Governor’s Office of Diversity & Inclusion/Affirmative Action
Diversity & Inclusion News, Resources, Job Opportunities

November 25, 2014

PROCLAMATION
OFFICE OF THE GOVERNOR

WHEREAS: Rosa Louise McCauley Parks, born February 4, 1913, in Tuskegee, Alabama, grew up in the Reconstructionist South and experienced the terrors of segregation and Jim Crow laws; and,

WHEREAS: Parks, working closely with the National Association for the Advancement of Colored People, or NAACP, and other civil-rights activists, changed the course of history on December 1, 1955; and

WHEREAS: Parks’ refusal to relinquish her seat to a white passenger on a segregated bus became a flash point in American history, strengthening civil-rights activism in Montgomery, Alabama and beyond; and

WHEREAS: Rosa Parks, in defying the city codes that legally denied equal rights to its African-American citizens, was arrested for her courageous act of civil disobedience, motivating an entire community to boycott the racially segregated Montgomery bus system for 381 days; and

WHEREAS: Rosa Parks received the Presidential Medal of Freedom, the highest honor given a civilian in 1996; and the Congressional Gold Medal in 1999, both in recognition of her role as the “first lady of Civil Rights” and the “mother of the freedom movement”; and

WHEREAS: Rosa Park, who passed away on Oct. 24, 2005, showed us that good people must stand for justice, fairness and human dignity; and

WHEREAS: The State of Oregon commemorates her courage, dignity, strength and vision, and recognizes that Oregonians must honor her legacy by continuing the struggle for equality for all of our citizens.

NOW, THEREFORE: I, John A. Kitzhaber, M.D., Governor of the State of Oregon, hereby proclaim December 1, 2014 to be

ROSA PARKS DAY

in Oregon and encourage all Oregonians to join in this observance.
PROCLAMATION
OFFICE OF THE GOVERNOR

WHEREAS: December 10th marks the 66th anniversary on which the United Nations adopted the Universal Declaration of Human Rights in 1948; and

WHEREAS: The Universal Declaration of Human Rights unequivocally asserts that the foundation of freedom, justice and peace in the world is the protection of the inherent dignity and inalienable rights of every person on Earth; and

WHEREAS: Disregard for human rights has resulted in – and continues to result in – barbarous, cruel and inhumane acts throughout the world; and

WHEREAS: The State of Oregon recognizes its responsibility to support the personal liberty of every citizen, regardless of her or his race, color, ethnicity, national origin, disability, gender, sexual orientation, age, religion, philosophical beliefs and economic status; and

WHEREAS: The State of Oregon maintains that only when everyone is free to live a life of safety, health and prosperity will we truly enjoy our full measure of freedom.

NOW,

THEREFORE: I, John A. Kitzhaber, Governor of the State of Oregon, hereby proclaim December 10, 2014 to be

HUMAN RIGHTS DAY

HUMAN RIGHTS DAY - Spanish

In Oregon and encourage all Oregonians to join in this observance.
Governor Kitzhaber: “Oregon’s Job Market is Growing at its Highest Rate In 20 Years”

(Salem, OR) — Governor Kitzhaber released the following statement on the Oregon Employment Department’s state labor market report released today. By adding 9,900 new jobs in October, Oregon saw the highest job gain since Governor Kitzhaber's first term in August 1995. The labor market is bolstered by an influx of job seekers locally and from around the country, growing the state’s supply of workers and bucking the national trend.

"While Oregon’s job market is growing at its highest rate in 20 years, we must ensure that this growth occurs in all corners of our state and reaches into communities that are still struggling to recover from the recession. Our investments in rural economic development and in spurring manufacturing are paying off. But we need to keep our foot on the gas pedal, and continue finding ways to grow our economy.”

Download audio of the Governor’s statement.

###

Governor Kitzhaber Announces Lane County Circuit Court Vacancy

Judge Cynthia Carlson to retire from Lane County bench

(Salem, OR) — Governor Kitzhaber announced today he is accepting applications for the judicial position on the Lane County Circuit Court to fill the vacancy created by the retirement of Judge Cynthia Carlson, effective December 31, 2014. The Governor thanked Judge Carlson for her service to Lane County and said he will fill the position by appointment.

Anyone interested in filling the position must submit an Interest Form for Judicial Appointments to the Governor’s Office. Because the form has been recently updated, all applicants must fill out a new judicial interest form. Interested applicants should mail or deliver the form to: Liani J. Reeves, General Counsel, Office of the Governor, 900 Court Street NE, Salem, OR 97301-4047. Forms must be received by 5:00 p.m. on Wednesday, December 17, 2014. The form may be faxed or e-mailed by 5:00 p.m. on the closing date to be considered received as long as the original signed form is postmarked by the closing date.

Governor Kitzhaber fills judicial vacancies based on merit. He encourages applications from lawyers with a wide variety of backgrounds and experiences.

ORS 3.041 and 3.050 provide that at the time of appointment to the court, the candidate must be a citizen of the United States, a resident of Oregon, and a member of the Oregon State Bar. ORS 3.041 requires that this vacancy must be filled by an applicant who is a resident of, or have a principal office in, Lane County. ORS 3.041(5) provides the required length of time for the residency requirements. Read more
**News Release**
November 19, 2014

**Media Contact:** Amy Wojcicki, 971-283-8817  
Melissa Navas, 503-378-6496

**Governor Kitzhaber Names Michael Kaplan as Director of the Oregon Department of Energy**

*(Salem, OR)* — Governor Kitzhaber announced today that he has named Michael Kaplan as the Director of the Oregon Department of Energy.

“Michael has brought stability and leadership to the Department of Energy, both supporting and building on the exceptional work of staff while providing rigorous fiscal oversight,” said Governor Kitzhaber. “His broad management expertise and his experience working with the Legislature will be invaluable as this agency focuses on some of the most pressing issues facing Oregon.”

Kaplan has served as Acting Director for the Oregon Department of Energy since May 2014. He joined ODOE in August 2013.

“The Oregon Department of Energy plays a critical role in coordinating our state’s energy policies and programs,” said Dave Robertson, vice president of public policy for Portland General Electric. “We look forward to working with Mr. Kaplan to ensure a reliable and sustainable energy future for Oregonians.”

