

STEPHANIE A. JIRARD '90 has joined the criminal division of the United States Attorney's office in Boston. She was formerly with the civil division of the United States Justice Department in Washington, D.C.

STACI J. PRATT '91 has joined the Kansas City, Missouri, office of Shook, Hardy & Bacon LLP as of counsel. Previously, she was policy director for the Texas Institute for Applied Environmental Research with Tarlton State University/Texas A&M. She earned an LL.M. in international environmental law in 1993 from King's College, University of London.



ALLISON S. CARTWRIGHT '92 and **TONOMEY A. COLEMAN '92** announced the formation of Cartwright & Coleman, a Boston law firm specializing in civil litigation, criminal defense, real estate and probate law.

JOHN N. AFFUSO '93 joined the Real Estate Management and Sales Division of the City of Boston's Public Facilities Department. He served as Mayor Thomas M. Menino's liaison to the Gay and Lesbian Community and has been elected to the Board of Directors of the National Lesbian and Gay Law Association and the Massachusetts Lesbian and Gay Bar Association.

ELIZABETH A. STUNDTNER '93 joined the law firm of Saperston & Day, P.C., in Rochester, New York, as an associate attorney in the litigation department.

ALLISON S. ZALES '93 joined the health law department of the Philadelphia, Pennsylvania, office of Saul, Ewing, Remick & Saul.

STEPHEN ZAMANSKY '94 has become an associate in the Hartford, Connecticut, office of Day, Berry & Howard, practicing in the business law department. He previously was with Sullivan & Cromwell in New York City.

LAURA K. HOLT '96 joined Hinckley, Allen & Snyder's litigation practice group in the Boston office, concentrating in construction litigation. Prior to joining the firm, she was adjunct counsel to the Massachusetts Port Authority.



KERRY E. MCCORMACK '96 has joined the Boston law firm of Warner & Stackpole LLP as an associate in the litigation department. She will focus on corporate litigation, products liability and environmental defense.

STEWART S. RICHMOND JR. '96 passed the New Hampshire bar exam and is practicing in the litigation department of the Manchester, New Hampshire, law firm of McLane, Graf, Raulerson & Middleton, P.A.

JAMES YUNHAO WU '96 is an associate in the labor, employment and OSHA practice of McDermott, Will & Emery. He will practice in the Chicago, Illinois, office of the firm in the area of labor and employment law.

Changing Colors

Chairman of the Massachusetts Commission Against Discrimination (MCAD) since January, 46-year-old Charles E. Walker Jr. '78 says his aim is to eliminate his own job by eradicating bias.

What turned you in this direction, professionally?

My father was a Tuskegee Airman in the all-black Air Force. We always had a conscientious awareness of the impact of segregation and how ludicrous it is. An all-black Air Force — it was stupid, a joke, to me. He retired from the Air Force as a colonel. I had an afro in high school — back when I had hair — and I had to get it cut to attend the ceremony, but the sacrifice was worth it. He was the first black Air Force base commander in California. They had jets flying overhead, a big military band, all these troops saluting Dad.

I suspect many people don't know what constitutes illegal bias.

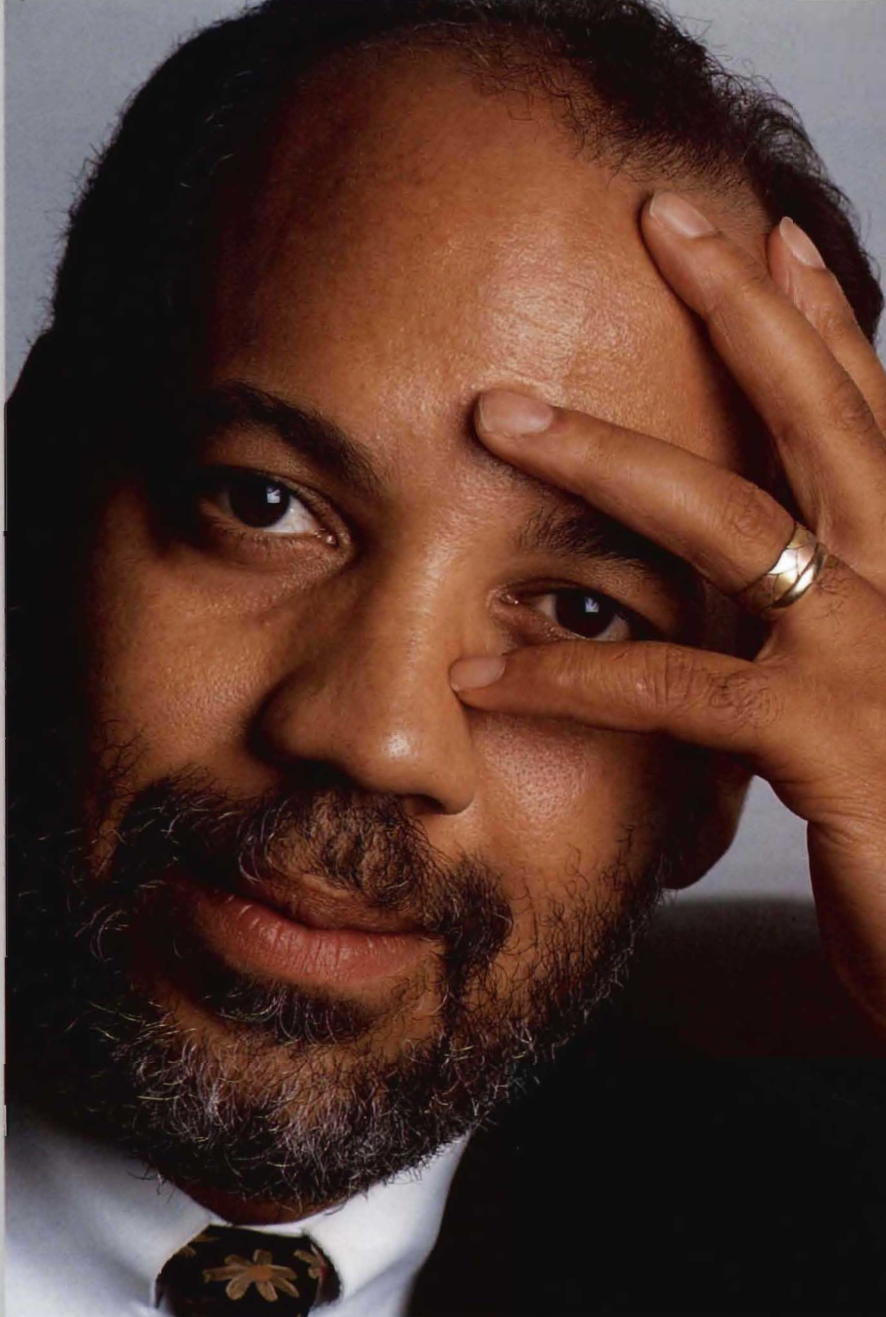
There are people that sit on their rights and don't complain when they should. Some don't want to complain because, let's face it, it's hard to take on your employer. I can think of times I was subjected to something that could have been a cause of action filed with the MCAD if I was in Massachusetts at the time — and not taking it on, because, what the hell, I'll move on.

