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Vol. 12 Issue 9

MINORITY CAREER JOURNAL

Sept. / Oct. 2007



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Lovick Career Journal (LCJ) is a bi-monthly publication designed to give unique access to the professional job seeker and those who wish to explore current and available employment opportunities in these high-leveled positions that are often missed in other advertising circulars. This bi-monthly publication of 50,000 is uniquely targeted to increase awareness to diversity concerns and exposing opportunities to the best qualified. Its distribution to colleges, universities, employment office centers and other pertinent demographics, maximizes our ability to reach the right individual.

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- Monitor and track progress using project management software and direct departmental personnel.

Skills and Requirements:

- BS degree (or equivalent combination of education and experience), in facilities engineering, building design and construction with 4+ years of experience.
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The Aerospace Corporation's Engineering & Technical Group/System Engineering Division seeks an Engineering Specialist to provide technical expertise for the design, development, and operations associated with space-related ground systems facilities and associated ground equipment in the electrical power distribution area. You will support efforts to identify new technology/operational enhancements to improve the design, safety, reliability and cost efficiency of these systems.

Responsibilities:

Develop design concepts and specifications; evaluate design drawings; support checkout operations; develop test plans, interface control documents, and test procedures; develop requirements documents; conduct safety assessments, and logistic/supportability analysis. Monitor, evaluate, solicit, and interact with existing and potential customers, and support bid and proposal activities for SMC, NRO and C&C work.

Qualifications:

Requires a BS in Electrical Engineering or equivalent with at least 8 years minimum experience, and extensive knowledge of ground systems technology in the areas of design, development, and operations, with an emphasis on electrical power distribution systems. This includes expertise in power transfer, backup power generation/control, grounding, lightning protection, safety, etc. Must have proven technical advisory capability, leadership experience, effective customer/contractor interaction, and excellent oral/written skills.

How to Apply:

E-mail resume and cover letter to: Dorothy.FWilson@aero.org. Subject Line: Engineering Specialist (SMC). Portfolio will be reviewed. EOE.

ENGINEERING SPECIALIST

The Aerospace Corporation's Engineering & Technical Group/System Engineering Division seeks an Engineering Specialist to provide technical leadership and expertise for the design, development, and operations associated with ground systems facilities and associated mechanical equipment, primarily in the HVAC, fire protection, gas and fluid storage and transfer, and power generation areas.

Responsibilities:

- Provide the technical expertise needed to identify new technology/operational enhancements to improve ground systems design, safety, reliability and cost efficiency.
- Develop analytical techniques to evaluate ground systems proficiency and optimize overall mechanical systems design.
- Develop design concepts and specifications; evaluate design drawings; support checkout operations; develop test plans, interface control documents, and test procedures.
- Develop requirements documents, and conduct safety assessments.
- Solicit and interact with existing and potential customers.
- Support bid and proposal activities for Air Force, and Civil and Commercial work.

Qualifications:

Requires a BS in Engineering or Science with at least 8 years of experience in mechanical systems and operations development. Must have extensive knowledge of facility mechanical systems, and a proven record of dealing successfully with various customers and contractors in evaluating and communicating technical capabilities. Industrial experience is highly desirable. The ability to perform well as a team leader and as a team member is essential. Must possess excellent interpersonal/written/oral communication skills, including the ability to prepare and present high quality technical briefings and professional papers.

How to Apply:

E-mail resume and cover letter to: Dorothy.FWilson@aero.org. Subject Line: Engineering Specialist (HVAC). Portfolio will be reviewed. EOE.

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Responsibilities:

Support the development of requirements documents, interface control documents, design drawing packages, and test and operations procedures for various space vehicle facility/ground systems. Support facility systems testing and operations, and perform site, environmental and safety assessments. Coordinate and lead technical efforts for resolution of complex problems associated with facility systems development, testing, and operations. Perform technical reviews of contractor design data at each phase of the acquisition process. Support acceptance testing, failure analysis, and operations and maintenance functions.

Qualifications:

A BS degree in Engineering or equivalent is required (advanced degree preferred), with 6+ years experience in ground systems development and operations. Should include some of the following: hands-on hardware, testing, failure investigations; foundations, roads, excavations, drainage, environmental assessments; QC, facility construction, utility design; structural analysis, site surveys, operations assessments, drawings development, costing. Experience with computer modeling and simulation is desirable. The candidate must have technical advisory capability and exceptional oral and written communication skills. Some travel is required.

How to Apply:

E-mail resume and cover letter to: Dorothy.FWilson@aero.org. Subject Line: Senior Member of Technical Staff. Portfolio will be reviewed. EOE.

Publisher's Page

In this issue we are very proud to profile an organization that helped to save my life. Lovick Career Journal (LCJ) has dedicated this issue to OneLegacy, a donate life organization, that works with families who donate or receive organs and tissue transplants.

As many of you already know, I celebrated my one year anniversary for having a new heart transplant. This was all made possible because of OneLegacy.

We have a wonderful story to tell you in LCJ, which highlights some very special people who have either had to donate an organ of a loved one or is a recipient of an organ transplant. The stories are endless, but we highlight just a few.

In addition, you'll get to meet some wonderful staff members of OneLegacy who tell us why they do what they do. How their careers are not just a job, but a life-saving mission.

So many times, we get caught up in the day-to-day operation of business, that sometimes we forget about what really counts--living!

That's exactly what I'm doing each day, minute by minute, and hour by hour. It feels good to feel better and to be productive again.

I encourage you to do the same. Although OneLegacy is on the cover of this issue, we still have other

wonderful articles directly and specifically addressing employment needs and concerns.

As always, we target issues that we believe

are current and affect real people, real employees and employers.

Also, remember that all of our advertisers advertise to recruit. Don't miss that opportunity to find employment right here in LCJ.

Every page of LCJ serves a purpose for you, our readers. Even in what appears to be a tough time for our economy, there are still corporations who need people, like yourselves, who want a career change or an opportunity for employment.

Enjoy our special issue as we feature OneLegacy, as well as, address workplace issues.

Respectfully

Calvin L. Lovick

Founder/Publisher





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Editorial Page

Think About It!

By Angela M. Cranon

Think Twice Before You Press “SEND”

How much freedom should a person really have at work using the Internet? Well, apparently not much because companies are making more of an effort to keep employees working on *their* business and not *personal* business.

According to a survey conducted by the American Management Association in 2005, “three-fourths of employers monitor their employees’ web site visits in order to prevent inappropriate surfing. In addition, 65 percent of employers use software to block connections to web sites deemed off limits for employees. About a third track keystrokes and time spent at the keyboard. Just over half of employers review and retain electronic mail messages.”

However, companies are not staying in the closet about this, but they are boldly informing their employees of the new policies and procedures of Internet use. This includes surfing the net as well as use of e-mail.

The survey states that over 80 percent of employers disclose their monitoring practices to employees. And most employers have established policies governing Internet use.

Furthermore, if a company uses an electronic mail (e-mail) system, the employer owns any incoming and outgoing e-mail, and is allowed to review its contents. Listen up...That includes sent messages within the company, sent message to other companies, and sent messages from a company to an employee’s terminal. All can be monitored by the employee.

And, don’t be fooled. E-mail accounts can also be monitored from webbased e-mail accounts such as the Yahoo and Hotmail as well as instant messages.

Now it might seem safe that all sent e-mails have been carefully deleted, eliminating all evidence and trace of “personal” activity.

Well think again before pressing that send key. It’s called a memory, and both electronic and voice mail systems retain

messages in memory even after all of that deleting effort. At first glance because the employee sees no trace of the “personal” activity, the messages are actually often permanently “backed up” on magnetic tape, along with other important data from the computer system.



However, if an employee feels as though the workplace privacy has been invaded, there are organizations that attempt to help in such claims.

National Work Rights Institute

Web: www.workrights.org

9 to 5, the National Association of Working Women

Web: www.9to5.org

Workplace Fairness

www.workplacefairness.org

Affiliated with the Natl. Employment Lawyers Assoc.

www.nela.org

American Civil Liberties Union

Web: www.aclu.org



However, keep in mind what a worker is being paid to do on company time--work on personal business or company business? Think about it!



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UNION BANK OF CALIFORNIA

Supports Watts/Willowbrook Boys And Girls Club

The Roy W. Roberts, II Watts/Willowbrook Boys and Girls Club recently announced that it has received a \$50,000 grant from Union Bank of California, N.A. The grant will support a wide range of programs as the organization enters its 50th year of uninterrupted community service to the youth of the Compton, Watts, Willowbrook and South Los Angeles.

The club provides services to over 1,500 boys and girls, ages seven through 18 with a mission “to inspire and enable all young people, especially those from disadvantaged circumstances, to realize their full potential as productive, responsible and caring citizens.”

