

Race relations at UNC — bad then, worse now

by Carde Howie
Staff Writer

What is being done about the lack of women and blacks on the faculty at the University of North Carolina?

This is a question many people have been asking themselves and the answer can be found in several places. One of these places is the Affirmative Action Office located in 104 Bynum Hall.

Run by Dr. Gillian Cell, the office's job is to monitor the affirmative action plan, advise the chancellor on affirmative action policies and to act as a resource department in hiring.

The role the office plays depends on the department, but they are ready to assist any department in the area of locating and recruiting blacks and women. This is done by asking the department to let them know if they are bringing blacks and women on campus so the Affirmative Action office can act as a liaison.

Cell, an Affirmative Action officer since 1981, said "This process is a very important positive thing for them to meet with other blacks and women."

Each department has to send descriptions of jobs to be filled along with where they advertised it to the Affirmative Action Office. Extra efforts are made to find qualified blacks and women. Cell said, "We respond to everyone and make suggestions," Cell said.

At the end of the search each department has to send a full document to the Affirmative Action office saying why they chose the person and other such information, which then has to be approved by the office.

Dr. Cell or her assistant Benjamin E. Rawlins then meet with chairmen and deans and sometimes faculty to be advocates for affirmative action to offer assistance or suggestions.

Cell consulted charts distributed to the faculty in November of 1982 concerning minority and female presence at UNC. The charts dated from 1973 to November 1982.

In 1973 there were 21 blacks and 280 women on the faculty; one third of the blacks were in fixed term positions 1979 and 1980 were peak years with 57 blacks and 357 and 367 women on the faculty. Presently there are 51 blacks and 362 women, attributed to a drop in fixed terms not those faculty with tenure tracts.

While the office may not have increased the number of women and blacks by a great deal since 1973, they have made a difference in overseeing and aiding the hiring of these minorities.

"I think we have managed in one way or another to abolish problems this year and the protesting done by the students is initially helpful; it shows they are concerned," Cell said.

Affirmative action aids minority hiring

by Denise Maultrie
Staff Writer

The problem of race relations has been an ongoing one since the integration of the University. Have the relationships between black and white students improved any? Dean H. B. Renwick, Associate Dean of the College of Arts and Sciences, said no.

He said that race relations on campus were bad three or four years ago and they're bad now.

"The action taken to improve race relations," said Renwick has "been a lot of cosmetic surgery to smooth things over." Nothing with substance has been done; which is the only way to improve race relations. He feels that there must be a conscientious effort by all involved especially the administration.

Renwick said there has been only one lasting group formed to better race relations — the Black/White Dialogue Committee. This committee's purpose is to talk to the faculty and students about improvements which could and should be made in race relations.

"The committee has helped in some ways, but there must be a stronger commitment by the administration," Renwick said.

He said that the administration must take a firm stand and say that

certain things must be done — have to be done.

Aside from the Black/White Dialogue Committee, other committees formed, said Renwick, "were formed in a period of crisis — after everything settles down, the committees disband." Renwick feels that the problem is that not enough action is taking place.

"Black students have had some effect, but maybe in a negative way," Renwick said. "I don't know of anything done by the administration which wasn't initiated by black students protesting or threatening the administration."

Recently, there was an incident involving a black student and an English teaching assistant, Anita Washam. Washam had made some statements which questioned the intelligence and supported the inferiority of blacks. Renwick said that nothing has been done to remedy the situation allowing teaching assistant to show racial bias in the classes. Renwick feels that this inaction is a way that the majority says that "we can say whatever we please and nobody can do a thing about it."

Renwick's answer to this statement is that "if you say what you want to say, I'm going to let the black community, at least, know what you're saying and I will call your name."

UNC worker loses job in non-violent protest

by Sonja Payton

A 2"x3" badge with some big words on it — Quiet, Racism at Work — cost Nicasio Martinez his job and ultimately ended his career at the University of North Carolina at Chapel Hill. Martinez is convinced now that he is just one example of the types of practices

that keep the number of blacks in high level positions at a minimum here.

When Martinez wore the small sign he had made to his job at the physical plant, his supervisor, Charles Teague, told him to remove the sign or he would be suspended. After Martinez refused

to remove the sign from his hat, he was suspended for refusing to follow a reasonable request from his superior and has since been terminated.

Martinez said he wore the sign as an act of protest to working conditions in which he was subjected to work overload and racial ten-

sion.

Martinez said Teague, maintenance supervisor at the UNC Physical Plant, was responsible indirectly for bad working conditions because he did not provide him with sufficient help. For instance he was once assigned to place tile in a 100 ft. long, 3-8 ft. wide hall all by himself.

Teague said he had been advised not to comment on the case.

Martinez also had a complaint against a co-worker who called a tar-like roofing cement "black mammy." He said he took out a grievance against that employee. Other events leading up to his wearing the badge were similar.

"I had talked with my immediate supervisors, their supervisors, and the affirmative action office, to look into what I knew to be harrassment from my supervisor," Martinez said.

"I felt that no one was really interested in how I was being treated at the physical plant."

Some told Martinez they saw no definite pattern of harrassment. "Every employee came to the defense of the supervisor," Martinez said. Others told him they saw no definite pattern of harrassment.

"I never had any administrative official say 'Martinez is being treated unfairly,'" Martinez said.

Martinez said he is convinced that other blacks in the plant are having similar experiences but are

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UNC students studying in the undergraduate library. photo by Stanley Woodley