“Mike has shown an eagerness to understand the unique position of consumer-owned utilities as we interface with ODOE. We congratulate him on the job and look forward to improving the agency together,” said Danelle Romain, Oregon People’s Utility District Association.

“Oregon is a leader in innovative clean energy policy, energy efficiency, and conservation. Mike is committed to furthering this leadership and moving forward on initiatives that benefit consumers, businesses, and Oregon’s environment,” said Stan Price of the Northwest Energy Efficiency Coalition. **Read more**

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**News Release**
November 19, 2014

**Media Contact:** Melissa Navas, 503-378-6496  
Amy Wojcicki, 971-283-8817

**Governor Kitzhaber Submits Appointees for Senate Confirmation**

*(Salem, OR)* — Governor Kitzhaber announced the submittal of nominees for service on state boards and commissions. The nominees are subject to Senate confirmation. The Senate Rules Committee will hold confirmation hearings in December during Legislative Days.

“I thank these appointees for stepping up to engage in the wide-ranging and important issues facing our state,” Governor Kitzhaber said. “We benefit from diverse voices and community-focused leaders who work on behalf of all Oregonians.”

[Full List of Nominees](#)

###
News Release
November 20, 2014

Media Contact: Melissa Navas, 503-378-6496
Chris Pair, 503-378-5040

Governor Kitzhaber: As Oregonians, we believe in a fair shot for everyone

(Salem, OR) — Governor Kitzhaber released the following statement on President Obama’s executive action on Immigration.

"President Obama took appropriate action tonight, showing leadership in moving this country’s immigration laws in the right direction. As Oregonians, we believe in a fair shot for everyone. The President’s message reflects those values of fairness and honors basic human rights. This isn’t the first time that a president has taken action on a national level - both Presidents Reagan and George H.W. Bush took similar steps. While I welcome the President’s executive action on immigration, this action is - unfortunately - only a stop gap. It remains to be seen whether Congress will step up, do what’s right, and pass meaningful immigration reform, or whether it will continue to play politics with the lives of millions who have been living, working, and contributing to our communities for years."

Broadcast quality download of the statement.
Watch Governor Kitzhaber deliver the statement.

###

News Release
November 25, 2014

Media Contact: Melissa Navas, 503-378-6496
Chris Pair, 503-378-5040

Governor Kitzhaber Reflects on Ferguson

(Salem, OR) — Governor Kitzhaber released the following statement:

"The verdict rendered by the Grand Jury in Ferguson, Missouri has sparked anger and frustration across our nation. But it is in these moments of palpable response to years of injustice that I speak to you as a father of a son in America.

All parents, regardless of race, class, culture or origin, should feel the unshakeable confidence that when they send their children into the streets, they will return home safe and sound.

The pain and suffering experienced by Michael Brown’s mother ring true for all parents when she said that this is about the loss of a child, a loss that came at the hands of “...people who are paid to protect them.” These simple words are not just about black or white. Nor are they about criticizing the police officers who have pledged to protect and serve.

These words are about our collective responsibility to ensure that our children are free from suffering the pain of bullying, of stereotyping, of racial profiling and any other behavior that ends their possibilities before they begin. These words are about making sure law enforcement has the training, skills, tools and support necessary to do their jobs safely...both for themselves and the communities they are entrusted with protecting.
The Governor’s Office Internship Program

Join our team and help build a better Oregon!

The Governor’s Office offers a variety of opportunities for community members to volunteer in a dynamic environment at the State Capitol in Salem, Oregon. This is an opportunity to gain a unique glimpse of state government, and to gain an understanding of the value of public service.

We encourage constituents of all ages and skill level to apply and join a dynamic team of individuals committed to making Oregon the best it can be.

Internship Requirements

18 or older
Commitment to consistent weekly hours based on individual schedules (minimum 8 hrs./week)
Six month minimum time commitment
Excellent writing, communication, and proofreading skills
Strong individual initiative/work ethic
Interest in public service
Ability to responsibly handle and participate in confidential work
Strong commitment to effective government and nonpartisanship
Reliable transportation

Available Internship Opportunities

Office of Constituent Services

The Governor’s Office of Constituent Services serves as the first point of contact between the public and the Governor’s Office. As an intern, you will receive exposure to the day-to-day operations of the office and will be working directly with Oregon constituents. The office responds on behalf of the Governor to telephone requests, opinion calls and comments, assessing concerns, and acting as a resource agent for those seeking assistance from State and other agencies. As an intern this office, you will gain insight rare into the issues which are important to Oregonians.

Candidate Criteria:

Candidates for Office of Constituent Services must meet minimum internship requirements along with:

- Customer service approach to work and be able to handle high stress situations.
- Excellent writing and communication skills, computer and telephone skills, and ability to multitask.
- Interest in state government and knowledge of various state agencies.
- High levels of energy and enthusiasm, quick thinking and reacting in the moment, and an ability to anticipate new situations and learn from new experiences.

Application Instructions:

Submit resume, application & cover letter to:

Intern Coordinator
Office of Governor Kitzhaber
Gov.Internship@oregon.gov

In your cover letter please include:

- How your skills and experience match the position description
- Why you would be a good fit for the Governor’s Office
- Describe your commitment to public service

Provide at least two professional references along with your resume. References can be school staff, previous employers, or other adults who are not related to you, and who can speak to your character.
Proclamation Guidelines
Proclamations are issued by the Office of the Governor. They may recognize a day, week or month. The goal of a proclamation is to honor, celebrate, or create awareness of an event or significant issue. Official guidelines and a sample can be found here.

Guidelines
1. All proclamations must be submitted with at least a 30-day notice to allow for the approval process and the production of the document itself.
2. Proclamations are not automatically renewed. Requests must be made on an annual basis. If the request is for a repeat of a previous proclamation, a copy of that document should be included with the request form.
3. The Governor's Office reserves the right to approve or decline the production of a proclamation request and to edit any drafted material for final wording.
4. Each proclamation request MUST come from an Oregon resident. This includes requests from national, international, or out-of-state organizations.