Incorporated in 1957 by the Los Angeles Times and a group of concerned citizens, it was originally known as the Southern Area Boys Club but soon began to accept girls as members. Its summer camp provides programs to an average of 400 youth per day.

“For the past 26 years Union Bank has been a strong partner with the club. We are pleased to continue the relationship and assist these young men and women with the resources necessary to excel and go on to college, if they choose,” said Carl Ballton, head of the Union Bank Foundation. “Our grant will support integrated programs of physical activity, art and culture, health education, leadership skills and academic support.”



As part of the club’s celebration of its half-century commitment to these communities, it is holding an event on June 14 at the California African American Museum: “50 years of making a Difference Every Day.” Honorees for the event will be the club’s founding organization, the Los Angeles Times; and Clifton L. Johnson, vice president with Union Bank and former president and long time member of the Watts/Willowbrook Boys and Girls Club Board of Directors.

Established in 1953, the Union Bank of California Foundation serves as an agent for charitable contributions made by Union Bank of California, N.A., a wholly owned subsidiary of UnionBank-Cal Corporation, a publicly traded San Francisco-based bank holding company. The foundation contributes financial assistance to nonprofit institutions and or-



Clifton L. Johnson

ganizations that enhance the quality of life and help meet the needs of the communities it serves.

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Are You Sharing Office Space with the “N” Word?

By Alyssa Shepherd Moore

During their 98th Annual Convention in Detroit, Michigan, the NAACP symbolically buried the “N” word, complete with an obituary and funeral services. (http://www.naacp.org/pdfs/Obituary_for_the_N.pdf). I wondered if the, African American co-worker at my office, I’ll call her Shirley, was aware of this memorial or even cared. If she were in her 20’s I might have been inclined to write off what I perceived as her indifference to the “N” word as a generation gap issue. But she is my age; born in the 60’s. Her roots are embedded in the midst of the Watts riots. Her family’s migration from Texas to California was similar to my own.

Our grandparents arrived in Los Angeles in 1948 shedding themselves, so they thought, of oppressive Jim Crow laws. Yet they found themselves relegated to Central Avenue, which was a Mecca for Black talent, wealth and community. Baldwin Hills, at that time, was strictly off limits to Blacks. Being called the “N” word in 1948 was something Black families endured. By 1978 Blacks were empowered to fight anyone that called them the “N” word. My Dad sat my brother, sister and I in the living room to explain how hateful the word was. Books like *Before the Mayflower*, *Soul on Ice* and *the Black American Encyclopedia* edited by Lerone Bennett, Jr. were read to us as bedtime stories.

In 2007, we find Blacks that claim to own the “N” word while they endearingly refer to their friends and family as “N’s.” At the same time, they taunt, bait and

challenge non-Blacks to say the word, that is if they don’t mind a beat down.

At least that is how it appears when Shirley playful laughed with a fellow African American co-worker “ Nigga please,” while at the same time cutting



a dirty look at nonwhites in the office on Wilshire Blvd. When she said it, the workers of European descent stood with their mouths a gasp, stunned as if they wanted to say, “but I thought we weren’t suppose to say that word.” Telepathically Shirley answered you CAN’T, BUT I CAN.

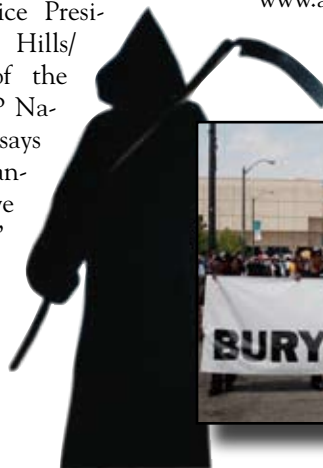
Willis Edwards, Vice President of the Beverly Hills/Hollywood Branch of the NAACP and NAACP National Board Member says “This kind of double standard is the very reason we chose to bury the “N” word on July 9. This and all hurtful words should be stricken from our language as acceptable for polite conversation.”

According to Dr. Earl Ofari Hutchinson, syndicated columnist, political analyst and author of nine books on race – still need to speak with him.

Even though Shirley and I differ when it comes to using the “N” word, I am hoping that she and other Blacks will download the “N” word obituary and take an oath to strike that and all other hateful, demeaning words from their vocabulary and leave that kind of talk to the recesses of back alleys or the Howard Stern Show where that kind of trash talk belongs. It is time that we as a people clean up our image. If you are sharing office space with the “N” word, then it is time to send an eviction notice. The “N” word is not your coworker or a friend.

Alyssa Shepherd Moore is a charter member and Parliamentarian for Secure Women Investment Club, which was established in 1996, sits on the board for the Black Journalists Association of Southern California and is Health Coordinator for the CME Ninth Episcopal District.

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DO YOU KNOW HOW TO BE A STAR AT WORK?

By Sharon Woodson-Bryant

Janice is an extraordinary performer at work and because of her image she is considered a star. In case you didn't notice, stars get more training, more mentoring, better projects and greater flexibility. The good news is that you don't need the perfect job situation in order to be a star, because most star qualities come from you – from taking your basically good skills and bringing them up a notch.

One of the best ways to get what you want from your career is to give outstanding performance at work, according to career experts, you probably have the ability to be a star because “most people genuinely want to be more productive, do their best, and live up to their potential, but they don't know how to do it.

The traits that make stars different from everyone else are the strategies they use to do their own work and to work well with other people. Star strategies allow people to be highly effective, yet highly productive at the same time, so that stars can fulfill their potential at work and in their personal lives.... and stars have time for both.

It isn't so much what you're born with as how you use it. And the traits of star performers are traits you can teach yourself. Here are the four areas that have been identified to get you on the right track:

1. Initiative

Stars exceed expectations. Just doing your job is not enough. Stars do their own job well and then perform well in areas

that exceed the job description. Generally star initiative includes helping people, taking risks and seeing a project through to the end – all in arenas that go beyond their job duties.

not a one-time goal; this is a life commitment to very regular self-assessment. And this is a commitment to soliciting and accepting outside input, because it's impossible to know for sure how you appear to others.

4. Kindness

Average workers see the world from their point of view. Stars have exceptional empathy and act on it: They are good followers because they know it's important to help leaders be the best they can be, too; stars can give the right message to the right audience; and they can get an accurate big picture by looking and listening to the people around them.

The interesting thing about star performance at work is that it actually demands that you be the person you want to be anyway. Being a good person, seeking self-knowledge, and taking responsibility for where you're going are probably key pieces of your core belief system. So you truly do not need to stray from your idea of a good life in order to be wildly successful in your career.

But remember that star performers are not people just relying on their stellar IQ or remarkable social skills. Star performers work hard to live up to the values they believe in. People who can be their true selves at work will be the outstanding leaders. The most successful of you will find the right balance between authenticity and adaptability: No small feat. To become your best self – a star, a great leader, a fulfilled worker – you need to know yourself and your

2. Networking

Stars don't think of networking as something to do once a day at 3pm. For stars, it's a constant. Nothing is a complete waste of time because you can always meet someone, talk to someone, or help someone. That last piece is important – stars know that networking is as much giving as taking. And there is an inherent humility in this way of life; stars know they can't get what they want by acting alone.

3. Self knowledge

Knowing how to do your job is expected. You need to know how to manage your relationships, your long-term goals, and your personal development. This is



goals very well

Yet life can bring career bumps even to the best and star performance doesn't trump interpersonal problems. What happens when you get a new boss or the company merges with another culture? You know you may have a problem and you probably know you need to make some changes and adjustments to fit into a new culture.

But in some cases people do not make the necessary changes. No surprise. The more you feel like a star, the more you feel like you don't need to change. But don't kid yourself that doing great work for your company means you don't have to adjust your attitude and behavior to fit in. Even a guy who produces the most popular documentaries of the year has to get along with his boss in order to keep his job at the TV station.

This is not revolutionary management. In fact there's a Harvard Business Review case study called "What a Star - What a Jerk" that discusses the need to



fire people who perform well but don't mesh with the organization. But, like most case studies about interpersonal skills, you don't need to read twenty pages to know the truth: If you don't like someone, nothing else about them matters.

So don't let stardom go to your head

and cloud your ability to fit into a different culture or climate at work. Life can be unpredictable even if you are a star. But a good star knows how to read the audience and make the adjustments if possible or to recognize that it is time to move on.



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DEPRESSION IS A WORKPLACE ISSUE

By Sharon Woodson-Bryant

Statistically speaking, depression is a workplace issue. The job is a major source of stress, especially for black professionals. Often, they are treated as if they do not deserve to be there. As a result, they feel intense pressure to outperform colleagues, just to gain acceptance.

Black professionals are not always aware that these situations of subtle discrimination lie behind depression. For black women it appears the worse. One in five of all working women suffer from depression. The more intelligent you are, the more you are at risk. .

