going, we have a future Olympic Champion in our midst!

His next competition will be the National Junior Olympics in San Antonio, Texas, July 10th through 15th. He is currently soliciting sponsors for support in making this trip. If you would like to contribute, please contact his father at (509) 534-2636.

As a community, let's support this young man in his endeavors.

# The beat goes on

BY VICTOR E. BUKSBAZEN

She seemed dazed when the televised interview started. That was the first thing I noticed about the mother of the 6-year-old boy who had reopened a national wound when he shot and killed Kayla, a first grade classmate.

According to police reports, he had found the pistol under some blankets in a bedroom of his uncle's house, where he lived. One report described in detail the squalor in which he had existed in Mt. Morris Township, Michigan.

## Jailed father his role model

It depicted the vodka bottles strewn around, the rusting autos that cluttered the yard and told about the visitors who came and went at all hours. Still others focused on his jailed father, who had spent most of his son's life behind bars, and who was believed to have been his son's hero. It related the father's attempts to understand why his son had become bitter and hostile towards his fellow students.

The mother denied that her son's living conditions had been as bleak as they had been described on TV. She maintained she did not

have a drug problem and that a prior drug-related arrest had merely been the result of a mistake by officers. She also stated that had she known what kind of environment her son would be encountering, she never would have left him with her brother -- adding that there had been nobody there when she'd visited. The interview was more-or-less typical of what I have come to expect from news magazine-type shows -- rapid-fire questions, pauses for the answers and lots of emotion-laden close-ups of the interviewee. It's usually obvious that both the questioner and the one being questioned have their own agendas and points to make. This one was no different.

Whom do we blame?

The next question asked was, "Whom do you hold the most responsible for the death of Kayla Roland, the first grader with sparkling eyes and an impish grin who will never grow up or have children of her own?" "I hold myself responsible," she replied with candor, "because I was not there for my children." And, for her frank admission, she should be applauded. So many neglectful, irresponsible parents make others their scapegoats.

In the last few years we've seen various versions of murder, both mass and single, repeated on playgrounds and in schools across the nation -- and in several foreign countries as well. Kayla's killer, whatever his motive or thinking at the time, left two families confused and riddled with pain. The victim, by all accounts, had had a normal, loving, protective family life -- in contrast to her slayer's, which was unprotected, belligerent, chaotic and dysfunctional.

Based on my information, the little boy was neglected, with nobody to guide or comfort him; it would be difficult to imagine a harsher, more frightful way to grow up. Yet today, many hundreds of thousands do. Children are hopeless, dying in a society that is only aware of them, in many cases, when things go wrong. And that is why groups like the Chase Youth Commission and Little League, Boy Scouts and Girl Scouts, are so vital, for they acknowledge and reinforce the positive things that kids do.

## Lost generation

When I was growing up, people were much more involved with the raising of children -- not just their own, but the neighbor's,

too. Back then, a community was considered to be family. But in the last 25 to 30 years, we've lost this sense of shared responsibility, to a great degree.

Now children are more likely to care for themselves when they are not in school. Their modern "babysitters" are video games, Internet access, cable TV ... and sometimes contraband items like guns or drugs.

We have produced a lost generation -- a generation that has no control over who gives them life. And for some children, like the killer of Kayla Roland, the "day care" forced upon them is to keep on living every day with violence, drugs, gangs and weapons. Let's face up to it and stop pretending to be shocked whenever we read of carnage like this. This kid was the product of whatever his slice of life offered him. Like most people, when acts of grotesque violence force their way onto the national arena, I want to understand "why" not just "what?"

In my opinion we need some old-fashioned love spread around. Like the rain, this love will help foster homes (no pun intended) that will nurture,

encourage, recognize and protect our children. Kids have their own ways of confronting and trying to solve their own problems, emotionally and often violently.

Our children may be white or black, Asian or Native American. They play together and learn together. Until somebody teaches them otherwise, racial differences don't seem to matter. They just bond naturally with each other.

They learn best through consistent demonstration and imitation. Teaching them to choose acts of kindness rather than acts of hatred is clearly the answer. But who is teaching them is the question. The heartache is to read more and more real-life stories like this one. We adults all know it! The kids themselves know it! Teachers and school officials know it! Churches and social agencies know it! We all have the best of intentions. But nobody seems to be doing much to correct the conditions that lead to tragedies like this.

*And the beat goes on...*

## HIV / AIDS REQUEST FOR PROPOSAL

### Public Notice

The Spokane County Ryan White CARE Consortium seeks Requests for Proposals (RFP) for Fiscal Year (FY) 2000/01. Funds which will be available beginning April 1, 2000 are for programs that provide care services for individuals living with HIV / AIDS. Applicants must provide services that meet strict federal guidelines.