Content of a Proclamation
1. Personal proclamations for individuals or businesses will not be accepted. Proclamations must not be used in whole or as part of an advertisement or commercial promotion.
2. Proclamations should reflect inclusiveness, not exclusiveness, and recognize that the strength of our democracy is our diversity. It must not take sides in matters of political, ideological, or religious controversy, or individual convictions.
3. Proclamations must have statewide significance.

Format Requirements of an Oregon Proclamation
1. Provide a specific date for the proclamation (day, week, or month) and the desired due date for the completed proclamation. Please provide the date the proclamation is needed by. Be sure to include sufficient time to receive the hard copy via postal mail.
2. Each request must be in the proclamation template (including the WHEREAS sentence structure) which is located at the bottom of the page. However, the Governor’s Office reserves the right to alter the wording of any requested proclamation.
3. Proclamations must fit on a single page and be in 12 point font, with room remaining for the signatures of the Governor and the Secretary of State as well as the State Seal of Oregon.
4. Please provide a contact name, phone number/e-mail address, and mailing address where you would like the final proclamation document sent.
1. **State of Oregon Jobs**

Employment with Oregon state government represents more than just a job. A career in public service is an opportunity to serve fellow citizens across our beautiful state. Professions in state government help to support many aspects of life in Oregon including quality education, healthcare and jobs, just to name a few. Considering a career in public service is an honorable choice!

* Note: If you apply for a job on the State of Oregon website after seeing the position in our newsletter, please remember to check the “Governor’s Diversity and Inclusion Website” option on the application form.

**Today’s Featured Recruitment:**

**Organization:** Department of Human Services  
**Position:** Principle Executive/Manager H (Self Sufficiency Program Director)  
**Closes:** Continuous  
**Location:** Salem, OR

This position is part of the state leadership team responsible for leveraging state programs to advance Oregon’s vision that every Oregonian has equal opportunity to meet their basic needs; to strive to reach their full potential; to better themselves through hard work and to leave their children better off than they were – both economically and environmentally.

The Self Sufficiency Program Director is a member of the DHS Executive Leadership Team. This position is responsible for managing staff, community relations and the activities of the Office of Self-Sufficiency Programs in the following program areas: Temporary Assistance to Needy Families (TANF), Child Care, Supplemental Nutrition Assistance Program (SNAP), Prevention Services, Refugee Program and policy and rules coordination. With a consumer-driven focus, the SSP Director partners with local, state and federal partners within and outside to create opportunity for the individuals served by SSP programs.

2. **Organization: Department of Consumer and Business Services**

**Position:** Administrative Specialist 2 (Manufactured Structures Permit Technician)  
**Closes:** 11/26/2014  
**Location:** Salem, OR

**Position:** Electrical Inspector (Building Inspector)  
**Closes:** 12/03/2014  
**Location:** Coos Bay, OR

The Department of Consumer and Business Services (DCBS) is a progressive business regulatory state agency dedicated to the mission of protecting and serving Oregon’s consumers and workers while supporting a positive business climate. The department administers state laws and rules governing workers’ compensation, occupational safety and health, financial institutions, insurance companies and building codes. The department has consumer protection and education programs, offices, and ombudsmen to help consumers, injured workers, and businesses.
The Oregon Health Authority (OHA) is a state agency dedicated to helping people and communities achieve optimum physical, mental and social well-being through partnerships, prevention and access to quality, affordable health care. We are absolutely committed to ongoing innovation in the delivery of services, and to recruiting, developing and retaining dedicated employees.

The Employment Department is a large state agency with a mission to Support Business and Promote Employment. We accomplish this by accurately administering the unemployment insurance (UI) benefits program; recruiting and referring applicants to job openings and assisting job seekers in their employment searches (Business and Employment Services); developing and distributing workforce and economic information (Workforce and Economic Research); and adjudicating citizen and business disputes with agencies (Office of Administrative Hearings).
5. **Organization:** Department of Human Services  
**Position:** Principal Executive/Manager G (DHS/OHA Deputy Chief Information Officer)  
Closes: Continuous  
Location: Salem, OR

The Oregon Department of Human Services (DHS) is about people. We help Oregonians be independent, healthy, and safe. We protect children who are abused or neglected. We provide treatment services to people whose lives are damaged by alcohol and drugs. We serve seniors, people with disabilities, and people with mental illness. We help low-income people along the road to self-sufficiency with health coverage, job preparation, childcare and other supports. Our services are delivered in the least restrictive setting and in partnership with communities. We are absolutely committed to ongoing innovation in the delivery of services, and we are committed to recruiting, developing and retaining dedicated employees.

6. **Organization:** Oregon Department of Education  
**Position:** Program Analyst 3 (State Board of Education Administrator)  
Closes: 12/04/2014  
Location: Salem, OR  
The Administrator supports the State Board of Education to meet its governance responsibilities regarding our state’s P-20 education system and serves as an independent senior staff person to the Government and Legal Affairs Manager.

**Position:** Program Analyst 2 (Regional Early Learning Hub Facilitator – 4 positions)  
Closes: 12/14/2014  
Location: Multiple Locations, OR  
Limited Duration  
Using the collective impact approach, the ELD Early Learning Hub Facilitators will be responsible for assisting each Early Learning Hub in the implementation of their approved and funded plans. The Facilitators will promote and guide the common agenda (ELD’s vision and the community-specific agenda), shared measurements, continuous communication, mutually reinforcing activities and the development and/or enhancement of the backbone as determined in the plan. We are filling 4 positions around the state.

**Position:** LPN Substitute  
Closes: 12/20/2014  
Location: Salem, OR  
Academic Year  
This position was created to fill in during periods of absence for the regularly scheduled nurses at OSD. The LPN is a member of the student health services team and cares for the physical and emotional well-being of the students. LPNs work with the supervising nurse in carrying out prescribed orders to meet the students’ medical needs.

**Position:** Dormitory Counselor 1 (Oregon School for the Deaf Substitute Position)  
Closes: 12/28/2014  
Location: Salem, OR  
Academic Year  
The purpose of this position is to provide the residential students with: a safe, nurturing, and attractive environment; education to students focusing, specifically related to, Deaf culture and values; living skills instruction, while promoting responsible independence; appropriate role models; social and recreational opportunities; tools and means to optimize appropriate student behavior; support and assistance in achieving academic goals; and knowledge of resources,
both within and outside of OSD. Through these actions, the development of a graduate capable of successful independent and productive living is accomplished.