Chances are that you probably know someone who has been depressed. Depression at work feels like depression anywhere else: A wave of hopelessness overcomes you and you have no idea why it's there or what to do to get rid of it. But if you are working, it's more likely to happen at your desk. If you have a door on your office, you lock it. If you have an opportunity to "work from home", you announce you're taking it.

These were the tactics a former co-worker used. But they don't work for her very long. She told me later that she never realized how optimistic getting out of bed was until she had depression. Getting up in the morning is an act of hope – that there is something to look forward to in life. When depression came, hope and faith left for no apparent reason.

Depression was immobilizing, and when she was depressed she spent most of her time at work covering up the inability to get anything done. For a while, people assumed she was taking care of things because that was just the kind of person she was.

But it's hard to hide depression at

work. I can't fully explain this but she started acting weird to me. Other people also noticed, for example, that she couldn't have a conversation about anything because conversation requires interest and depression made her uninterested in everything. Everyone has an off day during an important lunch. But you can't have too many of those.



If career success is about building a strong, competent image of yourself over the course of time, then depression is the antithesis – it destroys your image relatively fast. People started to wonder who my co-worker really was. And she began to question her own abilities, because she couldn't seem to make decisions, she couldn't keep a schedule, suddenly she was just not reliable and no one knew why.

Depression made her hide. And be-

cause she wasn't married and didn't have kids, it made her hiding relatively easy. The only people who needed her on a day-to-day basis were her teammates at work. So the office was her only barometer for how much she was falling apart. She went to a psychiatrist because she didn't want to lose her job. But she told me later that in her depressed mind, she felt that if she destroyed her career, the feelings of hopelessness would kill her.

I had no idea how scary it must have been for her. But now she reminds her friends that it was her work that saved her. She said that work has been a mirror reflecting back and her career has been the thing she ultimately sought to save by getting medical help for mental illness.

For the 34 million people who identify themselves as African-Americans, depression is as prevalent a problem as it is for the population as a whole, affecting six percent in any year. Within the black community there are groups whose experience or environment makes them especially vulnerable to depression.

Yet, among African Americans, depression still carries a stigma. It is a word that is not easily uttered. Nor is the condition readily talked about. One major consequence is that depression is often misunderstood by those who have it, undetected and untreated, perpetuating unnecessary suffering at a time when helpful treatments are available and capable of preventing the long-term damage now thought to result from recurring bouts of depression.

According to an update on the U.S. Surgeon General's groundbreaking 1999 Report on Mental Health, black Americans receive needed mental-health care

at a rate only half that of whites. By some accounts, only seven percent of black women suffering from depression get any treatment, compared with 20 percent of the general population.

Shaped by culture as much as by biology, depression in blacks may find expression in symptoms that don't look very much like mood changes, such as fatigue, backache, and hypertension or overeating. The disorder is not only disguised in form, it is concealed in language, expressed in terminology definitely not that of the mental health system.

According to a black psychiatrist quoted recently in *Psychology Today*, blacks don't label it depression instead we say we're on our last nerve and" if you push me any further I'm going to lose it."

Part of the reason is that blacks feel that they are supposed to put up with all of the burdens placed on them. "Sixty-three percent of blacks see depression as a weakness, a problem only white girls can afford," the psychiatrist reported. "We're supposed to 'bear up.' And if we don't, we are being disloyal to our community in general and our aunts and grandmothers in particular.

Of course, blacks also know that owning up to a bona fide mental health problem could be used as one more way to look negatively at them.

Unfortunately, many blacks have come to believe that they are not subject to depression and don't recognize when they are struggling with it. And, of course, don't seek targeted help that can relieve disorder and prevent recurrences.

Symptoms of depression don't necessarily speak up in the blunt language of mental health either. Sure, there is the classic symptom of sadness. But studies show that up to 50 percent of all depressed persons don't display depression in emotional terms.

Instead, they report somatic symptoms. And African Americans are especially likely to be among them. Often, neither patient nor doctor is aware of the

true source of the problem.

Physical symptoms of depression commonly include chronic or recurring headache, abdominal pain, musculoskeletal pains in the shoulder, neck and lower back. Depression has long been associated with pain. It was once thought that people whose primary symptom was pain were somehow "denying" emotional disorder. The revised view is that somatic complaints are the way some people get depressed; there is a malfunction in the pain perception pathways. Depression is, after all, a disorder of mind and body.

It's more acceptable to suffer chronic pain than to say you are hurting. Unfortunately, some say that in black culture there has long been a contest as to who has suffered more, the black male or black female. No one knows whether some cultural or neurochemical uniqueness underlies the symptom presentation of major depression in blacks. But subtle neurobiological differences appear to affect the expression of other mental conditions in African Americans.

"There may be cultural universals and cultural specifics," says Carl C. Bell, M.D., professor of psychiatry and public health at the University of Illinois at Chicago. He has, for example, gathered evidence suggesting that blacks have a propensity to auditory hallucinations in bipolar disorder, and that blacks are unusually subject to sleep paralysis.

"I began wondering whether Freud is relevant for us," Bell told *Blues Buster*. "We need a black psychology."

Fatigue is a classic accompaniment to depressed mood for many, but especially in black women it may be the only sign of depression. Typically it is not picked up by primary care physicians, who are the main providers of help.

Fatigue is such a cardinal symptom of depression among black women that when West Coast mental health activists



recently launched the California Black Women's Health Project to address the prevalence of undiagnosed and untreated emotional distress in their communities, they appropriated as the title for their launch the famous remark of civil rights activist Fannie Lou Hamer: Sick and Tired of Being Sick and Tired.

Anger is another common manifestation of depression in the black community, among women as well as men. Some black psychiatrist have written that it is more acceptable for blacks to be angry than hurt over losses. They see anger especially among women struggling with a sense of loss and abandonment over not having had a male presence in their early life. It sets women up to feel negative about themselves, especially if they are not in a relationship. And it leads to difficulty in relationships, playing out powerfully in relationship conflict, a common source of depression among all women.

The high mortality rates for heart disease and stroke and the prevalence of high blood pressure, obesity and diabetes are also traceable to depression. Stress shows up not only as depression but it also shows up in obesity, hypertension and anxiety disorders.

Depression is a common, treatable illness. If you think you might have it, get medical help now. And keep an eye on your coworkers. Someone in your office may be depressed. He or she might be hiding from friends and family, but it's much harder to hide from work. Don't be afraid to recommend that person gets help – stepping up at work to say what you see just might save a life.



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OneLegacy and It's Donors HELP TO SAVE LIVES!



By Angela M. Cranon

Organ donation is a life-saving process, and yet, it is the least talked about subject among families and friends. However, there are organizations that specifically connect donors to transplant recipients in an effort to help save the lives of those who, with a new organ, could survive.

OneLegacy, headquartered in downtown Los Angeles, is an organization that bridges the lives of organ and tissue donors and transplant recipients. Its primary service is to evaluate organ/ tissue donor suitability, coordinate organ recovery, organ placement, tissue recovery, family support and aftercare, hospital staff education and public education.

It is the largest nonprofit, federally-designated organ procurement organization in the United States. Founded in 1977, OneLegacy is dedicated to achieving the donation of life-saving and life-enhancing organs and tissues for those in need of transplants.

Its goal is to provide a sense of purpose and comfort to those families it serves, within the seven-county Greater Los Angeles area, including Los Angeles, Kern, Orange, Riverside, San Bernardino, Santa Barbara and Ventura counties.

OneLegacy is the first in the country to exceed 400 donors in a one-year span. With approximately \$43 million in revenue, it serves 215 hospitals, 14 transplant centers and a multicultural population of 18 million people within the seven county service area.

"We work with the hospitals to help

them understand the donation process and help them facilitate the process in their hospitals," says Renee Hawthorne, who joined OneLegacy in 2001 to serve as the chief operating officer. "Donation is an opportunity for almost every family. I think the difficulty that we have with it is representing it in the right way and at the right time."

to walk out wishing they had done it or what it should have been."

There are a variety of ways a donor can help save lives or improve the quality of life. Tissue is much more utilized than organs because it can be stored and packed for years as opposed to an organ. The cornea/eye, heart valves, skin, bone, tendons, cartilage and veins are tissues that can be donated.

One of the greatest uses for skin tissue is for soldiers coming back from Iraq. The skin helps to cover burn wounds. For cancer patients, rather than lose an entire leg, for example, the doctors can cut out the cancer portion of the patient's bone, and replace it with a donor bone and graft it on. Or, when someone walks with a limp, a piece of donor bone can make the uneven part of the area even, to enhance the walking ability of a person. Football players have injuries to their ligaments that can be replaced by tissue.

Organs that may be donated include the kidneys, liver, heart, lungs, pancreas and small intestine. In almost all instances, only patients who experience brain death, a medically, legally and morally

accepted determination of death resulting from the lack of blood flow and oxygen to the brain, may donate vital organs.

