



**Commissioner Brad Avakian**  
Bureau of Labor and Industries

## **Oregon Bureau of Labor and Industries 2009 Business Leadership Award Winners**

Media Contact: Bob Estabrook, 503-709-0730

### **Information about the BOLI Business Leadership Awards:**

The mission of the Oregon Bureau of Labor and Industries (BOLI) is to protect employment rights through enforcement of civil rights and wage and hour laws; advance employment opportunities through apprenticeship job training; and protect access to housing and public accommodations.

Through the Business Leadership Awards, BOLI recognizes some of the businesses which exemplify the spirit of the BOLI mission in their work every day.

Civil Rights Champion Award – For businesses that show exceptional commitment to equal access, equal opportunity and diversity at work, in housing or in their communities.

Fair Workplace Champion Award – For businesses that show exceptional commitment to creating safe and healthy workplaces which provide living wage jobs.

Workforce Development Champion Award – For businesses that show exceptional commitment to the education, training and skill development of Oregon’s workforce.

### **This year’s winners are:**

Company: **Intel Corp.** Award Category: **Civil Rights Champion**

Nominator: Saba Ahmed, an Intel employee and member of the boards of two Intel employee networks: Women at Intel and Intel Muslim Employees

Qualifications: Saba says, “I have always felt that my employer goes to great lengths to appreciate diversity. I am a minority woman of color who can contribute my skills and knowledge equally as others.”

She also noted Intel’s 17 employee groups, dedicated to supporting workers of Arabic, Bangladeshi, Bible-Based Christian, Russian-Speaking and other heritages, as well as networks for veterans, parents and recent college graduates. These groups promote cultural awareness and company unity and provide opportunities or professional development.

Saba also included information about Intel’s track record of diversity awards as well as their initiatives to increase representation of women, African-Americans and Hispanics in higher level positions.



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**Company:** **Mother’s Bistro & Bar and Mama Mia Trattoria**                      **Award Category: Civil Rights Champion**  
**Nominator:** CM Hall, a customer and community activist partner.  
**Qualifications:** CM says, “Being domestically-partnered to another woman, I so appreciate patronizing these establishments because I know that I will be welcomed warmly and any common acts of affection over a meal will be respected.”

CM’s nomination thoroughly praised Mother’s and Mama Mia owner Lisa Schroeder for not only running restaurants where “all Oregonians feel comfortable dining” but committing her time as well as her businesses’ resources to community activism and supporting local non-profits. A small business owner might reasonably decline to do fundraisers because of the economic challenge, but Mother’s and Mama Mia have opened their doors for an extensive list of good work, including events for Basic Rights Oregon, Bradley-Angle House, Our House, Cascade AIDS Project and the Human Rights Campaign. Mother’s hosts movie nights to encourage social community building. Lisa Schroeder encourages fellow restaurateurs to engage civically, as she does, to support the community that we all want to live in.

**Company:** **Dogs for the Deaf, Inc.**                      **Award Category: Fair Workplaces Champion**  
**Nominator:** Dianne Gee, a Dogs for the Deaf employee.  
**Qualifications:** Dianne says, “I have a previous career history (25 years) in high tech in Silicon Valley, CA, with big companies which did not do nearly as well focusing on employees and their well-being. I am proud to work for a phenomenal, ethical organization that touches my values of helping dogs and helping people. My prior career skills are being utilized fully; I am appreciated, I have rich employee benefits, and I continue to learn and be challenged.”

Dianne provided two and a half pages of examples of Dogs for the Deaf looking out for the welfare of their employees as well as their clients (human and canine). Emergency preparedness is a high priority in their rural setting: fire extinguishers are numerous and well-maintained, emergency leashes are close at hand in case need arises to evacuate dogs, and first aid kits for humans and canines are ready in each building of their complex. The site has extensive emergency communications tools, and all external doors are kept secured except when multiple employees are in the same building.

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Dogs for the Deaf stood out as a champion for going well beyond a “comprehensive” benefit package for their employees. Of particular note, Dogs for the Deaf provided a fuel assistance benefit when gas prices peaked, and they still subsidize Costco memberships for employees so that they can purchase gas as inexpensively as possible in an area where driving is the only method of transportation available.

Company: **Hampton Affiliates**

Award Category: Workforce Development Champion

Nominator: Twice-nominated—Ed Armstrong, a Tillamook School District employee, and Paul Joiner, a BOLI employee

Qualifications: Ed and Paul both lauded Hampton Affiliates for contributing to a host of workforce training programs. Paul says, “Hampton was instrumental in the creation of Youth Apprenticeship programs in both Tillamook and McMinnville... Even during these trying economic times, Hampton has kept its commitment to training Oregon’s future workforce!”

Tillamook has a local but expanding program of teacher education that Hampton’s funding made possible. 20 other school districts have sent teachers to participate in the program. Ed says, “The concept behind this training has been introducing workforce issues and needs to teachers who are training our youth in math and science classes... The teachers with guidance from Hampton have developed hands on math and science lessons that are related to the development of the skilled workforce desperately needed by the state of Oregon.”

In addition to their critical role in workforce training targeted at youth, Hampton participates in three adult apprenticeship committees, having been involved with apprenticeship training in Oregon for 20 years. Their contributions of staff time as well as funding for workforce development projects set them apart as this year’s champion.

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