The [Oregon Department of Education's](https://www.ode.k12.or.us/) commitment to excellence can only be achieved through the people who work here. Our culture - the way we do things - is demonstrated in our core competencies. Each employee contributes to our culture every day by modeling these competencies with those they serve, including each other.

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<tr>
<td>Position: Tillamook Forest Center Director</td>
<td>Position: Fish and Wildlife Technician (Hatchery Technician)</td>
<td>Position: Correctional Officer</td>
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<td>Closes: 12/01/2014</td>
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<td>Location: Tillamook, OR</td>
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**The Oregon Department of Forestry’s (ODF) Mission is** – To serve the people of Oregon through the protection, management, and promotion of a healthy forest environment, which will enhance Oregon’s livability and economy for today and tomorrow. ODF is a multi-programmed, multi-funded public agency chartered and structured to administer the forest laws and policies of the State of Oregon, within the framework of sustainable forests, for the benefit of all Oregonians.

ODFW strives to employ career-oriented individuals and offers unique employment opportunities in a wide variety of challenging occupations. The majority of our employment opportunities are permanent, full-time positions located throughout the state; however, we do have many seasonal positions as well. No matter what your career aspirations are, a career with our department provides for personal growth, advancement and the opportunity to serve as part of a team of dedicated and passionate natural resource professionals and administrative staff.

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<th>Position: Facility Energy Technician 3</th>
<th>Closes: Continuous</th>
<th>Location: Multiple Locations, OR</th>
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<tr>
<td>Position: Institution Registered Nurse</td>
<td>Closes: Continuous</td>
<td>Location: Multiple Locations, OR</td>
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<tr>
<td>Position: Qualified Mental Health Professional</td>
<td>Closes: Continuous</td>
<td>Location: Multiple Locations, OR</td>
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Complete List of all ODOC Open Recruitments

The Oregon Department of Corrections is responsible for the management and administration of all adult correctional institutions and other functions related to state programs for adult corrections. It has five major divisions and a strong relationship with Oregon Corrections Enterprises, a semi-independent state agency. The mission of the Oregon Department of Corrections is to promote public safety by holding offenders accountable for their actions and Corrections is reducing the risk of future criminal behavior. The department’s culture is driven by integrity, respect and teamwork guided by a strong vision that includes leadership, partnerships, and productivity. To learn more about Careers with the Department of Corrections visit www.odocjobs.com

10. **Organization: Oregon Housing & Community Services**

Position: **Principal Executive/Manager E (Financial Services Manager)**

Closes: 12/02/2014
Location: Salem, OR

The primary purpose of this position is to provide management direction and overall coordination of the technical and professional staff in carrying out the accounting and special purpose financial reporting functions for the agency. As a member of the Department’s Management Team, the person in this position formulates, interprets, and implements OHCS accounting, financial reporting and investment policies and procedures. This position also manages investments, the agency’s accounting systems as well as the preparation of financial statements.

Position: **Construction Project Manager 2 – Architectural Consultant**

Closes: 12/09/2014
Location: Salem, OR

The primary purpose of this position is to provide the Department with the professional knowledge, skills and expertise necessary to review, analyze and make comprehensive recommendations on architectural/construction requirements. This position is responsible for ensuring adherence to program requirements of federal and state funded projects. This position will work closely with the Loan officers as a resource to coordinate program requirements in construction matters in conjunction with the construction oversight and funding process.

11. **Organization: Oregon State Police**

Position: **Principal Executive/Manager (Payroll Coordinator)**

Closes: 11/28/2014
Location: Salem, OR

Position: **Principal Executive/Manager A (State Police Communications Supervisor)**

Closes: Continuous
Location: Central Point, OR
Position: **Information Systems Specialist 5 (Database Administrator)**
Closes: Continuous
Location: Salem, OR

We are the provider of Premier Public Safety Services for Oregon each and every day. Our mission is to enhance the livability and safety for the State of Oregon by protecting the people, property, and natural resources of the State.

**12. Organization: Oregon Department of Transportation**
Position: **Electrician 2 (Journeyman Electrician)**
Closes: 12/17/2014
Location: Salem, OR
In this position you will perform journey level skilled electrical work as part of an electrical maintenance team. You will assist in selection and purchase of materials, and at times work within the team to participate in the training of Apprentice Electricians. In this position you will participate in team development and support team decisions.

At ODOT, We believe that by welcoming differences, encouraging new ideas and views, listening to and learning from each other and providing opportunities for professional enrichment we are better capable of serving the increasingly diverse population of Oregon. Please visit [www.odotjobs.com](http://www.odotjobs.com) to search our job openings by location and classification.

**13. Organization: Oregon Lottery**
Any open positions can be reviewed and applied for at this link: [http://oregonlottery.org/About/Careers/](http://oregonlottery.org/About/Careers/)

What could be more exciting than working with an organization that does good things for Oregon? Dedicated to a diverse workforce, the Oregon Lottery is a very successful revenue-producing state agency that creates and sells entertaining games. Profits from these games help support Oregon's education system and fund economic development projects, state parks, and salmon habitat projects.

**14. Organization: Oregon Metro**
Position: **Senior Parks and Nature Communications Specialist**
Closes: 12/5/2014
Location: Portland, OR
Limited Duration

At Metro, we strive to hire a workforce representative of the communities we serve, understanding that a diverse workforce strengthens our organization. We value diversity and support a positive and welcoming environment where all of our employees can thrive.

**15. Organization: Oregon State Bar**
The Oregon State Bar (OSB) regulates the practice of law in Oregon and provides a variety of services to its members and the public. We are frequently looking for someone to join our dedicated team. All current job openings are listed at http://www.osbar.org/osbcenter/openings.html

16. **Organization: University of Oregon**
   **Position:** Media Relations Manager University Advancement
   **Closes:** Open until filled
   **Location:** Eugene, OR
   The University of Oregon seeks applications for the Media Relations Manager position. Reporting to the Senior Director of Communications, the Media Relations Manager is responsible for generating news coverage for the University of Oregon that emphasizes regional, national, and international media exposure. The coverage should position and advance the University of Oregon in alignment with key themes, messages, and institutional priorities. The manager also serves as a point of contact for local media and will use social media to engage media and reach a broad audience directly. This position is responsible for developing, implementing and evaluating proactive and targeted media placement strategies; assisting with critical incident and issues communication; and developing and maintaining an effective method of measuring the impact of media placement and public relations activities.