OneLegacy has a team of specialists catering to the African-American, Hispanic and Asian-American communities who understand how cultural traditions, religious beliefs and perceptions of the healthcare system affect attitudes regarding donation.



Eunice Gibson celebrates her new life given by Peggy in picture

Noting the sensitivity of the situation, she continues by saying, "It's always difficult because it's usually sudden death. But what we do is to make the opportunity available to donor families and to provide an environment that is conducive to them. I don't want any family going away thinking, I really wish I hadn't done it. I think that's the worst. For some families it might be no. But we don't want them



According to OneLegacy, while African-Americans represent 12 percent of the U.S. population, they represent 27 percent of individuals on the National Organ Transplant Waiting List and 35 percent of those awaiting a kidney transplant. Currently, more than 21,000 African Americans are awaiting kidney transplants and that number increases daily.

Ralph Sutton, newly named OneLegacy's African-American Community Development Coordinator, states that, "White Americans donate more. In the case of the African-Americans, it is not something that is high on the list, or something that is talked about often in the communities. Usually, there is a lack of awareness in regards to organ and tissue donation. Organ donation can be done at no cost to them and it saves lives."

Sutton confirms that in the African-American community there are other things that are driven through initiatives or driven behind the church, such as prostate cancer and hypertension, but organ donation is not. "That is one reason why it is not considered something that is on the radar for the African-American community. It hasn't been championed by leaders and/or groups that have embraced other things," he acknowledges.

OneLegacy's on-staff specialists work in various capacities to make the decision, transition and experience for both donor and recipient as positive as possible.

Mily Teske, who has worked at OneLegacy since 1988, is responsible for working collaboratively with the director of the Procurement Transplant Coordinator and regional and assistant directors at OneLegacy. She is responsible for the initial referral through the evaluation and donor family follow-up, as well as obtaining consent for organ and tissue donation.

"We go on site. We review the patient's chart to make sure they are a suitable/qualified candidate," replies Teske. "We do early intervention with the family. Help them understand the testing that the doctors are going to do."

Hawthorne adds, "We follow a plan to ensure the family is kept up-to-date so when we approach them, they are a little more prepared to hear what we're about to ask. At least they've been aware of the grave diagnosis that their loved one might be progressing toward brain damage."

Kari Kozuki, a licensed clinical social worker, works as a medical social worker for OneLegacy. Her job is to focus on the donor families after they have consented to donate.

"As an aftercare specialist, we have a two-year aftercare program for our families, including those who may have consented to a donation, but because of medical reasons, couldn't. We treat everyone the same because what we honor is their intent to give a gift," comments

Kozuki.

OneLegacy does this through personal contact, as well as sending out a donor newsletter that addresses many of the stages of grief for a family. According to Kozuki, six months after the loss of a loved one is the first time most really start to feel the pain.

"The first two months, they are usually getting used to the loss, and then at six months, the family really starts to feel the pain. That's common, because it gets worse before it gets better, and that's why we spend two years with them as an after-care program to comfort them." Donors can receive the newsletter for as long as they want it. It is a vehicle to comfort families, as well as give them an outlet to share stories or read about someone else's experience. It is also used to keep them informed of various activities such as the events-donate life run/walk in which they can participate in honor of their loved one.

Why choose this profession?

"Sometimes you do cry with the family. You do feel sad, and they appreciate that you share their grief," articulates Hawthorne. "However, you never know how they feel, but you do sympathize with them. You know that they're thinking, 'How can I be sitting here today and yesterday we were planning our vacation?' I have found though that parents who have lost children want something to come out of these, for example, eight years from their child. One father told me when making his decision that he didn't want another

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How To Successfully Re-Enter The Job Market

By Sharon Woodson-Bryant

What is the biggest obstacle for a person successfully re-entering the job market today?

According to most career counselors, being relevant and up-to-date in your particular field is the most common hurdle to overcome. With technology moving so fast many people's skills and knowledge are outdated every couple of years.

What should you do to reconnect yourself?

The first step is to take some brush-up courses prior to beginning the job search. But also do some research into the field or industry you want to enter. Check out any recent legislation or news articles that talk about changes affecting your industry. That way when you sit down for an interview you can communicate that you understand the current work environment and what is expected if you should be hired.

Visit the library or bookstore to do some research. Perhaps a friend or colleague can help. Find out what refresher courses are offered by professional organizations, local colleges, and adult education programs. Brushing up takes time, so it helps to start thinking about your return to the workforce well in advance.

The key to reentering the workforce successfully is having skills that will give you an edge in the marketplace. You may need to brush up on rusty skills or acquire some new ones. For example, being computer literate is very important in many of today's jobs. If you do not have a background that includes using a computer, you may want to look into taking a computer course.

Begin reviewing your previous work

experience and listing the skills you acquired on earlier jobs. Then take a look at what you've done during your years away from the job market. Remember

probably will be some gaps. Now is the time to fill in those gaps, even before you begin your job search.

If you're interested in entering a new field, plan to take some basic coursework. You may need to put in several semesters before you have the skills for even an entrylevel job. Talk to an instructor or school advisor about the best way to get your skills up to speed quickly. If you need immediate work, you may have to take another type of job while you're attending classes.

Here are some tips on how to go about getting back into the working world:

1. Define your ideal job

First, it is important to define, in explicit detail, your ideal job. What would you be doing? Where would you be doing it?

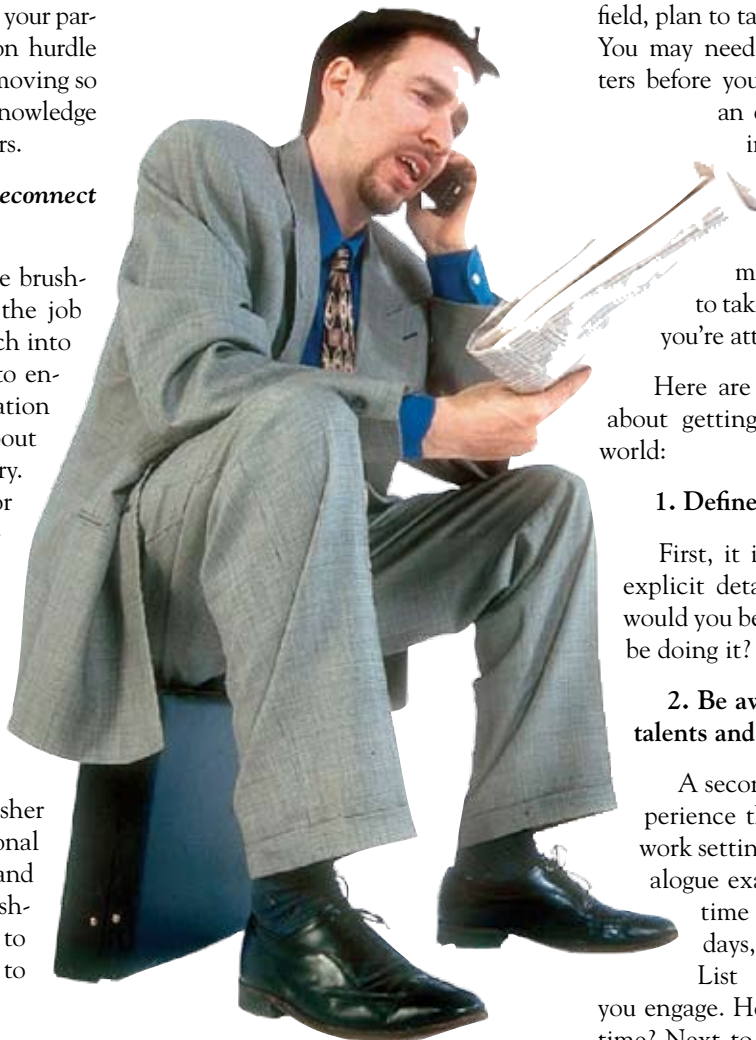
2. Be aware of your professional talents and skills

A second step is to define the experience that you can bring to any work setting. Starting tomorrow, catalogue exactly how you spend your time for the next two or three days, from morning to night.

List each activity in which you engage. How are you spending your time? Next to your list draw three columns; place a check in one of the three categories: (1) I love doing this, (2) I don't mind doing this, (3) I'd rather not do this. Now, you have a list of things with which you have experience.

It's the old adage, everyone has heard it: "You can't find a job without experience and you can't get experience without a job." So, how do you find a job with little or no experience?

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that all experience counts, whether you were paid for it or not. Think about the skills you've been using at home, in volunteer work or through your hobbies.

Then consider how they can be applied to a new job. Once you've listed your experience and skills, think about the type of work you want to be doing. Compare the skills needed for the job with the skills you currently have. There

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OneLegacy and Its Donors HELP TO SAVE LIVES!

father to feel what he was feeling, so he said, "Let's do it". I can do this job because I know that it saves lives."

