

DIVERSITY

(Continued from Page 21)

R. Roosevelt Thomas, Jr., D.B.A. of the American Institute for Managing Diversity offers, "There is a growing recognition that a failure to address the challenges and opportunities associated with diversity will be costly, not just in connection with race and gender matters, but with respect to other dimensions as well." Thomas concludes that there are seven possibilities in the way managers approach diversity in the workplace.

1. Exclusion — minimizing diversity by keeping diverse elements out or by expelling them once they have been included.

2. Denial — where managers try to ignore the dimensions of diversity (i.e. pretending to be color-blind, gender-blind, etc). It should be noted that denial is

viable only if the object of your denial permits the practice. Individuals celebrating their uniqueness and cultural identity are reluctant to allow that sort of hypocritical denial.

3. Suppression — managers encourage entities to suppress their differences . . . this they say, in order to maintain good team spirit or minimize conflict.

4. Segregation — not necessarily only to the extent of the back-of-the-bus, but to other practices such as clustering members of racial or ethnic groups in certain departments, limited to certain levels within the organization, isolation or piloting a new approach in a single corner of the corporation, and developing special programs for minorities or women in particular.

5. Assimilation — managers attempt to transform the element

with the differences into clones of the dominant group thereby minimizing the differences between the entities.

6. Building Relationships — the assumption being that a good relationship can overcome differences. While this approach has the potential to foster acceptance and understanding, often it's used to minimize differences. In other words, by focusing on similarities, the hope is to avoid challenges associated with differences.

7. Fostering Adaption — the parties involved accept and understand differences and diversity, knowing full well that those realities may call for adaption on the part of all components of the whole. As an illustration, a corporation's managers may hire people who are different, while knowing and expecting that they (the managers) will have to explore possibilities of system and culture changes to assure an environment that works for everyone.

I'm sure that like me, many of you have experienced one or more of the aforementioned

approaches in your experiences in the workplace and other aspects of life in general — not only in the Southern Nevada community, but in these United States.

Remember, Self-Empowerment is the Key as a People - as a nation! Any questions? Write to me c/o Business, Las Vegas Sentinel-Voice Newspaper, 1201 South Eastern Avenue, Las Vegas, Nevada 89104 or call 456-3838.

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LEGAL NOTICES

CLARK COUNTY
INVITATION TO BID
BID NO. 3320-94

CONTRACT NO. 953
McCARRAN INTERNATIONAL
AIRPORT WESTSIDE DRAINAGE

DESCRIPTION OF WORK

This Contract involves the construction of improvements in the drainage systems along the west side of McCarran International Airport, and includes grading and drainage improvements in the infield area of Runways 1L/19R and 1R/19L, and the construction of a new perimeter drainage channel along the west side of MIA consisting of a combination of concrete lined channel, rip-rap lined channel and box culverts.

PRE-BID CONFERENCE:
March 23, 1994 at 9:00 A.M.
Fifth Floor, Main Terminal
McCarran International Airport

The purpose of the Conference is to review and discuss both the specifications and the County's and FAA's Disadvantaged Business Enterprise policy.

Bids will be received in the Office of the Clark County Director of General Services, Purchasing Division, Bridger Building, Tenth Floor, 225 Bridger Avenue, Las Vegas, Nevada 89155 on April 7, 1994. Bids must be time-stamped at 3:00 PM or before. Bids time-stamped at 3:01 PM or after will be returned to Bidder, unopened.

Full-size and half-size sets of plans are available at the McCarran International Airport Office of Bechtel Corporation, located on level 2, South Balcony, Ticketing Building, between 8:00 am and 4:00 pm, Monday through Friday, phone number is (702) 261-5091, mailing address is P.O. Box 11068, Las Vegas, NV 89111-1068.

Sets of Bid Documents with FULL SIZE PLANS cost a non-refundable \$100.00. Overnight shipping charges are a non-refundable \$30.00.

Sets of Bid Documents, with HALF SIZE PLANS cost a non-refundable \$50.00. Overnight shipping charges are a non-refundable \$15.00.

The proposed Contract is under subject to Executive Order 11246, as amended, of September 24, 1965, and to the Equal Employment Opportunity (EEO) and Federal Labor Provisions. All labor on the project shall be paid no less than the minimum wage rates established by the U.S. Secretary of Labor and the State of Nevada.

Each Bidder must supply all the information required by the bid documents and specifications.

The EEO requirements, labor provisions and wage rates are included in the specifications and bid documents and are available for inspection at the Office of the Clark County Director of General Services, Purchasing Divisions, Bridger Building, Tenth Floor, 225 Bridger Avenue, Las Vegas, Nevada.

Each Bidder must complete, sign and furnish prior to award of the Contract, the "Bidder's Statement on Previous Contracts Subject to EEO Clause", a "Certifi-

cation of Nonsegregated Facilities", and the "Assurance of Disadvantaged Business Enterprise Participation" as contained in the Bid Proposal.