17. **Organization: Portland State University**
   **Position:** Managing Attorney – Student Legal Services
   **Closes:** Open until filled (Proposed start date: January 1, 2015)
   **Location:** Portland, OR
   The mission of the Office is to provide students with advocacy and assistance, including legal advice and representation in order to impact students’ academic success and retention. The central core of these efforts is two-fold and lies in the attention given to individual students and to leading and supervising staff providing services. The Managing Attorney of Student Legal Services provides assistance to students with legal problems and/or questions by providing legal counsel, advice, counseling, referral, negotiation and mediation. This position is responsible for promoting and modeling teamwork and establishment of an inclusive, collaborative, service-oriented multicultural environment. The Managing Attorney manages an office that is responsive to student needs and provides relevant service directed toward resolving impediments to student learning and success.

18. **Organization: Tualatin Valley Fire & Rescue**
   **Position:** Capitol Construction Project Coordinator
   **Closes:** 12/05/2014
   **Location:** Tigard, OR
   This position performs advanced administrative duties and all system related activities in support of capital construction projects; assists with budget development for capital projects and managing budget related purchases. Acts as a liaison between the District and vendors; manages office records, files and permits relating to capital projects.
19. **Organization:** Eid Passport  
**Position:** Senior DevOps Engineer (Contract)  
Closes: Open until filled  
Location: Hillsboro, OR

**Position:** Senior DevOps Engineer  
Closes: Open until filled  
Location: Hillsboro, OR

**Position:** Senior Software Engineer  
Closes: Open until filled  
Location: Hillsboro, OR

**Position:** Program Manager  
Closes: Open until filled  
Location: Hillsboro, OR

Listed are open job postings. Please go to the newly developed career web page, [www.eidpassport.com](http://www.eidpassport.com) to apply. We are looking for great candidates!

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**UPCOMING EVENTS**


Social Justice & Civic Leadership (SJCL) Training program 2014-2015 is organized by the Urban League of Portland to develop leaders and activists who can be successful advocates for social, racial and economic justice, and public policies that affect our community.

The SJCL year-long training will begin with a 3 day retreat, covering community organizing, leadership development, legislative campaigns, messaging and social policy advocacy skills – all through a racial justice lens. Participants will select an organizing project to continue their skill-building throughout 2015. The training is free of charge.

The Social Justice & Civic Leadership Training provides participants with opportunities to advance equity and racial justice and to affirm their commitment to creating lasting change in their community.

**Application deadline: November 28, 2014**

**Date:** December 5-7, 2014  
**Location:** Camp Adams, Molalla, OR  
**How to apply:** Fill in online or download an application at [www.ulpdx.org](http://www.ulpdx.org) or email Salome Chimuku at schimuku@ulpdx.or or Midge Purcell at mpurcell@ulpdx.org.

Applications are also available at the Urban League, 10 N. Russell St, Portland, OR 97227.
2. **Citizen Review Committee: Community Oversight of Portland Police Bureau**

The City Auditor's Independent Police Review invites the public to a community meeting with representatives from OIR Group regarding their latest report on Portland Police Bureau’s officer-involved shootings and in-custody deaths.

Date: December 2, 2014  
Time: 2:00pm – 3:30pm  
Location: Rose Room (3rd Floor) | Portland City Hall | 1221 SW 4th Ave., Portland, OR 97204

The OIR Group will also present their findings and recommendations before City Council at 2:00 p.m., Wednesday, December 3, in City Council chambers at Portland City Hall.

If you have any questions, please call IPR’s main line at 503-823-0146.

INFO: [https://t.e2ma.net/message/w7jbe/gfbho](https://t.e2ma.net/message/w7jbe/gfbho)

3. **The Women of Color Empowerment Series presents: Lucious Small Bites for your Senses**

Halloween has just past and there are now leftover bags and tempting bowls of sweets at home, at work and on counter tops all around us. From November 1st through the New Year, holiday foods will show up in abundance at gatherings and festivities. A fitting question is: "Can we be radiant women enjoying the foods we love without being consumed by cravings and social etiquette?"
Date: December 3, 2014  
Time: 5:00p – 7:30pm  
Location: TBD

To satisfy your love of food, we'll bring together various chefs and cooks who will showcase their budding businesses with small tasters of their signature dishes. We're looking to include a carousel of ethnic cuisines plus a few dessert dishes to satisfy your senses. To stimulate your desire to learn about healthful foods for a radiant body, we'll invite a nutritionist to teach us how to nurture a radiant body while dealing with cravings and navigating social demands during the holidays.

Featuring Portland’s Cristina Yen, both Le Cordon Bleu and French trained chocolatier, who spent her childhood in two cacao-producing countries, Ecuador and Brazil.

RSVP: yc@yvonnechang.com

4. SAVE the DATE: OHA – Office of Equity & Inclusion Annual Meeting

Date: December 4, 2014  
Time: 4:30pm – 6:30pm  
Location: Oregon Convention Center (Portland Ballroom) | 777 NE Martin Luther King Blvd., Portland, OR 97232

Join the Office of Equity and Inclusion to hear about their shared accomplishments and honor the people who have contributed significant time and talents to promote equity and inclusion. Come celebrate, share and help build capacity to improve health outcomes and quality in Oregon.
INFO: [http://transformationcenter.org/ccc-summit-2014/](http://transformationcenter.org/ccc-summit-2014/) | Rebecca.A.Naga@state.or.us or (971) 673-1283

5. Elder Abuse Reporting CLE, presented by Mary Leonard Law Society

Date: December 8, 2014  
Time: 12:00pm – 1:00pm  
Location: Oregon State Library | 250 Winter St. NE, Salem, OR 97301