Sutton, who has previously worked for 11 years as the National Deputy Director for the Sickle Cell Anemia Association, confesses that, "I had to search myself to see if I could go out into the community and promote this because this was the right thing to do. If I couldn't do it myself, sign up or register to become a donor, then how could I do this job? So I did the research. I found that there was a tremendous need for African-Americans, and Americans in general, to donate organs and tissue, to save lives. I had to ask the question, that if the only thing that could save me was an available organ, would I take it? The answer would be yes. Now if I would take it, why wouldn't I pass it on? I can embrace this job because I know that it saves lives."

Kozuki says, "People often ask how I can do this kind of work. Honestly, I've never felt depressed by the work that I've done, in contrast, I feel inspired by the work that I do. You get to work with families who have so much strength, and they are so giving, and unconditionally so. They have chosen to give to complete strangers to help other people, when they couldn't have that miracle happen for their loved one to continue on. It has helped me to appreciate what I do have and not take things for granted and live life each day. It makes you think differently about your own life."

It was personal reasons that really put organ/tissue donation into perspective for OneLegacy's Teske. She recalls, "My husband's niece stopped breathing at about four days old and was placed on a heart transplant list at UCLA. I got a taste of what it feels like to wait for a life-saving gift. So I put a lot more emphasis into my work and helping people understand the value of it, because there are so many people out there waiting for a gift that sometimes never comes."

OneLegacy's team tells it best when they say that what's comforting for a donor family is to know that their loved one has become a hero to someone they may never meet; that their loved one and the gift that they have given will continue to live on. And, even after their loved one has given this life-saving gift that OneLegacy continues to be grateful and will remember their loved ones.

Kozuki says, "I think a lot of people think that their loved ones will be forgotten. That's not true. Something as simple as having their love one's name on a name tag makes them feel good about their decision. I remember seeing a mom at an event and asking her to tell me about Matthew and what he was



like. She said to me, 'No one has said my son's name in about three years. They are afraid that if they say his name that I'm going to cry, and they won't know what to do. They almost make it seem like he never existed because they don't want to talk about him anymore, because they don't know how it is going to affect me.' "Because we had his name on a name tag, says Kozuki, that meant so much to her, and that's such a little thing."

Life-saving experiences: The Families:

While OneLegacy works as an organization to help save lives, the actual families who make that tough decision help to validate the efforts of these businesses that have the task of approaching the loved ones.

Erika Hernandez and her husband and Eunice Gibson are on two separate paths, but they are united in terms of understanding the reward of organ/tissue donation, even though they've never met each other.

Erika Hernandez and her husband lost eight-year-old Frankie on March 6, 2005. His mom tells the story:

He woke up and went to the park to watch the Sunday league baseball game. We left the park and headed home. He showered and had lunch and went out to play catch with his dad. He complained of a headache, and it was unlike him to complain. I asked him to lie down and he began to say it really hurts. So I suggested going to the hospital and he said, 'Yeah let's go.' That was unlike him too, and I began to worry.

As soon as we got onto the freeway he stopped breathing. I performed CPR and his dad called 911. The doctors at the hospital informed us he had internal bleeding and needed to be transferred to another hospital. We arrived at Cedars-Sinai and immediately he was placed in surgery. He survived the surgery, but was in a coma. Everything happened so fast. He had a brain aneurysm, and there was no way of previously detecting it.

We sat next to Frankie's bed, hoping for a miracle, even though we were told he was brain dead. A representative from OneLegacy walked in alongside Frankie's nurse, Pam. He asked if we were interested in giving the gift of life. I was offended at first because I still had hope. It was a slap of reality for me. In the moment, I had no other choice but to wish this was not happening to me, hoping this was simply a nightmare. Even though I was a registered donor, I was still taken aback by all of this.

It was sudden and scary. Everything
continued on next page

was so quick, in 24 hours I had to make a decision and say my goodbyes. The reality was that we were being asked to make a decision that could change a person's life for the better. I didn't ask anyone but Frankie and I prayed. I asked him, "What would you do? What should I do?" My response was immediate: "yes." There are other mothers that are going through feelings of a possible loss. Frankie gave me the strength to say yes.

On March 11, while at the cemetery planning his services, I was advised that Frankie had saved the lives of five children. With mixed emotions, I was happy for the children and their families. I was in the middle of laying my son to rest and knew he had saved five people. I was thinking that those families were very blessed because they had their kids, and I knew that my son was an angel that he had saved five kids.

Of the five children, Hernandez has met two of them, who both coincidentally attended the same school as Frankie, but they never knew each other. A little girl, Patti, received Frankie's intestines. Frankie's mom received a letter from the family thanking her for the gift and for giving the little girl a chance to live a new and better life. The family also explained that the little girl was able to eat for the first time in nine years and was learning the simple things like how to chew and swallow.

The little boy, Juan, received Frankie's heart and he actually spends a lot of time with the Hernandez family and even sleeps over their house and calls her his second mom.

"I feel very blessed that his family has taken us into their family. Now we're family, and he refers to me as my other mom and my other family. It's very rewarding. Every time he and Patti are around, I know that Frankie is with me and is now living through different journeys in life with these other kids."

She and her husband continue to celebrate life with their four-year-old daughter, Paulina, and eight-month-old son, Benjamin, who was born the day after

Frankie's birthday.

Eunice Gibson

In 2002, Eunice Gibson, a nurse by profession, and registered organ/tissue donor, received a double lung transplant. She was put on the donor list in September 1999 and received the transplant in February 2002. She had pulmonary fibrosis and scar tissue that had built up in both lungs that prevented proper air flow, which eventually developed into pulmonary hypertension, affecting her heart as well.

In Gibson's own words:

It affected all aspects of my life, I couldn't tie my shoes, cook a three-course meal. I could make cereal for my-



Erika Hernandez is encouraged that five lives of children were saved after the sudden loss of her son in picture

self. I couldn't completely dry off and get dressed. I couldn't walk up six steps. They were a challenge every day. Things you take for granted.

The hospital called me three times, each time, except for the last, lungs were damaged or they only had one. It was five o'clock in the afternoon when the hospital told me again to come in. They had lungs for me. I don't think I was ever not

certain that this would happen for me. I had a quiet kind of certainty and spiritual inward feeling that I was going to be okay.

I have met the family of the recipient via telephone and letters. I mostly talk with Peggy's sister. I also have a picture of Peggy. She had a strong need to donate. She was in the medical field, as well as her sister. They were both RNs. Peggy had a stroke, but lived long enough to know what the outcome would be. She knew she was going to be a donor. About six months after being home, I wrote a letter to the family. OneLegacy contacted the donor family to get the consent to see if they wanted to hear from me. My donor's sister asked for my address and telephone number. I was happy to give her whatever she wanted. It's been five years. We talk at least twice a year.

It's a completeness. It's a blessing to know the family who has given me life back. I barely existed and would have died without a transplant. I don't know which would have been worse, the fact that I would have died or how I was existing, because it was a minimal existence at that point.

I was an active RN, working in labor and delivery. Once that's removed, you're in limbo. Then, here comes someone who has made the decision to give you your life back. I literally feel as if I know my donor Peggy. Her sister shares information about her. It's done on a continual, yet slow, basis as to what we feel each other can handle because it is a unique relationship.

It's closure, it's motivating, because with this life that she's given me back, I'm more determined to take each day as a blessing, take time to relish that day, and admire that day. I'm now working two days a week.

With this experience Gibson says, "My best message to those people, if you look around at the number of people today, of people needing a transplant, lung, heart, and liver, for example, the num-

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SEVEN CAREER KILLERS

By Erin Burt

You worked hard to get the education, the skills and now the job. Don't let these mistakes sabotage your climb up the career ladder.

Lying on your résumé, stealing office supplies or failing to show up for work will surely dampen your career prospects. But young workers need to beware of less-obvious mistakes that can sabotage their careers. Your behavior, attitude and appearance will play important roles in finding success, not only in your first job, but throughout your entire working lifetime.

As someone just starting out in the work world, you probably don't have a reputation yet. Take advantage of this blank slate. "You want to be seen as an up-and-comer, not the stereotypical young slacker," says Marty Nemko, a job coach in Oakland, Cal., and columnist for Kiplinger's Personal Finance. Avoiding these seven career killers will help you craft a stellar reputation and keep your career on track.

1. Procrastinating. Remember the first time you put off studying for a test then crammed at the last minute and still got a decent grade? Many of us have been procrastinating since grade school and have done just fine, but that's a habit you've got to break. "There's no grade inflation in the workplace," says Nemko. If you pull together a report or presentation at the last minute, your shoddy preparation is going to show. And if something unexpected happens -- say your computer crashes or a key contact fails to return a call -- the old "dog-ate-my-homework" excuse isn't going to cut it. "Procrastination is an ingrained habit," Nemko says, "but if you don't kick it pretty quick,

you're going to find yourself on the corporate slow track."