Give me an example.

I used to pick lemons in California. I was the only black; there were a lot of Hispanic migrant workers. The supervisor did not like blacks. I picked my quota. I was 18. He never called me anything, but I was told he said, "I just don't want any niggers working for me," and he fired me one day. My personality is that I would take it on the chin. I get offended, but not to the extent that I want to have someone else handle it for me. Why bring that attention to myself?

In Memoriam

HON. HENRY M. LEEN '32	HERBERT W. ARNOLD '49	JAMES M. OATES '55
JAMES M. LANGAN '34	THEOPHILE J. BERNHARDT '49	HARLAN J. CHOATE '56
MELVIN E. DOLAN '37	JOSEPH D. ACCARDI '50	EARL F. GAGE '58
EDWARD M. JOYCE '37	JAMES F. FLYNN '50	JAMES F. WALDRON '58
SAMUEL G. SHAW '39	ROBERT F. MCNEIL '51	JOHN A. LAHIVE '59
ANTHONY P. LOMBARDI '41	THOMAS M. LEAHY '52	EDWARD P. RYAN '60
CORNELIUS J. SULLIVAN '45	FRANCIS T. O'MALLEY '54	JOSEPH P. DUNN '61
JAMES M. GRAHAM '47	EDWARD J. REGAN '54	DENISE M. O'BRIEN '78



MARK WILSON / THE BOSTON GLOBE

Charles E. Walker Jr. takes leadership role against discrimination.

Well, should people subjected to harassment act like you?

Absolutely not. It's a pride thing with me, but I think you can also be proud, bringing these types of complaints. Your dignity, when it's soiled, has to be redressed. You can't redress it on your own. That's why you have a 54-year-old agency with a tremendous legacy of dealing with these claims on a daily basis. [The MCAD received 5,100 complaints last year. Sexual harassment complaints are the most common, followed by disability bias and race discrimination.] Generally, I've been very fortunate in my work experience, and, even as a black person walking down the street, not having been physically accosted.

Does being light-skinned have something to do with it?

It's true, but those ambiguities create problems. My wife and I laugh about the time when I was at Park Street Station during the height of the Iranian hostage crisis, and I was wearing a Greek fisherman's cap and peacoat. I got it, man: People were cussing at me, yelling across the tracks, saying all these epithets and telling me to go back to Iran.

Parts of Boston have been inhospitable to people of color. Is this changing?

There are certain areas that you just don't go into, purely because of race. Do I think there has been a change for the good?

Absolutely. When I got here in '75 to go to law school, you could cut the atmosphere with a knife, it was so charged, just walking up Commonwealth Avenue. But now I can walk there comfortably and not feel that hostility. The whole dynamic and the demographics have changed. I feel optimistic.

Is being immersed in people's anger and hurt depressing?

I used to call the MCAD the house of pain, because that's all you do: come in here and just see people's pain. That helped inspire me to light up the halls and put Martin Luther King's pictures around, and pictures of his marches: There was pain out there, and he was doing something about it. But it does get depressing.

The MCAD punishes violators, but does it do anything to change basic attitudes?

My decisions are not limited to monetary damages — I'm now putting in preventative measures, with a monitoring component. This involves training managers and workers and requiring companies to report to the MCAD on a regular basis to prevent discrimination from happening again. I'm also looking at the concept of truth commissions — in which people are granted amnesty for wrongs if they openly confess them to the victims — as models of a way to achieve true reconciliation.

Can affirmative action survive the assault on it?

I hope so. It's a remedy for discrimination, not the panacea. It's not right to attack a remedy; we need to attack the problem that created this remedy. I want this to be known: I'm a direct beneficiary of affirmative action. Even though I had great grades and an okay law-board score, it took someone to recognize that they needed more blacks in Boston College Law School to snap me up.

Is it true you were once a stand-up comedian?

I did some stand-up comedy in California before I went to law school. I was not funny. That will kill a comedy career. ■

— Interview by John Koch reprinted courtesy of The Boston Globe