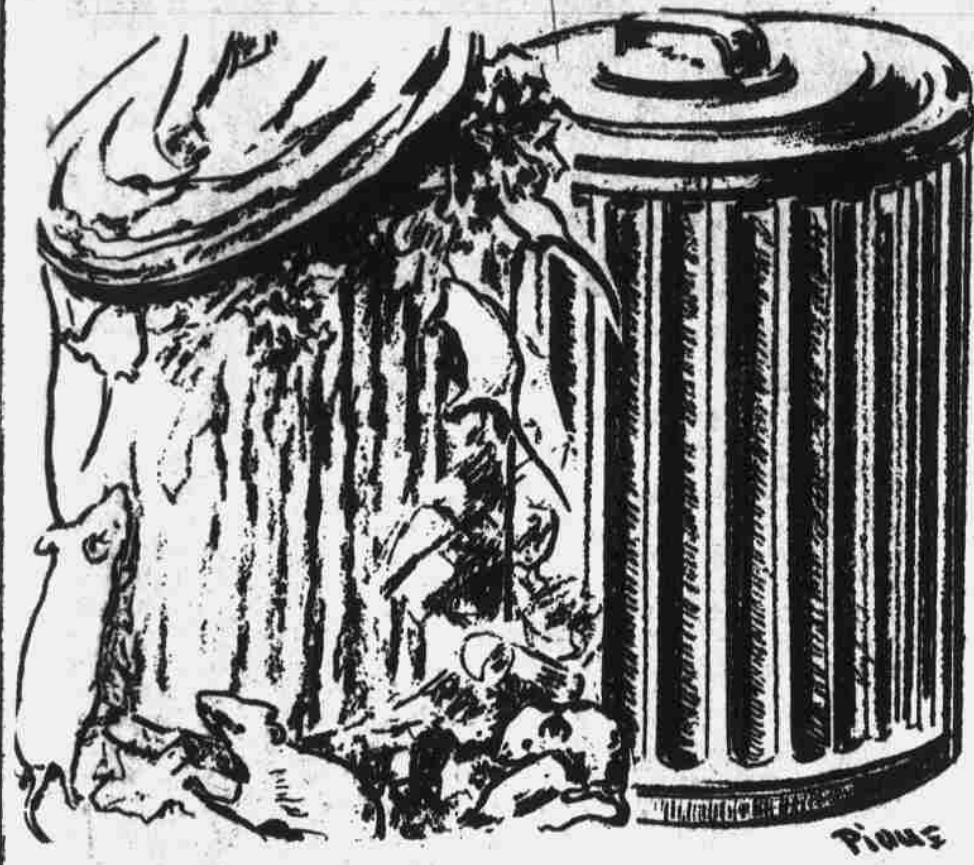


THIS IS WHAT WE CAN DO NOW.

THE BEST DEFENSE AGAINST RATS IS A GARBAGE CAN WITH THE LID ON TIGHT!



Twelve Months After Humphrey-Hawkins

Robert L. White

October 27 marks the first anniversary of the enactment of the Humphrey-Hawkins Full Employment and Growth Act. Why is it that twelve months after a law has passed, it has not been implemented, and in fact, unemployment is still on the rise?

Instead of addressing the problem of putting Americans back to work, the emphasis is on austerity, balanced budgets, low growth, high interest rates, and tight money. It is all too easy to approach a problem academically when one is removed from those circumstances.

Politicians and economists talk glibly about unemployment in terms of percentages. I say that for each person who needs a job and does not have one — for that person, the rate of unemployment is 100 per cent.

A number one priority for every black American for 1980 should be to elect persons to office who will put us back in the work force. To earn a living and to share in the fruits of this country is our inalienable right.

October 29 is the generally agreed upon 50th Anniversary of the stock market crash that pushed the country into the Great Depression. Some of us will remember that it was President Franklin D. Roosevelt's New Deal that was the big deal that gave us a square deal, created

jobs and warmed up the economy.

Prior to the time Roosevelt was sworn into Office, the rapid loss of jobs cast a cloak of darkness over the nation that was

as devastating as any preceding period in history. Blacks were especially hard hit and because of the then existing economic and social conditions, we were practically helpless to change things.

We are no longer helpless. Voter registration is not the nightmare it used to be. We have seen our bloc of votes send a man to the White House. This should give us the confidence and encouragement we need to actively participate in the political process.

The first step is to make sure that you, your family and friends all register to vote. I know that I have mentioned this before and I will no doubt, mention it again in future columns. The importance of voter participation cannot be overemphasized.

It should be discussed in our homes, churches, school rooms, and pool rooms.

Next, we must carefully evaluate the platform of each political candidate. If the pledge is more to bring peace in the Middle East without mention of a workable solution to the unemployment situation, then he or she is not a candidate worthy of the black vote.

Our problems here at home must take precedence over all others.

"If there is no struggle, there is no progress. Those who propose to favor freedom and yet deprecate agitation, are men who want crops without plowing up the ground. They want rain without thunder and lightning. They want the oceans majestic waves without the awful roar of its waters."

—Frederick Douglass

Things You Should Know

Pierre Toussaint

1776 — 1853

... A SLAVE FROM SANTO DOMINGO, HIS
MASTER BROUGHT HIM TO NEW YORK DURING
THE HAITIAN REVOLUTION — WHILE IN
NEW YORK, HIS MASTER DIED IN POVERTY...
BUT TOUSSAINT TOOK OVER THE JOB OF SUPPLYING
FABULOUS SUMS AS A HAIRDRESSER / AFTER
SHE REMARRIED, THE WIDOW SET TOUSSAINT
FREE FROM SLAVERY!