2. Having a sense of entitlement.

Our generation was raised on instant gratification -- we're used to getting what we want, and getting it now. Yet when it comes to our careers, no matter how hard we work, we cannot get five years of experience in one year. Younger employees tend to feel entitled to quick promotions, says Randall Hansen, founder of Quint-



essential Careers and associate professor of marketing at Stetson University in Deland, Fla. Falling into that trap can, instead, hinder a climb up the career ladder. If you carry the attitude that you deserve to be promoted or else, you may find that "or else" is your only option, says Hansen.

Fresh out of school, you're on the bottom rung of the career ladder, which means you're going to have to pay some dues, such as taking on jobs others don't want or working days others want off. But that doesn't mean you should accept your low status forever. Learn more about how to know when it's time to move up -- and how to pull it off.

3. Settling into your job description.

You may have your set responsibilities, but you should always be on the lookout for opportunities to shine. Going above

and beyond your mundane entry-level tasks can demonstrate your untapped talents and show your boss you're not afraid to take initiative. Settle into your job description for too long and your reputation may be cast as a low-level lackey.

You may have to do a little self-promotion, but try not to come off as a braggart. Nemko's daughter, for example, got her first job working for Hillary Clinton but her job description was to answer letters to Socks, the Clintons' pet cat. Soon after starting, she approached her boss and said she was willing to pay her dues, but that she had good research and writing skills. She pointed out that she might be useful on some other task. A few days went by and her boss asked her to research a topic and write a one-page brief for Clinton. She ended up spending a year as a researcher that certainly beats handling feline fan mail.

4. Avoiding office politics.

When it comes to playing office politics, there is naughty and nice. Naturally, you shouldn't engage in backstabbing and gossiping. But avoiding politics altogether can be deadly for your career. Like it or not, every workplace has an intricate system of power, and you can and should work it ethically to your best advantage. To get a promotion, avoid downsizing or get a project green-lighted, you need co-worker support. Get that backing by building relationships, asking others for advice, offering your help and showing sincere interest in others, advises Nemko.

It's also crucial to identify your workplace's hidden pockets of power. On paper, a certain person may be in charge, but you need to know who else in the office has influence so you can be sure to impress the right people.

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Mental Health Takes Priority with County Directors and Opens up Job Opportunities

James C. Allen, Deputy Director of the Los Angeles County Department of Mental Health's Adult Systems of Care-Jail Mental Health Services (ASOC-JMHS) and Dr. Kathleen A. Daly, M.D., M.P.H., Medical Director of ASOC-JMHS, make it their business to provide state-of-the-art mental health services to improve the lives of individuals with mental illness.

Allen and Dr. Daly, who in addition to her responsibilities with DMH is also a UCLA-NPI Associate Clinical Professor, have responsibility for the largest number of programs in DMH, with over 1,000 staff. ASOC has 12 directly operated programs in the Southern area of the county, responsibility for setting policy for adult programs throughout the county, and oversight and coordination of the Countywide Homeless & Housing Division.

The November 2004 passage of Proposition 63 (known as the Mental Health Services Act or MHSA) provides the first opportunity in many years for DMH to increase funding, personnel, and other resources to support county mental health programs and monitor progress toward statewide goals for children, transitional age youth, adults, older adults, and families. The Act addresses a broad continuum of prevention, early intervention, and service needs and the necessary infrastructure, technology, and training elements that will effectively support this system (<http://www.dmh.ca.gov/mhsa/default.asp>).

According to Daly, "MHSA has inspired a lot of rethinking on how we provide care in our system. Our primary

focus is still on adults, however we also have facilities that provide children's services. For a long time, programs for adults and children have functioned entirely separately, and you can imagine that children of parents with serious mental health problems are at risk for having mental health problems as well. They need extra support. It really makes sense to combine children and family providers into groups that could utilize the expertise of each team member to care for the whole family."



James C. Allen, Deputy Director of the Los Angeles County Department of Mental Health's Adult Systems of Care-Jail Mental Health Services (ASOC-JMHS) and Dr. Kathleen A. Daly, M.D., M.P.H., Medical Director of ASOC-JMHS

So far, Allen and Daly have made such changes in four clinics, including the Augustus F. Hawkins Mental Health Center (AFHMHC), Compton Mental Health Center, and two others with predominantly Pacific Islander populations. Allen and Daly insist, "The same old solutions can't be tolerated because the same old ways do not work."

Under the management of Allen and Daly, AFHMHC, located at 1720 E. 120th Street in Los Angeles, has grown to become one of the most comprehensive community-based mental

health programs in the Western United States. This program, which is part of the Department's transformation efforts, is being developed into a model of how Family Focused Mental Health Services can be provided in an ethnically diverse urban community.

"Things are being done in a way that the county has never done before," Allen reports. "As an example, we have developed a relationship with the National Institute of Mental Health (NIMH), which funds research throughout the country.

A year ago we went to Washington to form a partnership with NIMH to look at the most effective ways of delivering services to individuals with mental illness. One of the first grants emanating from this partnership is in the process of being funded for \$4 million over a three-year period."

Daly adds: "One of the things that we've learned through some successful programs, particularly because of Assembly Bill 2034, is that people need intensive services. If you have a serious mental illness, your success depends on getting all kinds of

help: not just mental health treatment, but housing and assistance in staying in that house and getting along with your landlord, being reunited with your kids, helping your children, and so on. If you think about all the complicated things that working mothers face, add that to the challenges of mental illness, or whatever interface you have with the legal system. It's pretty daunting to think about. The only way we're going to be successful is to have partners who can deal with

continued on next page



the whole person and the whole person's needs."

In addition to countywide adult services and mental health services for adults and children in the Southern area of the county, Allen and Daly are responsible for mental health services provided to adult male and female inmates at the Twin Towers Correctional Facility, Men's Central Jail, Pitchess Detention Facility, and the Century Regional Detention Facility (for female inmates).

JMHS is challenged daily with the goal of delivering high-caliber mental health services in one of the nation's most complex settings. Of the 20,000 inmates housed within Los Angeles County jails, approximately 2,000 are receiving mental health services. The competing interests of maintaining security and safety, versus providing services in a setting that would promote treatment adherence, maximize stability, facilitate inmates' ability to deal with the charges for which they are being held, and cope with life in an extremely stressful environment provide additional challenges. Improving the lives of inmates with mental illnesses, where the impact of your work can mean so much, is the most rewarding of any job in DMH.

"There are some unique challenges with men between the ages of 18 to 25 in order to transition them. There are so many young people who did not receive care when they were younger, and as a result, many of them end up in our adult jail," notes Allen. "We're looking at how we reach this population to find out what is happening throughout the nation in terms of addressing this issue. No one has the answer for this particular population. Their needs are much different than mothers with young children. But we have to break that cycle with everyone."

A recent significant development is ASOC-JMHS' establishment of the Adult Justice Academics and Research Administration (team) that will be responsible for ongoing development and direction of quality, outcomes, and evaluation initiatives, including research projects funded by NIMH, the Substance Abuse and Mental Health Services Administration, the California Department of Corrections and Rehabilitation's Mentally Ill Offender Crime Reduction (MIOCR) grants, the U. S. Department of Justice, and private foundations such as the California Endowment, and the Gates and Hilton Foundations. In addition, the team will augment and oversee

training opportunities for Addiction Psychiatry fellows, psychology and social work interns, nursing and other disciplines, as well as enhance training and continuing education for JMHS clinicians, trainees, and staff. Also central to the functions of the team will be program and systems development to enhance efficiency and quality of services for inmates that will initially focus on coordination of care with community-based providers and enhance reintegration at the time of release from jail.

Although he faces many challenges, Allen still finds it rewarding to help those who might otherwise get lost in the system. He has worked for the county in several capacities since 1969, and for DMH for the last 25 years.

"I love my job because you can really see the difference you can make in the lives of people," he says. "It is rewarding to be able to implement a program and see the results of the programs. There have been so many over the years that did not work. It's unbelievable the amount of money that has been spent on programs that should have been terminated. We must have definable outcomes to determine the best approaches to deliver mental health care."

Dr. Daly, who came to work for Allen about four years ago, concludes by saying, "Mental health is having the ability to reach one's goals and not having the symptoms of mental illness interfere with your ability to reach your own goals. Our responsibility is to provide services to those with mental health needs to the extent that we have resources available. Those resources are limited and so our ability is somewhat limited. But we're moving in the right direction with our support system and our rethinking of the traditional system of care."

Because of expanding programs, many job opportunities are available within the Department of Mental Health. More job information can be found by calling (213) 738-3079 or visiting the DMH website at <http://dmh.lacounty.gov/default.asp>.



