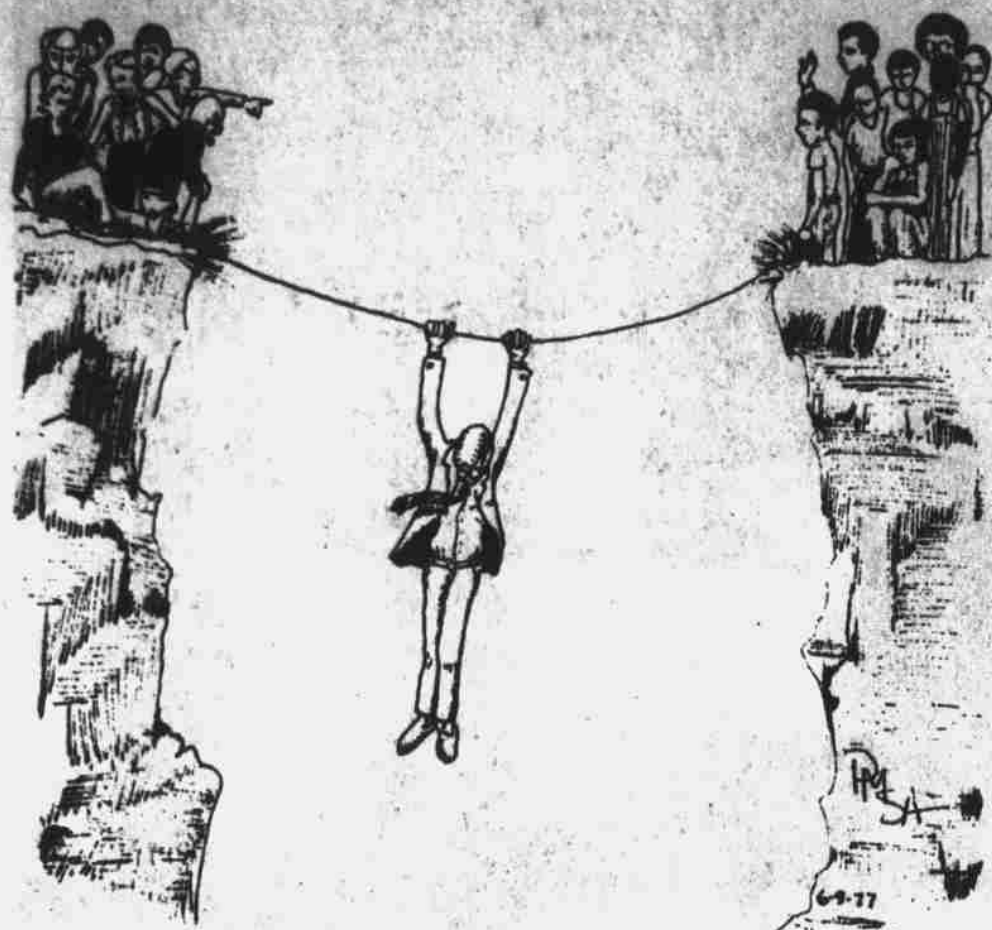


GOVERNOR HUNT'S DILEMMA



ONCE UPON A TIME THERE WAS A GOVERNOR WHO DIDN'T KNOW WHAT TO DO. HE DIDN'T THINK HE'D BE RE-ELECTED IF HE TRIED SOMETHING NEW "FREE THE WILMINGTON 10" THEY CRIED. BUT THE GOVERNOR THINKING OF THOSE VOTES HE MIGHT OFFEND HUNG THERE DECISIONLESS IN THE WIND.

Slow Pace Better Than No Pace

Employment within state government has been slowly changing in North Carolina as shown by statistics which reveal more blacks are being hired.

For years, most blacks in state government had been more or less relegated to the positions with inferior pay without much possibility for upward mobility.

While this process of hiring the more qualified blacks and placing them in meager or low paying positions has existed for many years, there appear to be some changes now from this pattern. These changes seem to have appeared with the appointment of a new director of State Personnel Commission last January. Rules have been adopted whereby each state department would be required to recruit, interview, select, hire, promote and train more minorities - and especially blacks.

Prior to these changes, the greater per cent of blacks so employed in state government earned less than \$10,000. Those in custodial positions earned even less.

Available statistics show that the number of minorities hired between January 1 and June 30 has increased in the state's agencies. Of special note has been the increased hiring of blacks in the Department of Commerce and the Department of Natural and Economic Resources.