Amber Hollister, Deputy General Counsel to the Oregon State Bar, Ellen Klem, Oregon Department of Justice, and a local attorney specializing in elder law will present a 1 hour CLE which qualifies for the new Elder Abuse Reporting CLE requirement, and can be reported in 2015 when the requirement takes effect.
MLLS lunchtime CLE programs are $15 for OWLS members; $20 for non-OWLS members; $10 for Judicial Clerks; and free to students and to those not seeking CLE credit. (1.0 CLE Credit pending)


<table>
<thead>
<tr>
<th>6.</th>
<th><strong>Jefferson High School Multicultural Film Festival</strong></th>
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<tbody>
<tr>
<td>North Portland Library is proud to cosponsor Jefferson High School’s Multicultural Film Festival showcasing movies on the theme, “Defy the Inevitable! Harvest Beyond the Brim!” Join us for discussion following the film.</td>
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<tr>
<td>Dates: 12/09, 01/13/2015 and 02/10/2015</td>
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<tr>
<td>Time: 6:00pm</td>
<td></td>
</tr>
<tr>
<td>Location: North Portland Library Meeting Room</td>
<td>512 N Killingsworth St., Portland, OR</td>
</tr>
<tr>
<td>INFO: <a href="https://multcolib.org/events/jhs-fourteenth-annual-multicultural-film-festival">https://multcolib.org/events/jhs-fourteenth-annual-multicultural-film-festival</a></td>
<td></td>
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<tr>
<td>North Portland Library will also be hosting “La pantalla de oro: Peliculas en Espanol”. Curated by library staff, this series of films highlights the range of talent and topics found in contemporary Latin American cinema. Join us for these thought provoking features and stay for group discussions afterwards.</td>
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<tr>
<td>Dates: 12/08, 02/09/2015, 03/09/2015 and 04/13/2015</td>
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<tr>
<th>7.</th>
<th><strong>PACCO Annual Holiday Gathering</strong></th>
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<tr>
<td>Date: December 10, 2014</td>
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<tr>
<td>Time: 6:00pm – 10:00pm</td>
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<tr>
<td>Location: United Way of Columbia-Willamette, Community Room</td>
<td>619 SW 11th Ave., Portland, OR 97205</td>
</tr>
<tr>
<td>The Philippine American Chamber of Commerce would like to cordially invite you to their Annual Holiday Gathering to celebrate another successful year for PACCO and its members.</td>
<td></td>
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<tr>
<td>INFO</td>
<td>Registration</td>
</tr>
<tr>
<td>Contact: Lorelei Hosmillo</td>
<td><a href="mailto:paccoregon@gmail.com">paccoregon@gmail.com</a></td>
</tr>
</tbody>
</table>
8. **Sisters Network Oregon & SW Washington Chapter**

   Upcoming Monthly Meetings:

   Dates: December 13, 2014
   Time: 9:00am-10:00am (African American Women Survivor Only Talk)
   10:00am-11:00am (General Meeting)
   Location: June Key Delta Community Center, 5940 N. Albina St., Portland, OR

   Sisters Network ® Inc. (SNI) is the leading voice and only national African American breast cancer survivorship organization in the United States. Under the direction of Founder and CEO, Sisters Network is a nationally recognized organization within the medical community and a critical resource for African American women fighting breast cancer. The purpose of the organization is save lives and provide a broader scope of knowledge that address the breast cancer survivorship crisis affecting African American women around the country.

   INFO: [www.sistersnetworkinc.org](http://www.sistersnetworkinc.org). Oregon & SW Washington Chapter: Contact Peggy Ross, President at oregonswwa@sistersnetworkinc.org or (503) 206-8575.

9. **SAVE the DATE: The 13th Leadership Summit of the Oregon Business Plan**

   Date: January 6, 2015
   Location: Oregon Convention Center | 777 NE Martin Luther King Jr. Blvd, Portland, OR 97232

   The Oregon Business Plan is an effort led by Oregon’s business community to create 25,000 new jobs in Oregon each year, raise Oregon’s per capita income above the national average, and reduce poverty below 10% by 2020. The Plan is a collaborative effort among business leaders and associations, public sector partners, and nonprofit and community organizations.

   The Oregon Business Plan aims to meet its goals by growing diverse, thriving companies in Oregon that sell their products and services across the globe. The strategy to boost the growth of these companies is to improve the conditions necessary for their success: talented people, greater productivity, pioneering innovation, and quality of place – what we call the “4Ps for Prosperity.” Learn more about the Oregon Business Plan strategy and initiatives at [www.oregonbusinessplan.org](http://www.oregonbusinessplan.org).

   Registration for the summit still open soon. Sponsorship opportunities are available. Please contact us at: jrogers@oregonbusinessplan.org if you are interested in becoming a sponsor.

10. **SAVE the DATE: Cultures Connecting presents...**

    **Hiring and Retaining a Diverse Workforce**
    Date: February 20, 2014
    Location: Portland, OR
Cultures Connecting provides consulting, professional development workshops, coaching, one-on-one diversity leadership support, and keynotes to assist organizations in entering into conversations about race, culture, and social justice. Our clients learn new skills they can apply in the workplace and beyond. We tailor our presentations to meet the specific needs of your organization.


To join the Cultures Connecting mailing list and receive a quarterly newsletter that includes upcoming workshops, social justice related conferences and other culturally relevant information, subscribe here: [http://culturesconnecting.com/mailing-list/](http://culturesconnecting.com/mailing-list/)

11. **25th Annual Cesar E. Chavez Leadership Conference**

   Date: March 6, 2014  
   Time: 7:30am – 4:00pm  
   Location: Western Oregon University | New PE Building

   For the past twenty five years, Latino students from throughout the Willamette Valley have come together for this annual event in honor of César E. Chávez. The conference began in 1990 with a small group of Portland Public School students. It has now grown to include schools from Multnomah, Washington, Clackamas, Linn, Benton, Marion, Lincoln, Polk and Yamhill Counties. This year there will be over 65 different high schools represented and over fifteen hundred student participants, it the largest Latino Student Leadership Conference in the Pacific Northwest.