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How To Successfully Re-Enter The Job Market

Your list of experience might include: organizing tasks, reading, memorizing, researching, web-based research, writing, and interacting with others. Don't forget to consider your hobbies or other interests. For example, if you are active in your church or community organizations, you may have developed excellent leadership and administrative skills. You might have also acquired skills from your social life. Soft skills such as how to relate to others and getting them to like you are very valuable to some employers, such as those in marketing, sales, conference planning, higher education, etc.

3. Incorporate all of your skills into your resume in a way that enhances them—not diminishes them

Many people differentiate between their volunteer and paid experience, this

is a mistake. Employers care most about what you can do for them—not where you acquired the skill or whether you were paid to learn it. Describing experience as a volunteer is a way of minimizing it, especially in a society where some measure self-worth by the size of their paychecks. Instead, create a heading such as: “Professional Experience” or “Professional and Academic Experience” and place your relevant experience below it.

4. Acquire experience through internships and volunteer activities

What if you want a job that requires experience that you do not have? What if you want to be a web designer or a public relations writer but do not have related experience? Here's where volunteering or interning is an excellent idea. Do your best to seek out an experience in which you can develop useful skills and hopefully, useful contacts. Ideally, volunteer or intern in a place where you would like to be hired. Then, do a great job.

5. Create work samples

What if you are self-taught? If you want to do something in which you have no formal training, create some work samples. Let your portfolio speak for itself. 6. Network Everywhere In addition to professional organizations, many college graduates are turning to their alma mater's career office for everything from job listings to counseling sessions. Although college career offices have long offered services to alumni as well as students, many have stepped up their assistance amid the economic slowdown. Even alumni who live hundreds of miles away can log on to their college career center's website to take advantage of the services offered.



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OBAMA COOLS ON AFFIRMATIVE ACTION

By Eugene Robinson

WASHINGTON—Barack Obama doesn't think anyone should cut his two daughters any slack when they apply to college—not because of their race, at least. In the unlikely event that the Obama family goes broke, then maybe.

In an interview broadcast Sunday on ABC's "This Week," Obama waded into the central issue of the affirmative action debate: race vs. class. Perhaps typically, Obama's remarks were more Socratic than declarative. He didn't really answer the question, he rephrased it. Maybe the way he posed it, though, will lead to a discussion that's long overdue.

George Stephanopoulos asked Obama if his daughters should be able to benefit from affirmative action when the time comes for them to go to college. The girls "should probably be treated by any admissions officer as folks who are pretty advantaged," Obama said.

Stephanopoulos was driving at the question of whether race-based affirmative action programs are still needed. Another way to frame the issue is whether race or class is the more important factor in our society. Are minorities raised in middle-class or wealthy homes still held back by racism? Or should we now focus on socioeconomic status as the principal barrier keeping people from reaching their potential?



Obama's answer, basically, was yes. To both questions.

Obama has repeatedly gone on record as a supporter of affirmative action. But "if we have done what needs to be done to ensure that kids who are quali-

fied to go to college can afford it," he said in the ABC interview, then "affirmative action becomes a diminishing tool for us to achieve racial equality in this society."

He seemed to side with those who think class predominates when he said, "I think that we should take into account white kids who have been disadvantaged and have grown up in poverty and shown themselves to have what it takes to succeed."

It's hard to disagree with that proposition, especially as economic inequality worsens in this country. Harvard University (where Obama went to law school) has taken the lead in guaranteeing that money will not be an obstacle to qualified low-income students.

But Obama seemed to agree with those who point to the lingering effects of racism when he noted that "there are a lot of African-American kids who are still struggling, that even those who are in the middle class may be first-generation as opposed to fifth- or sixth-generation college attendees, and that we all have an interest in bringing as many people together to help build this country."

That observation points to circumstances that have to be taken into account. Diversity, in my view, is very much in the national interest. But diver-

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SEVEN CAREER KILLERS

5. Not being a team player. Getting stuck with this label is one of the fastest career killers, says Hansen. But young workers face a delicate balance. "You can't be so much a member of the team that your individual efforts are not recognized and rewarded," Hansen says. You still need to demonstrate your skills and abilities to successfully build your career without giving the appearance that you're only interested in looking out for yourself.

6. Not dressing the part. In an ideal world, you would be judged by your merits alone. However, we live in a visual society. How you present yourself can play a crucial role in the progress of your career. You want to look put together and in control, not sloppy and indifferent. Keep your hair and nails trimmed, your clothes ironed and your breath smelling nice.

As for your apparel, take your cues from what others are wearing -- you don't want to show up in a suit and tie if jeans are the norm. But it doesn't hurt to dress for the job you want, advises Nemko. It can set you apart from the rest of the crowd and subtly help higher-ups visualize you in a position of more power and responsibility. If you want people to take you more seriously and build influence, you've got to dress the part.

7. Failing to network. You've heard that networking can be a good tool to help you find a job, but maintaining your contacts after you're hired is critical to the continuing success of your career. Keeping in touch helps you stay atop the latest issues in your field and gives you people to call on when you need advice. And a contact just may help you land your next job.

When you're first starting out, you probably don't know many people in your field, but there are plenty of ways you can plug into the grapevine:

1. Check out the resources offered by

your college alumni association.

2. Join a professional organization or club.

3. Subscribe to a trade magazine.

4. Find online discussion groups for your industry through groups.google.com.

5. Keep in touch with college acquaintances in your major, especially those who may have graduated before you.

6. Don't be a wallflower at conferences and other functions. And always keep a business card on hand when you're outside the office. You never know when you might run into a potential contact.

Don't forget to build rapport with higher-ups in your office. You can introduce yourself at informal company socials or even while riding in the elevator. Then send them an e-mail or stop by their office to ask an occasional question or to follow up on something you chatted about previously. You never know when that friendship could come in handy down the road.

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bers are increasing, especially for kidneys for African-Americans, and other minority communities as well."

"You may find yourself on the opposite end one day where you may need the transplant," she shares. "I had put the pink dot on my card, but I never thought that I would need a transplant, so it gave me the piece of mind that I was willing to say yes to donation and I could willingly accept that someone had come forth that in case something does happen to them tragically, they would become a donor and could save lives. Look at the facts, know the myths. The transplant and the doctors in the emergency rooms are separate entities. It's not like you see on television that the ER doctors are the ones doing the transplant; that someone has come in and they are critical and this person is a candidate to be a donor, and they go through the process. That's an

incorrect concept. Just like my doctors, they worked just as hard to save my life before I got a transplant."

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The facts are as incredible as they are real. There are currently more than 90,000 people on the National Organ Transplant Waiting List and that number changes each day. Know the facts that

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OBAMA COOLS ON AFFIRMATIVE ACTION

sity is a process, not a destination. We have to keep working at it. And since a college degree has become the great divider between those who make it in this society and those who don't, affirmative action in college admissions is one of the most powerful tools we have to increase diversity.

The formal separate-but-equal framework is long gone, but de facto separation and inequality persist. Minority students are disproportionately disadvantaged by having to attend substandard primary and secondary schools. Their parents, disproportionately, may not have attended college, and thus may not be familiar with all the things parents have to do to make their children competitive when it comes time to apply for college admission. And while racism is not the

institutional and legal straitjacket it was 50 years ago, it persists in subtler yet still pernicious forms.

Yes, class is important. But race is, too, and while I hope we eventually get to the point where race is irrelevant, we still have a long way to go.

As for Obama's assessment of his daughters' privileged status, that's just a statement of the obvious. With such Type A, high-wattage parents, those girls probably will have the grades and test scores to get into any college. And if they don't, they will benefit from a different affirmative action program—one that for many generations has ushered the academically undistinguished scions of prominent families into the nation's most selective colleges and universities.

Let's not pretend that college admissions has ever been a level playing field. Obama graduated from Columbia; his wife Michelle from Princeton. This

means that at those two Ivy League schools, their daughters will be "legacy" applicants, just like George W. Bush at Yale and legions of Kennedys at Harvard. Given the Obamas' power and fame, admissions officers at the schools they attended—and probably at other elite schools, too—are going to find a way to let the Obama girls in.



