



Diversity Resources Guide Portland Metropolitan Area

| Veterans | Gay, lesbian & transgender people | Older People | People with Disabilities | Women | Ethnic Minorities | Organization | Recruiting/ Retention Support | Diversity Program Development | Advertising & Community Relations | Minority Suppliers & Customers |
|----------|-----------------------------------|--------------|--------------------------|-------|-------------------|--|-------------------------------------|-------------------------------------|---|--------------------------------------|
| | | | | | ✓ | <u>AD (Asian Diversity) Magazine</u> (www.asiandiversity.com). Publishes a weekly on-line magazine targeting Asians (subscription is free), posts searchable resumes, holds career events nationwide, is developing a mentoring program to pair Asian students and young professionals with experienced professionals. Employers interested in the mentoring program should email mary@asiandiversity.com . | X | | X | |
| | | | ✓ | | | <u>ADA Information</u> . 800-232-9675. | | X | | |
| ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | <u>America's Job Bank</u> , www.ajb.org . | X | | | |
| | | | ✓ | | | <u>American Foundation for the Blind (AFB), Careers & Technology Information Bank (CTIB)</u> , 11 Penn Plaza Suite 300, NY, NY 10001. CTIB is a network of 1500 blind and visually impaired people who use assistive technology at home, at work or at school. CTIB can assist employers who seek career planning information, need information about assistive technology and to find role models for visually impaired employees. | X | | | |
| | | | | | ✓ | <u>Asian Reporter, The</u> , www.asianreporter.com . A weekly newspaper based in Portland that targets asian readers. | X | | | |
| | ✓ | | | | | <u>Basic Rights Oregon</u> . (www.basicrights.org .) Focused on ending discrimination based on sexual orientation and gender identity in Oregon. They have resources for employment issues including the Fair Workplace Project (information on state/local laws, sample anti-discrimination policies as well as resource links for issues like transgender employees at work. | X | | | |
| | | | | | ✓ | <u>Black United Fund of Oregon (BUFO)</u> , 2828 NE Alberta St., Portland, OR 97211, http://www.bufo.org , is a publicly supported, local nonprofit affiliate that allocates scholarships, grants and technical assistance to low income and minority organizations, and engages in community development and other initiatives that address unmet needs in low-income communities. Offers an opportunity for organizations to broaden the scope of community outreach both through their corporate contributions and by offering employees choices for their workplace giving campaign that better reflects the diversity of the workplace and the community. | | | X | |



Diversity Resources Guide Portland Metropolitan Area

| Veterans | Gay, lesbian & transgender people | Older People | People with Disabilities | Women | Ethnic Minorities | Organization | Recruiting/ Retention Support | Diversity Program Development | Advertising & Community Relations | Minority Suppliers & Customers |
|----------|-----------------------------------|--------------|--------------------------|-------|-------------------|--|-------------------------------------|-------------------------------------|---|--------------------------------------|
| | | | | | ✓ | <u>Brooks Staffing</u> . (www.sbrooks.com), Email: mbrooks@sbrooks.com (503) 284-7930, 1130 NE Alberta St., 97211. Contact: Margaret Brooks. A privately owned staffing agency that handles hire, temp-to-hire, temporary placements and executive search. High percentage of job-seeker clients are ethnic minorities. | X | | X | X |
| | | | ✓ | | | <u>DePaul Industries (formerly St. Vincent DePaul Rehabilitation Service, Inc.)</u> , www.svd.com, office # (503) 281-1289. Provides employees to Oregon companies and public agencies on a temporary, temp-to-hire basis. Services include job readiness training, staffing, manufacturing and electrical assembly, assembly and packaging, security, and document imaging. | X | X | | |
| ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | <u>Diversity Resources Info</u> . http://diversityresources.info A gateway website for diversity resources | X | X | X | X |
| | | | ✓ | | | <u>Employer Assistance Referral Network</u> . www.earnworks.com. 1-866-327-6669. Matches employers with potential employees with disabilities. | X | | | |
| ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | <u>Greg Bell Consulting</u> . www.gregbell.net. Cultural Competency assessment and training, executive coaching, helping organizations develop their community responsibilities through culturally competent plans for community service programs. | | X | X | |
| ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | <u>Hein Consulting Group</u> , (Alanna Hein). www.heinconsulting.org. 503-629-8742, 16110 S.W. Regatta Lane, Beaverton, OR 98006. Contact: Alanna Hein. Trains and consults about cultural competency, cross-cultural communication, managing diversity, sexual harassment, team building and other HRM & OD topics. | | X | | |
| | | | | | ✓ | <u>Hispanic Metropolitan Chamber</u> , P.O. Box 1837 Portland, OR 97207, 503-222-0280, Email: hmcc@qwest.net, www.hmccoregon.com. Helps Hispanic businesses grow, build a network for business contacts, provide leadership on community issues, influence public policy and expand opportunities for business in Portland Metropolitan area. Fees: Corporate \$1,000; Business 100+ employees \$350; Government Agencies \$350; Small Business \$100; Non-Profits \$100; Individuals \$70; Students \$10. | | | X | X |