   To be a presenter at this year's conference, visit:  


   View full conference schedule: [http://www.cecleadershipconference.org/schedule/](http://www.cecleadershipconference.org/schedule/)

   INFO: [http://www.cecleadershipconference.org/frequently-asked-questions/](http://www.cecleadershipconference.org/frequently-asked-questions/)

   Contact: board@cecleadershipconference.org | P.O. Box 1189, Wilsonville, OR 97070

12. **Portland General’s Electric’s Diversity Summit 2015 Diversity & Innovation**

   Date: April 7, 2015  
   Location: Oregon Convention Center | Portland, OR  
   Time: 9:00am – 4:00pm  
   Contact: Kurt.Jun@pgn.com  
   Sponsorship Information: Rachel.DeRosia@pgn.com
## COMMUNITY INVOLVEMENT, RESOURCES, & INFORMATION

### 1. ODE Education Equity Unit E-Newsletter

*Volume 21*

Greetings from the Education Equity Unit! Welcome to the *better late than never edition* of the *ODE Education Equity Unit E-Newsletter*. This post hosts more content than usual, as we combined resources and updates from late October and early November. Be sure to check out David’s message, as well as the brilliant TED Talk by Chimamanda Ngozi Adichie. It’s our hope that these powerful messages will inform your work, and our collective efforts, in education equity. Additionally, this edition features important updates on AMAO targets, ELPA 21 Field Test and Systems Trial, and Program Service Models.

### 2. Partners in Diversity NEWS

*November 2013*

- **Featured Jobs**
- **Upcoming Events**
- Diversity in the news
  - [How Beaverton is capitalizing on its diversity, inside and out](#)
  - [Going Beyond Numbers: Strengthening Company Culture by Leveraging Diversity and Inclusion](#)
  - [Could more diversity help end the tech talent shortage?](#)

The mission of Partners in Diversity is to partner with Oregon and SW Washington members employers to attract and retain professionals of color.

### 3. Unlocking Opportunity for African American Girls: A Call to Action for Educational Equality

*National Women’s Law Center, September 19, 2014*

African American girls face significant barriers to educational success, including lack of access to educational opportunities, pervasive racial and gender stereotypes that affect the decision-making of school leaders and educators; discriminatory discipline practices that
disproportionately push them out of school; high rates of exposure to sexual harassment and violence; juvenile justice system involvement; and lack of support for those who are pregnant or parenting while still in school.

*Unlocking Opportunity for African American Girls: A Call to Action for Educational Equity*, a new report from the National Women’s Law Center and the NAACP Legal Defense and Educational Fund, Inc., shines a spotlight on these and other barriers, and their impact on the lives of African American girls and women. It contains recommendations for educators, school leaders, communities, advocates, policymakers, and philanthropic organizations to take action to advance the success of African American girls.

**Unlocking Opportunity for African American Girls – Executive Summary**

**Unlocking Opportunity for African American Girls - Report**

4. **UWMOSAIC Gates Millennium Scholars Program**

The Gates Millennium Scholars (GMS) Program, funded by a grant from the Bill & Melinda Gates Foundation, was established in 1999 to provide outstanding African American, American Indian/Alaska Native, Asian Pacific Islander American, and Hispanic American students with an opportunity to complete an undergraduate college education in any discipline area of interest. Continuing Gates Millennium Scholars may request funding for a graduate degree program in one of the following discipline areas: computer science, education, engineering, library science, mathematics, public health or science.

Deadline: January 14, 2015


5. **Oregon Sustainable School Awards and U.S. Department of Education Green Ribbon School Awards – Apply Now!**

The Oregon Department of Education (ODE) and Sustainable Oregon Schools Initiative (SOSI) are accepting applications through January 12, 2015 from schools and districts for the Oregon Sustainable School Awards. The applicants are also evaluated for nomination for the U.S. Department of Education 2015 Green Ribbon recognition program. Informational conference calls are scheduled in November.

This is the 4th year that ODE and SOSI have recognized schools for their great work to 1) address environmental impacts, 2) provide for healthy, safe students and staff, 3) educate for environmental and social literacy, and 4) contribute to community sustainability. This year in addition to school-level and district-level awards, previous applicants can apply to get recognized for their continued efforts.

All public and private K-12 schools and districts in Oregon are invited to apply. The Oregon award recognizes a school that best addresses all four “pillar” areas comprehensively, as well as top achievers in each of the four areas. The federal Green Ribbon School recognition program
recognizes up to five schools or districts that comprehensively excel in the first three areas. A single application puts schools and districts in the running for both awards.

For additional information on the application process, the information calls, or the application schedule, please visit [http://www.sustainableschools.org/sosi/oregon-award-program](http://www.sustainableschools.org/sosi/oregon-award-program). If you have additional questions, please contact Lori Stole at lstole@sustainableschools.org.

### 6. 2015 Oregon Youth Photo Contest and Educator Grants

Northwest Health Foundation and Oregon Health Authority are pleased to announce that we will once again be sponsoring the Oregon Youth Photo Contest in honor of Public Health Week.

The Oregon Youth Photo Contest is open to Oregon youth ages 12-18. Submissions will be accepted beginning February 1, 2015 until February 28, 2015. The theme for 2015 will be announced shortly. Stay tuned!

Many educators may be interested in having their students participate, but costs for equipment or curriculum may be a challenge. So, for the second year running, we are also offering $250 grants for educators to help them engage with the youth photo contest. The application for Educator Grants is now open. Please apply before noon December 4th.

Information: [http://www.northwesthealth.org/photocontest](http://www.northwesthealth.org/photocontest)

### 7. HandsON Greater Portland Volunteers Needed


Find a volunteer opportunity at: [www.handsonportland.org](http://www.handsonportland.org)

### 8. Department of State Lands: Oregon Unclaimed Property

The Unclaimed Property Section manages programs relating to unclaimed property, mostly lost financial assets. Staff members audit businesses and organizations for compliance with state unclaimed property laws, and process claims for rightful owners. The goal of the section is to reunite as many people as possible with their money or possessions.

Property becomes unclaimed if the owner can’t be contacted by the holder of the asset within a specified period of time. Examples of unclaimed property include savings or checking accounts, uncashed payroll or dividend checks, and safe deposit box contents.

Unclaimed money is held in trust in the Common School Fund forever for claim. The fund’s interest earnings benefit K-12 public schools through biannual distributions to Oregon’s 197 school districts.
Every November, the Unclaimed Property Section receives and processes property for thousands of individuals and businesses whose unclaimed property has been delivered to the Department of State Lands. The value of this property exceeds $40 million annually.