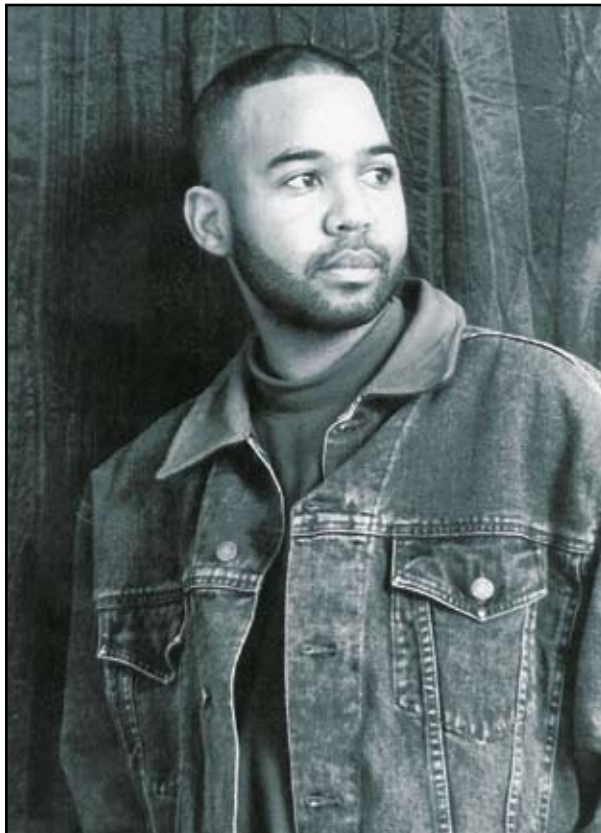
Business Profile

DARYN HARKEY'S STORY

Fourteen year old Daryn Harkey was to be number 232 on the list of medical elite. But no one knew that. As a child, Daryn simply shared the dreams of all young boys: he loved playing baseball and football and enjoyed spending time with cousins and friends. His only limits were the bounds of his gifted imagination. On a typical summer outing to an amusement park, Daryn, who had always been very active, had difficulty keeping up and had to rest often. Daryn's fatigue persisted and was accompanied by an unusually debilitating cough. Perplexed by their child's worsening condition, his parents took him to the hospital where doctor's discovered from chest x-rays that his heart was alarmingly enlarged. Daryn was diagnosed with cardiomyopathy, a disease that permanently weakens the heart muscle. The Harkeys were informed that their son's only chance of survival was a heart transplant.

After weeks of waiting for the arrival of a donor heart, the family relocated to Palo Alto, California so that Daryn could receive expert attention from the staff at Stanford University Hospital, a move that would not have been possible had it not been for tremendous community support and tireless fund-raising efforts. Knowing Daryn's recovery would ultimately be his battle alone, Daryn was given complete control over decisions concerning his care. Daryn faced the burden of his illness and accepted the challenge. At that time, in the spring of 1982, Daryn Harkey made history, becoming one of the youngest, and the first African American child, to

receive a heart transplant. His name being added that day to the growing list of divinely grateful transplant recipients at Stanford.



Daryn's recovery proved to be difficult. Within the first week, he developed a massive infection and had to undergo a second operation. After a slow recovery, the family returned to Los Angeles and prepared for Daryn's return to school in the fall. Trying to fight frequent rejections, his kidneys failed and the rigors of high school academics were frequently interrupted by trips back to Stanford for checkups and procedures. On one such visit, the Harkeys were given the grim news that Daryn would need another transplant.

While at home waiting for a new heart, Daryn made a miraculous recovery. It was at that time that Daryn came to believe what his grandfather had always said, "Never discount the power of prayer". Knowing the value of the gift he was given and understanding how precious life was, Daryn shared his beautiful nature and loving heart, making lasting impressions on all who had the pleasure of knowing him.

It is in this spirit that the Daryn Harkey Wellness Foundation began. In honoring Daryn's brief, but courageous life, we seek its greater purpose. The Foundation was established to aid and support children 18 years and younger who are challenged with a life threatening illness involving organ transplantation. Our goal is to better educate and inform the African American community about the need for greater awareness and participation in tissue and organ donation. The Daryn Harkey Wellness Foundation takes the position that where there is knowledge, there is direction for positive change.

The Daryn Harkey Wellness Foundation is a charitable 501(c)(3) non-profit organization, and is listed as Local Independent Charity #48044 for the Fall 2007 Greater Los Angeles Combined Federal Campaign.

To find out more, please visit our website www.harkeywellness.org. It is with your support that we can continue to assist families challenged while waiting transplantation and spread the knowledge of the unlimited possibilities that organ donorship provides.

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Understanding Your 401(k) Options.

Once you leave your employer, you have four main choices to consider when determining what to do with your 401(k):

- Leave your money in your old employer's plan. You don't have to do anything. You can leave your money in your old employer's plan and put any immediate decisions on hold. This might appeal to those who do not want to lose the mix of investments they currently have. On the other hand, your investment options may be limited, and you cannot make any additional contributions to the plan. If your account is valued at \$5,000 or less, your former employer may roll over your account to an IRA.

- Move your money to a new employer's plan. You may have the option of transferring the funds directly into your new employer's plan. Most of the time, the investment options are different, so you'll need to take a careful look at how your money was invested in your old plan when choosing the mix in your new plan. But you can use this opportunity to choose a mix that is more to your liking.

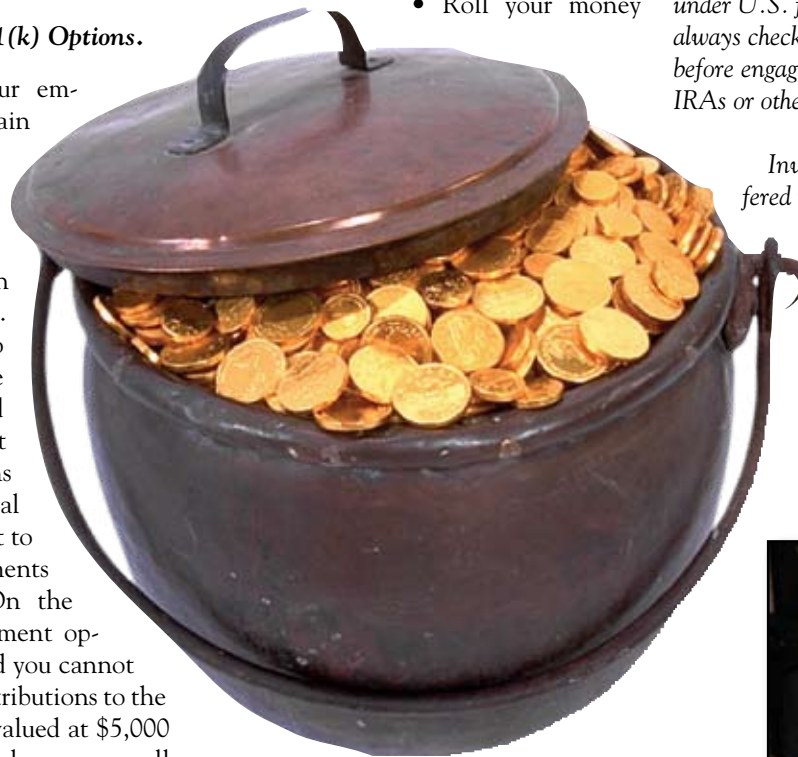
- Receive a distribution. When you leave an employer, you may consider receiving a distribution from that company's 401(k) savings. You will receive a check, minus 20 percent federal income tax withholding. Unless employment is terminated during or after the year you attain age 55, withdrawals before age 59½ are subject to a 10% penalty in addition to federal income tax. Plus, the distribution might push you into a higher tax bracket for the year. Finally, if you take and spend your 401(k) savings today you will have less to retire on later.

- Roll your money

than an employer's 401(k) Plan.

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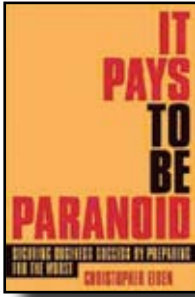


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over into an IRA. A Rollover IRA is designed to defer taxation on distributions until withdrawals begin. Since you pay no current taxes, the rollover account allows the entire rollover amount an opportunity to grow tax-deferred until distribution. When funds are withdrawn from a Rollover IRA, they are taxed at your ordinary income tax rate. This tax deferral can be a very valuable advantage. Also, a Rollover IRA will often offer you greater investment flexibility



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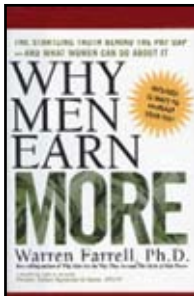
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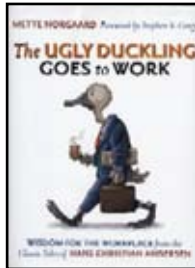
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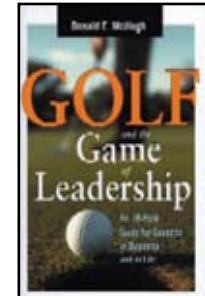
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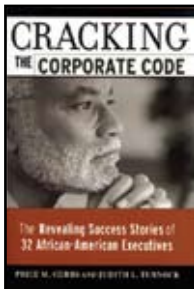
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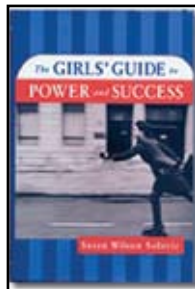
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