Diversity Resources Guide Portland Metropolitan Area

| Veterans | Gay, lesbian & transgender people | Older People | People with Disabilities | Women | Ethnic Minorities | Organization | Recruiting/Retention Support | Diversity Program Development | Advertising & Community Relations | Minority Suppliers & Customers |
|----------|-----------------------------------|--------------|--------------------------|-------|-------------------|---|------------------------------|-------------------------------|-----------------------------------|--------------------------------|
| | | | | | ✓ | <u>Historically Black Universities & Colleges</u> , http://hbcucareercenter.com . Employers can do a free, low-cost or standard-cost candidate search, depending on the profit/non-profit status and size of the organization. Contact: William Moss, 614-284-3007. | X | | | |
| | | | | | ✓ | <u>Immigrant and Refugee Community Organization (IRCO)</u> – www.irco.org , a community-based, not-for-profit organization that provides family, employment and other services to immigrants and refugees from around the world, and community education and other services to employers and the community. IRCO's (no charge) employment services to employers include referral of prescreened applicants, on-site training. Their clients also receive training and other support to support their success in work. | X | | | |
| | | | | | ✓ | <u>Inroads</u> . www.inroads.com . Marie Alaniz (Oregon contact), INROADS Oregon, Inc., (503) 699-4161, malaniz@inroads.org . Mission: to develop and place talented minority youth in industry to prepare them for corporate and community leadership by providing a professional career-related internship opportunity for the intern each summer throughout their college career | X | | X | |
| ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | <u>Intercultural Press Catalogue</u> , www.interculturalpress.com . A catalogue of books, simulations and other materials relating to diversity topics and a variety of cultural issues. | | X | | |
| | | | ✓ | | | <u>Job Accommodation Network (JAN)</u> , http://janweb.icdi.wvu.edu/english/homeus.htm , 800-526-7234 (V/TTY), is a free consulting service that provides information about job accommodation strategies, the Americans with Disabilities Act (ADA), and the employability of people with disabilities. This is sponsored by the Department of Labor, Office of Disability Employment Policy. Services are free. | | X | | |
| | | ✓ | | | | <u>Maturity Works</u> , www.maturityworks.org | X | | | |
| ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | <u>NW EEO/Affirmative Action Association</u> . Jeanne Vodka, (503) 266-5035, email: nweeo@canby.com . Website: www.nweeo.org . A non-profit organization dedicated to providing education and information resources on equal employment opportunity and affirmative action. Membership is open to all interested persons and organizations. | X | X | | |



Diversity Resources Guide Portland Metropolitan Area

| Veterans | Gay, lesbian & transgender people | Older People | People with Disabilities | Women | Ethnic Minorities | Organization | Recruiting/Retention Support | Diversity Program Development | Advertising & Community Relations | Minority Suppliers & Customers |
|----------|-----------------------------------|--------------|--------------------------|-------|-------------------|---|------------------------------|-------------------------------|-----------------------------------|--------------------------------|
| | | | | ✓ | ✓ | <u>Office of Minority, Women, & Emerging Small Business (OMWESB)</u> , www.cbs.state.or.us/omwesb, E-mail: omwesb.web@state.or.us, Department of Consumer & Business Services, 350 Winter St. NE, Room 300, Salem, OR 97301-3878, Portland Field Office: (503) 887-4349, Salem (503) 947-7922, Mission: to ensure that minorities, women, and emerging small businesses have equal access to contracting opportunities in both the public and private sector. OMWESB administers the Disadvantaged Business Enterprise (DBE), Minority Business Enterprise/Women Business Enterprise (MBE/WBE), and Emerging Small Business (ESB) Programs. Sole certification authority in Oregon for targeted government contracts for disadvantaged, minority- and woman-owned businesses and emerging small businesses, OMWESB provides "one-stop" certification. | | | | X |
| ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | <u>One-stop Career Center/Workforce Network</u> . Division of PCC, three NE/North Portland sites that provide assessment, job training, resume & interview preparation, and placement services for hourly, non-exempt and professional-level job seekers; and posting, screening, placement and retention support for employers. The majority of job seekers are people of color. Contact: Eddie Lincoln, Business Coordinator (503) 528-3132 or elincoln@pcc.edu. (A personal telephone call is recommended to best meet your needs.) | X | | X | |
| | | | | | ✓ | <u>Oregon Association of Minority Entrepreneurs (OAME)</u> , www.oame.org, 4134 N Vancouver Avenue Portland, OR 97217, 503-249-7744, E-mail: oame@uswest.net. Promotes and develops minority entrepreneurship and economic development. Organizations can place ads in their monthly newsletter sent to their 600 minority members for affordable fees. Membership fees: small businesses \$100; associations & nonprofits \$250; public agencies \$350, corporate sponsors \$500. | | | X | X |
| | | | ✓ | | | <u>Oregon Business Leaders' Network (OBLN)</u> . www.usbln.com. OBLN is a business-led initiative of the U. S. Chamber of Commerce whose members are committed to best disability employment practices, accessible products, and exceptional service to customers with disabilities. BLN offers mainly educational and training support to employers to help them find, hire and retain workers with disabilities. | | X | | |