November 1, 1977 is the date when

the altered affirmative action policy becomes effective. This policy will require that each department develop a work-force analysis which would examine the number and levels at which it employs minorities and women; provide a set of objectives, goals and timetables; provide for recruitment and interviewing programs which would include a minimum of three candidates for each vacancy to be filled with minority applicants representative of the ethnic, sex and handicapped composition of the applicant group which will help to bring black employment within a needed high range. The program also carries plans for the promotion and career ladders for present employees, as well as for training and internal reporting systems to measure total program effectiveness.

The continuing lack of a positive affirmative action plan by the City of Durham, which continues to relegate blacks and other minorities to the lowest paying jobs, appears to be inconsistent with the altered affirmative action of the State Personnel Commission. Cities ought to bring their hiring and promotion policies in line with those of state agencies.

Durham, forever boasting of its accomplishments, should bow its head in shame until it corrects the blight of its minority hiring practices. The slow pace of the state in minority hiring is better than no pace which characterizes Durham.

No Plowing--No Crops

Unemployment among blacks continues at a distressingly high level even as some barriers to clerical, administrative, technical, high level service and professional positions are being breached.

The jobless rate among blacks has been and remains at least twice that of whites.

Particularly ominous is the forty per cent unemployment rate of out of school black teenagers.

State government and federal

agencies can, with forthright policy and action, bring about greater employment opportunities for blacks and other minorities. That kind of policy and action needs agitation. Ordinary citizens - you and I - need to bombard our congressional representatives with letters expressing the need to reduce unemployment. Our representatives respond positively when they get the word from back home that action is needed. We don't get crops without plowing.

Mrs Mary B. TALBERT

A NATIVE OF BUFFALO, N.Y.

SHE WAS LONG PRESIDENT OF THE NATIONAL ASSOCIATION OF COLORED WOMEN'S CLUBS - SHE BROUGHT ABOUT MANY ADVANCES, AND - WHEN THERE WAS A MORTGAGE ON FREDERICK DOUGLASS' HOME IN ANACOSTIA, DISTRICT OF COLUMBIA, AMOUNTING TO \$3000.00 - IT WAS SHE WHO RAISED THE FUNDS TO PAY, SHE BECAME A TRAVELING LECTURER /



Benjamin L. Hooks

Executive Director NAACP

New Day Begun

You do not have to be blessed with 20-20 hindsight vision - only a reasonably observant mind - to know that until only a few years ago, the image that television projected of blacks and women was uniformly bad, particularly of blacks.

The first fifty years of commercial radio broadcasting dating from about 1920 and the first twenty years of commercial television broadcasting, represent such an ugly smudge on this nation's moral scutcheon that it is taking some furious scrubbing today just to effect a dull, uneven shine.

For decades the only image American had of black folks on its radio and TV airways was that of the "Beulahs", goodnatured but simpleminded maids; "Amos n' Andy", a combination of shrewd conniving simpletons that lived in a perpetual state of muddled but frenzied buffoonery.

I'm not saying that many of the programs involving both Beulah and Amos and Andy and the Kingfish and Miz Blue and Caledonia and all the rest were not a times evocative of chuckles or outright sidesplitting mirth.

What I am saying is that this was the totality of black life that commercial radio and TV would deal with. The other bits and pieces that help flesh out our humanity were lost somewhere between the cracks of yawning indifference and persistent prejudice.

This is what the U.S. Commission on Civil Rights essentially was saying in its recently released 181-page report that has been so soundly thumped by the critics.

The CRC declared RV, its principle target, is a world in which the programming is geared

to white males who present strong, mature and virile images, persons who exercise control over their own lives, people who are problem solving and sensible.

Minorities and women, on the other hand, the report states, generally are portrayed in dependent and subservient roles and minorities appear primarily in ethnic and racial settings or as tokens in all white shows. It is, says the report, a world of "stereotypes."

It is also "a window dressing" world in which minorities and women appear as actors or as on-camera newswomen - but a world in which the decisions are made and the power held by white males. The report went on to say that TV is a world where women and minorities rarely make news, where newsmakers are white males, usually government officials or public figures.

This exclusion, the report, entitled "Window Dressing On The Set: Women and Minorities in Television," suggest that women and minorities "may not matter." The report roundly criticizes the Federal Communications Commission for permitting this "stereotyped" programming and discriminatory employment practices that lead to this kind of programming.

Well, I would like to praise this report, generally, while taking exceptions to some of its features.

I do not believe the FCC should have the power to censor programming; but I do agree that the television networks are guilty of racial and sexual stereotyping. While the FCC has not done all it should and could, I believe it has done more than any other

major federal regulatory agency (for example, it is the only major institution of its kind to put into effect a strong equal employment opportunity program, establishing both an in-house office to deal with EEO problems within the agency and an external EEO unit to guide the industries the FCC regulates).