INFO: [http://www.oregon.gov/dsl/UP/Pages/about_us.aspx](http://www.oregon.gov/dsl/UP/Pages/about_us.aspx)

If you moved to Oregon from another state and think you may have left unclaimed property there, visit the National Association of Unclaimed Property Administrators (NAUPA) website, which has links to other states' unclaimed property program websites.

Also, you may want to check the Oregon Department of Revenue website to see if they are holding an unclaimed refund check in your name.

9. Liquor Store Operator Vacancies

The Oregon Liquor Control Commission has four vacancies for independent contractors to operate the following retail liquor stores:

- **1110 Chemult**
- **1076 Grants Pass**
- **1216 Portland West Slope**
- **1217 Medford East**

*this store must be operated in conjunction with another business

All applicants are evaluated on background, knowledge and work experience in:

- **Retail business management**
- **Inventory/cash management**
- **Retail sales**
- **Customer service/public relations in a retail environment**

For additional information and application forms contact: [OLCC.RetailServices@state.or.us](mailto:OLCC.RetailServices@state.or.us), or applicants without email, phone (503)872-5020 (toll-free 1-800-426-2004, option 62). Provide your name, address, phone number and name(s) of the store you are interested in. Applications can also be picked up in person at 9079 SE McLoughlin Blvd., Portland, OR 97222.

Applications must be received in the Retail Services office, Room 126 at the above address by 5:00pm, Friday, November 14, 2014. Applications received after this deadline will not be accepted.

**Becoming a Liquor Store Operator**

Oregon Liquor Control Commission
Openings for liquor store operators occur when a new liquor store is established or an existing liquor store operator resigns. Liquor stores are private businesses; owners and their employees are not state employees.

Current store vacancies can be found through the following:
- OLCC Website: www.oregon.gov/olcc/LIQUORSTORES
- Email Alerts: www.oregon.gov/olcc/pages/about_esubscribe.aspx
- Store Vacancy Recording: 503-872-5280 or 1-800-677-3680
- Local Newspapers

Applicants must be at least 21 years old to be considered as liquor store operator. Applicants are evaluated background, knowledge, and work experience in:

1. Retail business experience including responsibility for inventory control, cash accountability, supervising personnel and customer service;
2. Knowledge of retail operations or business management, including study or training in those or related fields;
3. Customer service skills and ability to communicate and work effectively with the public;
4. Record of felony conviction, conviction of crime relating to money management fraud, or a history of conviction of crimes relating to the abuse of alcohol or controlled substances;
5. Financial ability to purchase or lease and equip the retail liquor store at a Commission-approved location. The applicant’s ability to provide the necessary funds to meet the operating expenses of the retail liquor store for two months, pay a resignation buy-out (blue sky) and other related expenses, and be bonded under the OLCC’s blanket position fidelity bond.

Request Applications by Email: OLCC.RetailServices@state.or.us; Store Vacancy Recording: 503-872-5020 or 1-800-426-2004, ext. 62

INFO: www.oregon.gov/olcc

10. Oregon Department of Fish and Wildlife Calendar of Events & Resources:

Family Fishing events (licenses are required if you are 14 and older):
http://www.dfw.state.or.us/education/angling/family_fishing.asp

ODFW fishing resource page... with many “how to”, “where to” and “fish stocking” related information:
http://www.dfw9.state.or.us/resources/fishing/index.asp

ODFW Outdoors Calendar of Events (fishing and hunting classes offered throughout the year):
http://www.dfw.state.or.us/education/outdoor_skills/workshops/index.asp
11. **Prepare! (A Red Cross Resource Guide)**

Disaster can strike at any time. And while the American Red Cross and other partner agencies work 365 days a year to prevent and respond to emergencies, disaster preparedness starts with you, the individual. This book will guide you through the steps you and your family need to follow to be self-sufficient after a major disaster. It’s impossible to predict every emergency, but you can take steps right now to lessen the effects, and in many cases, prevent these disasters from happening in the first place. Knowing what to do in a disaster situation and being able to respond calmly and with confidence can save your life.

**Preparate! (en Espanol)**

12. **Service Dog Etiquette**

**Service Dog Manners:**
When you meet a person with a service dog, please remember that the dog is always working. Don’t do anything to interrupt the service dog while it is performing its tasks, even if it seems that it’s not working.

**Some Rules for Interacting with People with Service Dogs:**
Speak to the person first. A service dog is not a “pet.” Do not aim **distracting** or **rude** noises at the dog **EVER**. Unless the handler does not wish you to do so, formal greetings of “Good morning/evening,” to the service dog are acceptable.

**Do not touch** or **pet** the service dog.

- **Do not** offer **food** to the service dog! The food could be potentially fatal.
- **Do not** ask personal questions about the work of the service dog or the handler’s disability, or otherwise intrude on his or her privacy. This is personal and private information.
- **Don't be offended** if the handler does not wish to chat about the service dog or his or her disability.

**What if you are allergic to or are afraid of dogs?**
Place yourself away from the service dog. If you are a business person, discreetly arrange for someone else to wait on the person. You may ask the person to have the service dog lie down if it does not interfere with its work.

**General public:**
While on the Public Services Building (255 Capitol Street NE, Salem, OR) premises, please follow the Service Dog Etiquette.

*ORS 167.352 states that interfering with an assistance, search and rescue, or a therapy animal is a Class A misdemeanor.*
13. **Oregon Board of Pharmacy Resources: Medication Safety and Drug Disposal Sites**

Learn about ways to safely dispose of unwanted or unused drugs:

- [Medication Safety Brochure](#)
- [Medication Safety Brochure (Spanish)](#)
- [Medication Safety Information](#)
- [Medication Safety Information (Spanish)](#)
- [Law Enforcement Disposal Sites for Unwanted and Unused Drugs *Updated 4/13](#)
- [Law Enforcement Disposal Sites for Unwanted and Unused Drugs (Spanish) *Updated 4/13](#)
- [Proper Disposal of Prescription Drugs](#)

INFO: Board of Pharmacy at [www.oregon.gov/Pharmacy](http://www.oregon.gov/Pharmacy)