Diversity Resources Guide Portland Metropolitan Area

| Veterans | Gay, lesbian & transgender people | Older People | People with Disabilities | Women | Ethnic Minorities | Organization | Recruiting/ Retention Support | Diversity Program Development | Advertising & Community Relations | Minority Suppliers & Customers |
|----------|-----------------------------------|--------------|--------------------------|-------|-------------------|--|-------------------------------|-------------------------------|-----------------------------------|--------------------------------|
| | | | ✓ | | | <u>Oregon Commission for the Blind</u> , www.cfb.state.or.us . Refers visually impaired applicants who have been assessed and trained for optimum employability. Provides awareness training to employers, assesses the work site for maximum productivity by the visually impaired employee, help employers retain an already trained and productive employee who is experiencing decreased vision, and is an ongoing resource to help the employee and employer maintain a productive, mutually beneficial relationship. | X | | | |
| ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | <u>Oregon Employer Council</u> , www.workinginoregon.org/oec . Provides a range of services to employers, including training seminars on a variety of HR issues, many about to managing issues that arise in diverse work forces. | X | X | | |
| ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | <u>Oregon Employment Department</u> , http://www.emp.state.or.us . Employers may (1) post jobs (America's Job Bank), (2) search resumes, (3) advertise job fairs, (4) use Work Opportunity Tax Credit (WOTC) [expires 12-03] for tax rebates for hiring qualified individuals, (5) use Oregon Labor Market Information System (OLMIS) (http://www.qualityinfo.org/olmisj/OlmisZine) for current information about pay rates, job descriptions, unemployment rates, etc. for any occupation (6) participate in one of several wage-subsidy programs. | X | | | |
| | | | | | ✓ | <u>Oregon Native American Chamber of Commerce</u> (ONACC), http://www.onacc.org , E-mail: anne@geojem.org , P.O. Box 82068 Portland, OR 97282-0068, 503-654-2138, Mission: To economic growth and stability for Native American communities through promotion and support of quality-oriented Native American-owned businesses and professionals, education and training of Native Americans to compete effectively in the global economy, and to provide high-quality benefits to our members. Fees: Sponsor \$500; Tribal Sponsor 4250; Small Businesses \$50; Individual Membership \$25. | | | | |
| | | | | ✓ | | <u>Oregon Tradeswomen Network</u> , www.tradeswomen.net , email: connie@tradeswomen.net , P.O. Box 86620 Portland, OR 97286, 503-335-8200, Mission: to promote success for women in the trades through education, leadership and mentoring. Membership fees: \$50 for individuals, \$100 for corporations. | X | | X | X |