I am proud of the role I played in helping to establish these offices and much of the programs and policies they dispense. The FCC then should be criticized for things it has not done while praised for those that have been initiated in true public interest.

The FCC should have control over networks to the same extent that it has regulatory powers over individual stations that comprise the networks.

The way I believe the FCC can deal much more effectively with the delicate issue of programming. For it is a truism that TV/radio programming is like the computer: if nothing but garbage goes in, only garbage comes out. If the networks are forced to hire minority, ethnic and women ideas with those of the prevailing white male, a much more dynamic and democratic ideal will prevail and that is the best kind of censorship. (By the way, I am happy that a recent federal appeals court ruling has declared that only broadcasters with fewer than five employees are exempt from FCC's EEO guidelines. The ruling strikes down a 1976 FCC order expanding the exemption to include stations with fewer than ten employees, a decision I strongly disagreed with and wrote a dissenting opinion against).

To Be Equal

The Unsolved Problem?

One of the most difficult, perhaps unsolvable, problems our nation faces is what to do about illegal immigration.

It is difficult because we know so little about it - estimates of illegal immigrants in the United States range from four million to twelve million, a spread so wide that the truth is that we simply don't know how many there are. Nor do we know if indeed they take significant numbers of jobs away from citizens and resident aliens, if they depress labor standards, or even if they use social services to an extent not covered by the taxes they pay.

The problem may be unsolvable because, short of putting up an American-style Berlin Wall on the Mexican border, or instituting police state tactics, there may be no real way to end illegal immigration.

To its credit, the Administration is trying to curb illegals. It has produced a program of sanctions against employers of illegals, tougher enforcement of labor laws and border patrols to try to cope with the massive inflow.

President Carter is also asking the Congress to legitimize the status of undocumented aliens already in the country. Those who entered before January, 1970, would be granted resident-alien status and become eligible for citizenship. Those who came here between 1970 and last January would be able to apply for temporary residency and permitted to stay and work here for five years.



Congressman Hawkins' Column

By Rep. Augustus F. Hawkins

The 'Preferential Treatment' Myth

discriminate or not discriminate, depending upon their whim at the moment of their decision-making.

Oh yes, there are federal laws on the books making it illegal to discriminate; but these laws have been effectively and sometimes deliberately ignored, because those with the power to enforce the intent of the law, have determined that preferential treatment will only be reserved for those already in power.

The obvious result has been a continuing battle by blacks and other minorities on the one hand trying to break down the discriminating barriers, and their meeting formidable opposition by the white majority on the other hand, who wish to hold on to their preferential status.

When the chips are down, however, and when we get to the nit-grit issues, the major question always remains: are blacks, Spanish-speaking and other minorities going to be allowed their fair-share of the fruits of the labor in America?

The answers for the minorities so far have been: be patient; don't push too hard; things are getting better; the majority can't be sacrificed for the minority; let's do these things voluntarily; the courts will decide these matters on their merits; etc., etc., etc.

In the meantime, patience runs out; pushing improves some conditions; things are not significantly better; the majority still want their cake and not share it; voluntary efforts are not effective; the courts have decided, and decided - and mostly on the side of the U.S.; Constitution which declare that everyone in this country must be treated

There are problems with other aspects of the program, too. Granting either permanent or temporary residency is an attempt at fairness. People who have struck roots in our society, worked and paid taxes, all the while living in fear and outside the protection of

the law, deserve some such recognition. But it also serves as a spur to others who may decide that if they speak across the border, they too will be granted regularized status after a period of time.

By other nations' standards, our immigration laws are liberal, legally admitting about 400,000 people a year. But in a time of recession and lack of jobs for the less skilled and less educated citizens, illegal immigration is a worrisome problem.

Perhaps the first step should be to find out just how bad the problem is. How many illegal aliens are there? Where? What jobs do they hold? Do they compete with citizens workers? Such studies should be made by community agencies based in the neighborhoods where poor people live and work, including the undocumented aliens.

Once we get a better picture of what is actually happening, we may be better able to deal with the problem. Meanwhile, some elements of the Administration program, especially the parts zeroing in on substandard employers, constitute a step in the right direction.

equally (including blacks, and other minorities!!)

Yet, the foot dragging still continues, with the myths still in place. Where do we go from here? When this question was once posed to the late Congressman Adam Clayton Powell, he said in effect that we'd "keep on, keeping on."

That's the cure now - we are going to "keep on, keeping on".

A Mind Is A Terrible Thing To Waste

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