The RFP will be available from the Spokane AIDS Network (SAN) April 1, 2000. Return applications to the SAN Office by 2:00 p.m. on April 30, 2000.

A Technical Assistance Workshop will be held April 8th from 4:00 p.m. For further information, Contact SAN at (509) 455-8993.



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### For our U.S. graduates this year

stacles as me. The difference and the 'problem' is how we choose to approach our challenges.

The problem lies here. I was fortunate enough to have the support of a man of color, who was at the time a high ranking official and a popular man about campus - known by most to be a delightful and kind person. What I thought was support, was a compromise in disguise.

After I expressed my interest, he showed great enthusiasm, and I received it well, but then...he said I may want to change my appearance. In other words, in order to be successful in my attempt at earning

therespect of my would-be peers, I should 'shave and cut' my hair. I appreciated the concern, really, but isn't personal grooming a personal choice? Why is it that some individuals sacrifice their individuality and culture to fit in with the mainstream? It's a 'go with the flow' attitude that is slowly destroying us...all of us. When we let the river's current guide us, we end up somewhere, we have no destination. The great salmon swim up river, against the current, to plant the seeds of the future.

I stood by my beliefs and my appearance, earning the respect of my peers, becoming the 1995-96' District 7 - Stephenson Complex Senator, representing 1,200 constituents with unwavering servitude and was the first freshman nominee and recipient of WSU's

Presidential Leadership Award - nominated by one of my constituents and fellow senators. People respect us when we are true to ourselves. How else can we be true to them?

To wake up and be the receiver of another day of life is a gift in and of itself. To have purpose and set a positive example for others to observe is a way to return and perpetuate that gift. Maybe if those of us with experience, as members of the community share these gifts, we can help prevent the scapegoating of our youth as those responsible for the nation's setbacks. We have the opportunity to prepare them for setbacks, so that they can come back, after all who is really responsible for the ignorance that exists and lingers in the classroom - the teacher or the student?

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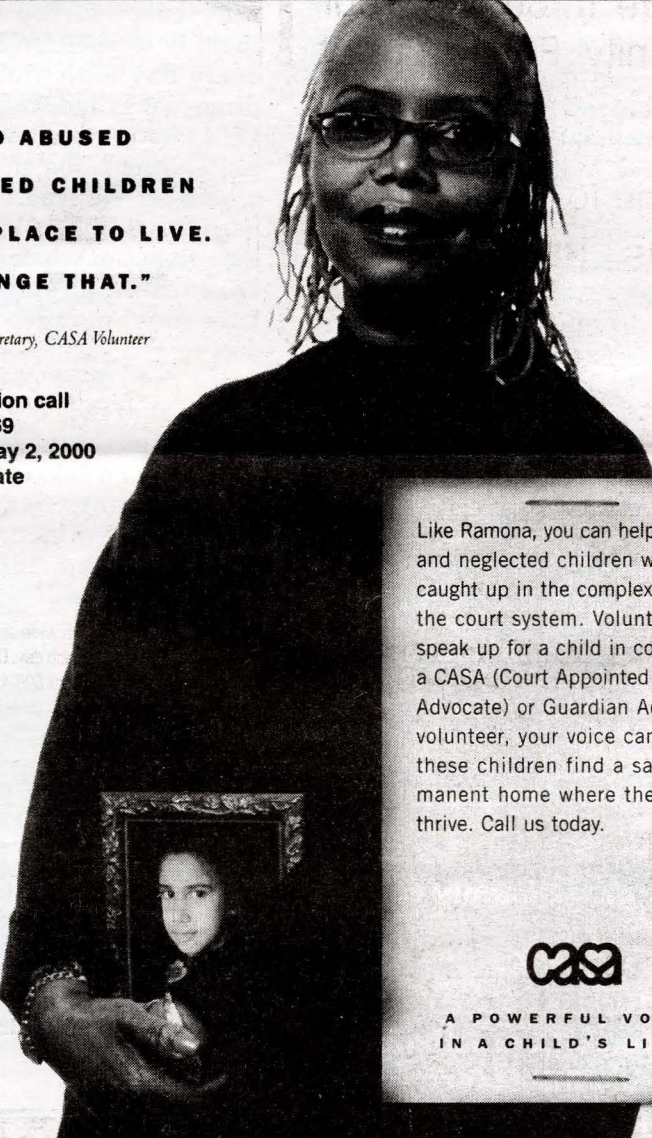
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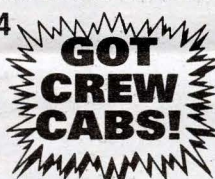
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