Diversity Resources Guide Portland Metropolitan Area

| Veterans | Gay, lesbian & transgender people | Older People | People with Disabilities | Women | Ethnic Minorities | Organization | Recruiting/ Retention Support | Diversity Program Development | Advertising & Community Relations | Minority Suppliers & Customers |
|----------|-----------------------------------|--------------|--------------------------|-------|-------------------|--|-------------------------------------|-------------------------------------|---|--------------------------------------|
| | | | ✓ | | | <p><u>Oregon Vocational Rehabilitation Services</u> (Oregon Dept. of Human Services)</p> <p><i>Portland Central</i> (Multnomah County west of 12th, south of Burnside & west of 62nd), 3945 SE Powell Blvd., Portland, OR 97202, 503-731-3210 (Voice), 503-731-3211 (TTY)</p> <p><i>Portland East</i> (Multnomah County east of 60), 305 NE 102nd Avenue, Suite 200, Portland, OR 97220-4173, 503-257-4412 (Voice & TTY)</p> <p><i>Portland North</i> (Columbia & Multnomah Counties east of Willamette River, north of Burnside & west of 82nd), 4744 N. Interstate Ave., Portland, OR 97217-3622, 503-280-6940 (Voice & TTY), 888-344-7964 (Columbia County residents)</p> | X | | | |
| | | | ✓ | | | <p><u>Oregon Workers' Compensation Division</u>, http://www.oregonwcd.org/jobmatch.html, offers a job matching service for employers and job seekers.</p> | X | | | |
| | ✓ | | | | | <p><u>Portland Area Business Association</u>, www.paba.com. Serves the gay and lesbian community in Portland, publishes the gay and lesbian yellow pages, a newsletter.</p> | | | X | X |
| | ✓ | | | | | <p><u>Portland Area Business Association</u>, www.paba.com. Serves the gay and lesbian community in Portland, publishes the gay and lesbian yellow pages, a newsletter.</p> | | | X | X |
| ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | <p><u>Portland Community College</u>. (See NW/North Portland One-Stop Career Center.)</p> | X | | | |
| ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | <p><u>Portland State University Career Center</u>. http://www.career.pdx.edu/employers.htm - employers can enroll and post jobs. The career center will not refer particular protected classes; however, employers can include a statement in their posting such as "People with disabilities are encouraged to apply."</p> | X | | | |
| | | | ✓ | | | <p><u>P-S Squared, Inc.</u> www.P-SSquared.com. (503) 236-3656, (503) 236-2826 (TTY), 10568 SE Washington St., Portland OR 97216-2809. A privately owned sign language interpreting service with certified ASL interpreters. Also provides ASL training, job coaching, real-time captioning, and consulting services.</p> | X | | X | X |



Diversity Resources Guide Portland Metropolitan Area

| Veterans | Gay, lesbian & transgender people | Older People | People with Disabilities | Women | Ethnic Minorities | Organization | Recruiting/ Retention Support | Diversity Program Development | Advertising & Community Relations | Minority Suppliers & Customers |
|----------|-----------------------------------|--------------|--------------------------|-------|-------------------|--|-------------------------------|-------------------------------|-----------------------------------|--------------------------------|
| | | ✓ | | | | <u>Senior Community Service Employment Program (SCSEP)</u> . Daisy Rush, scsalem@aol.com, 724 Hawthorne Avenue NE Salem, OR 97301, (503) 362-1572. SCSEP provides temporary work for people age 55+ whose incomes fall at or below the federal poverty line, where they can develop skills while searching for a permanent job. SCSEP is funded by the U.S. Department of Labor under the authority of the Older Americans Act of 1965. The program is available in every county in Oregon by different sponsors. Employers interested in employing these workers can contact SCSEP: Multnomah and Washington Counties: SMS Services, Marietta Schlumpf, project director, marlap@co.clackamas.or.us, 503-230-9696, mariettas@sms1.org, 2101 NE Flanders St., Portland, OR 97232 (or) Clackamas Employment Training and Business Services, Del Smith, director, 503-635-4591, P.O. Box 215, Marylhurst, OR 97036 | X | | | |
| | | ✓ | | | | <u>Senior Employment Resources</u> . http://www.seniorjobs.org/index.html , a job-matching service. | X | X | X | |
| | | | ✓ | | | <u>Sign Enhancers</u> . www.signenhancers.com . A Portland-based producer of award-winning videos that teach American sign language, another that humorously contrasts the difference in hearing and deaf cultures, and other programs. | | X | | |
| ✓ | | | | | | <u>Transition Assistance Online (TAOnline)</u> . www.taonline.com . Job seekers can search for jobs and post resumes free. Employers may search resumes, advertise, and post jobs for a fee. | X | | | |
| ✓ | | | | | | <u>Veteran Employment Referral Services (Oregon Employment Department)</u> . Portland Downtown area: Jess Edwards or Rene Garcia 503-731-8345. Beaverton area: Curt or John 503-526-2748. | X | | | |
| ✓ | | | | | | <u>Veterans' Employment and Training Service (U. S. Dept. of Labor)</u> , www.dol.gov/vets . | X | | | |
| | | | | ✓ | | <u>Women Entrepreneurs of Oregon (WEO)</u> , www.oregonweo.org , email: weo@lynmar.com , P.O.Box 119, 3 Monroe Parkway Suite P, Lake Oswego, OR 97035, 503-229-3819, Mission: To empower our members so they can run more successful and profitable businesses through education. The organization serves the greater Portland Metropolitan area and the state of Oregon. | | | | X |