A Bidder having 50 or more employees and its Subcontractors having 50 or more employees and who may be awarded a Contract of \$50,000.00 or more will be required to maintain an affirmative action program, the standards for which are contained in the specifications.

To be eligible for award, each Bidder must comply with the affirmative action requirements which are contained in the specifications.

Women will be afforded equal opportunity in all areas of employment. However, the employment of women shall not diminish the standards or requirements for the employment of minorities.

The failure to comply with the Preferential Employment Requirements of NRS 338.130 shall render the Contract void and may subject the Contractor to criminal penalties.

The Owner, in accordance with Title VI of the Civil Rights Act of 1964, hereby notifies all Bidders that they (Bidders) must affirmatively insure that if any Contract entered into pursuant to this advertisement, Disadvantaged Business Enterprises will be afforded full opportunity to submit Bids in response to this invitation and will not be discriminated against on the grounds of race, color, religion, or national origin in consideration for award.

Each Bidder will be required to comply with the affirmative action plan for equal employment opportunity prescribed by the OFCCP, United States Department of Labor, Regulations of the Secretary of Labor (41 CFR 60), or by other designated trades used in the performance of the Contract and other non-federally involved Contracts in the area geographically defined in the plan.

Bidders and its Subcontractors may satisfy requirements of the EEO Contract clause by stating in all solicitations or advertisements for employees that: "Any qualified applicants will receive consideration for employment without regard to race, color, religion, sex, or national origin." Or, by using a single advertisement in which appears in clearly distinguished type, the Phrase: "an equal opportunity employer."

A Bidder must indicate whether it has previously had a Contract subject to the EEO clause and whether it has filed all report forms required in such Contract. If the selected Bidder has not submitted a complete and accurate Compliance Report (Standard Form SF 100) must be submitted prior to award of the Contract.

The Bidder shall require the Subcontractor on any first tier Subcontracts to file an SF 100 prior to award of the Subcontract if the above conditions apply. An SF 100 will be furnished upon request. The SF 100 is normally furnished Contractors annually, based on a mailing list currently maintained by the Joint Reporting Committee. In the event a Contractor has not received the form, he may obtain it by writing to the

following address:
Joint Reporting Committee
1899 G Street, N.W.
Washington, D.C. 20506

Each Bidder must furnish a Bid Guarantee equivalent to 5 percent of the Bid price. The "Bid Guarantee" shall consist of a firm commitment such as a Bid Bond, certified check, or other negotiable instrument accompanying a Bid as assurance that the Bidder will, upon acceptance of his Bid, execute such contractual documents as may be required within the time specified.

The successful Bidder agrees to furnish a performance bond for 100 percent of the Contract price. This bond is one that is executed in connection with a Contract to secure fulfillment of all the Bidder's obligations under such Contract.

The successful Bidder agrees to furnish a payment bond for 100 percent of the Contract price. This bond is one that is executed in connection with a Contract to assure payment as required by law of all persons supplying labor and material in the execution of the work provided in the Contract.

Bidders and its Subcontractors agree:

That any facility to be used in the performance of the Contract or to benefit from the Contract is not listed on the Environmental Protection Agency (EPA) List of Violating Facilities.

To comply with all the requirements of Section 114 of the Clean Air Act, and Section 308 of the Federal Water Pollution Control Act, and all regulations issued thereunder;

That, as a condition for award of a Contract, they will notify the awarding official of the receipt of any communication from the EPA indicating that a facility to be utilized for performance of or benefit from the Contract is under consideration to be listed on the EPA List of Violating Facilities; and

To include or cause to be included in any Contract or Subcontract, which exceeds \$100,000, the aforementioned criteria and requirements.

The Owner reserves the right to refuse to issue a proposal form to a prospective Bidder should such Bidder be in default for any of the following reasons;

Failure to comply with any pre-qualification regulations of the Owner, if such regulations are cited, or otherwise included, in the proposal as a requirement for bidding; or

Failure to pay, or satisfactorily settle, all bills due for labor and materials on former contracts in force (with the Owner) at the time the Owner issues the proposal to a prospective Bidder; or

Contractor default under previous contracts with the Owner; or

Unsatisfactory work on previous contracts with the Owner.

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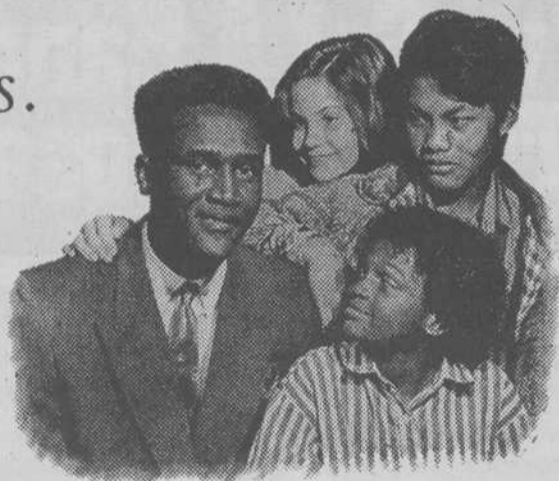
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