

# WOMEN'S SYMPOSIUM

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 98 lbs. and determined to do a so called "mans job," and make the same pay. She finally built up the strength in her small frame to lift the ladder used for the job, and soon became known as the first female installer in the United States.

"Learned Helplessness" was the state that Mrs. DeBow was in for ten years. She explained that she was never interested in moving up the corporate ladder because she was comfortable where she was and never really thought about it. "You have to know where you're going, in order to get there," she said.

DeBow explained that every opportunity is the opportunity to market yourself, but if you're standing on the street corner drinking a forty ounce, this is considered negative marketing.

Realizing she could reach higher grounds, her determination once again landed her a management position at U.S. West Communications where she rendered her services for 21 years. Her mentors, Saul Toujilio/Vice President, and Gary Aimes/

## S.T.E.P.

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 given preferential treatment when competing for jobs that will be available as a result of the new properties opening. M.G.M., Luxor Treasure Island and other well-established Las Vegas companies are expected to participate.

A variety of positions are being considered, including but not limited to: cooks helper, guest room attendant, porter, kitchen worker, and bus person. Your interest and experience will be very valuable to us in helping you compete for openings that are offered to our training program graduates.

You can complete an application for the program at: Nevada Business Services, 930 W. Owens. Applications will be accepted Monday - Friday from 9 am - 12 p.m. and 1 p.m. - 4 p.m.

## HEALTH FOCUS

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 walking daily, begin with five minutes of leisurely walking for a week and slowly work up to 15 minutes. Then gradually increase your pace.

— Do not expect to see improvements overnight. Patience and persistence will help you reach your goals.

Health Focus is a monthly medical column written by Dr. Donald E. Wesson, an associate professor of medicine at Baylor College of Medicine in Houston.

President, steered her in intersecting directions, one saying she was ready for promotion, and the other saying she wasn't ready. She, at this point, decided that she wanted more for herself, and became set on quitting. Before resigning, she was the Executive Director. She says she was somewhat vacationing when she received a phone call saying that she had been promoted to Vice President. She stuck to her guns and told the president of the company, from whom she had just received the call, "I Quit!" She described moving up the corporate ladder as a game. "You have to know

## TO BE EQUAL

*(Continued from Page 2)*  
 public housing projects in Watts.

The constant refrain that we heard during our stay in Watts was "We want jobs. ..health care... child care.. .education... and an end to crime and violence."

Of course these are not revolutionary demands; rather these demands are fundamentally issues that all Americans hold dear to being a priority. The difference is that the people who live in public housing projects throughout the nation are "sacri-

the rules if you want to play," she says. They wanted DeBow to change her style or take what may be described as behavioral assessment courses. She wasn't going by the rules. "You can hold on to yourself and be successful," she says. Her presentation showed that.

She currently resides in Arizona, where she is the President of her own company, CAND, INC. She conducts seminars on cultural diversity, leadership and personal goal setting to government and private agencies, and ironically is contradicting with the company from which she recently resigned.

fic" on the nation's alter of racial discrimination and economic exploitation.

Thus, we left Watts encouraged and reinvigorated. There is good news from the "Hood." Gang related violence is beginning to somewhat decrease. The initiative taken by young gang members in Los Angeles to declare a "truce" is one of the most significant acts of the 20th Century.

Now that the "truce" has held for more than one year in Los Angeles, there are other "truce"

Recognize that the "Glass Ceiling" exists, position yourself for strategic planning, be aware of people who stereotype, find a mentor, network, embrace diversity, have a plan for life long learning, be realistic, and have the ability to lead and manage people, was the advice that DeBow left for those in attendance.

Jeanne Jones followed with tips on taking the entrepreneurial plunge, and left a thought by Mark Twain for all:

"The Woman Holding The Cat Will Have 40x more experience Than The woman Watching!"

movements evolving in the other largest cities in the United States.

Mr. Fred Williams and his Cross Colors Foundation based in Los Angeles have joined us in the struggle to transform and improve the social condition of the African American community.

While others wait for the next trial and suspense to occur in Los Angeles, we will be working with sisters and brothers at the grass roots level to ensure justice, peace and economic empowerment.

## EMPLOYMENT

CLARK COUNTY, NEVADA

### ENGINEERING TECHNICIAN I

Clark County is currently seeking a qualified engineering technician for its Public Works Department.

Requires equivalent to course work in Algebra, Geometry and Trigonometry. Some experience in traffic engineering is desirable. Equivalent combinations of education and experience may also be considered. Excellent benefits package, including fully paid retirement. NO STATE INCOME TAX.

Salary Range: \$23K - \$33K

Closing date: June 1, 1993

Clark County Application Required.

Clark County Personnel Department  
 225 Bridger Avenue, Ninth Floor  
 Las Vegas, Nevada 89155  
 (702) 455-4565  
 M/F/D

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CLARK COUNTY, NEVADA

### ENGINEERING TECHNICIAN II

The Clark County Sanitation District is seeking a qualified individual to perform drafting and geographic information system functions utilizing ARC/INFO software in a VAX/VMS computer environment. Requires two (2) years of technical engineering experience supplemented by course work/seminars in algebra, geometry and trigonometry. Experience with GIS ARC/INFO software and VAX/VMS is highly desirable.

Salary: \$26,650 to \$37,977

Last day to apply: June 11, 1993

Apply to:

Clark County Personnel Department  
 225 Bridger Avenue, Ninth Floor  
 Las Vegas, Nevada 89155  
 (702) 455-4565  
 M/F/D

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Reynolds Electrical & Engineering Co., Inc. is the largest prime contractor for the U.S. Department of Energy's Nevada Operations Office (DOE/NV). Our primary responsibilities focus on operations, management, and construction at the DOE's Nevada Test Site (NTS).

### SENIOR BENEFITS SPECIALIST (WORKERS' COMPENSATION)

Work Location: Las Vegas, Nevada

This position encompasses coordination of medical review and managed care of self-insured workers' compensation claims. The incumbent must have four years of medical and/or utilization review experience in a hospital or private utilization review organization or insurance rehabilitation setting, with at least one year's experience in medical case management or industrial medicine. Familiarity with Nevada WC statutes, medical bill review, rehabilitation, and return-to-work programs, and computer adaptability is desirable. A bachelor's degree or equivalent experience is required. Strong communication skills are a definite plus.

EQUAL OPPORTUNITY EMPLOYER - M/F

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