CONTINENTAL FEATURES

The Unfinished Business of Civil Rights

Vernon E. Jordan, Jr.

are unnecessary.

Worse, they'll condemn the poor for not being able to climb out of poverty, even with government help. That in fact is what is happening today.

I think we must continually remind a forgotten nation that while the Great Society programs did work, they were largely half-hearted, underfunded, and reached only a small portion of the poor.

In fact most of today's federal programs exclude more people who are eligible for participation than they include.

We affirm the real success story of the sixties — that black people made greater economic, social and political progress than in any previous period. But the fact remains that the masses of black people did not make significant progress and the recessions of the seventies eroded many of the gains that had been made.

Instead of looking backward at the recent past we've got to look forward to the measures necessary to complete the movement for civil rights and greater equality.

The big ticket items on the shopping list of necessary measures are familiar — full employment, national health, youth development, better schools and housing, and others.

But there is also a need to make existing civil rights laws more effective. There's a difference between passing a law and imple-

menting it.

We've got a fair housing law on the books, but it has no teeth. Congress is still delaying the necessary passage of amendments that would enforce the fair housing law.

Some laws have to be implemented through private action. We've got fair hiring laws, but there's still an enormous job ahead to help employers devise and set up effective affirmative action programs, training programs, and similar actions.

Prospective employees have to be counseled and taught work habits, skills and attitudes demanded by the work place.

Voting rights are guaranteed, but the incredibly low black voter turnout means a massive job in educating people to utilize their newly-won rights in their own interests, and to participate in the democratic process.

I could cite numerous other instances as well. But the point is that the civil rights movement is far from over — not by a long shot.

The imperfectly drafted and implemented laws and the need to help people benefit from federal laws and programs places a tremendous burden on community-based agencies.

And that burden won't be made easier by the advice to take a low key attitude toward the neediest and most disadvantaged of the people depending on them for services and advocacy.

The Quota Controversy

Gerald C. Horne, Esquire

The issue of quotas has been a troublesome one for erstwhile advocates of the civil rights movement. Pro-Zionist groups especially — e.g. Anti-Defamation League, World Jewish Congress — have argued that quotas are anti-democratic and violate the "merit" principle. Prof. Nathan Glazer has devoted an entire book to this question and pundits from William F. Buckley to Evans & Novak have pilloried the use of quotas designed to include groups previously discriminated against — e.g. blacks.

What is behind this controversy? Are the words of quota's critics true?

In a word, no. Let us approach this issue from a number of different standpoints.

First of all, since when has the so-called "merit principle" been used to, say, get into school or more importantly, get a job. Anybody knows, for example, the way judges are selected in the Bronx, Brooklyn and other areas of this country know that "merit" has nothing to do with it. These judges are selected on the basis of their service to a Democratic Party club or leader, not on the basis of scholarship or trial skills or the astuteness of one's legal reasoning. If you don't believe it, there are a number of books that document it; just thumb through any book on urban politics, e.g. Jack Newfield's and Paul DeBrul's *The Abuse of Power*. It is only when there is talk of more black representation via quotas is the red herring of "merit" raised.

The same holds true for hiring in the corporate world. First of all, what does "merit" really mean in this context. Does an all-A average mean necessarily that one is equipped to sell brushes or advertising or supervise a staff or plan a hard-hitting business strategy? Of course not. Less quantifiable measures e.g. organizational skill, aggressiveness, a cool head, etc., are probably more important.

But even if one grants the point that "merit", e.g. a grade point average, should be the guiding determinant, the fact is that the corporate world does not follow that principle in any event. A front page article in the Wall Street Journal of September 19,

1978, gives a detailed account of how corporate hiring standards can be. Corporate recruiters in this article freely admit that they discriminate against blacks because they don't feel "comfortable" around them or feel "threatened" by them. Then they go so far as to say that they turn thumbs down on candidates on such "meritorious" bases as whether or not the person had a dark suit on (!) or a white shirt (!) or if they peeled an artichoke correctly at dinner!!

Complaints about goals and quotas are especially hypocritical when coming from the corporate world. "Management by objective" is the basic credo of the business world. The works of Peter Drucker on this subject can be found in every corporate library. But when it comes to quotas for blacks, goals for

minority hiring, "objectives" for recruiting blacks, suddenly the value of having focused aims and goals disappears. What demagogic poppycock!!

The same business world that demands quotas for Japanese steel and color TV's, French wine and cheese, Brazilian shoes, West German coal, and on and on, suddenly attacks quotas when it comes to blacks. What about the "merit principle" for these import items?

The fact is that quotas are not the issue, the purpose of quotas is. When quotas are used to exclude Jews and blacks from colleges, as happened so frequently in the past, this is to be condemned. But when quotas are used to include blacks and other disadvantaged groups, this is to be condemned. But when fire is used to temper steel in order to construct a building, this is to be applauded.

And despite the rumblings of the pundits, the courts agree. Nine of the eleven circuit courts of appeal have endorsed the use of goals, numerical remedies, quotas, etc. The Supreme Court in *Weber v. Kaiser Aluminum* has put its imprimatur on quotas.

But let us make no mistake. Only pressure from the civil rights movement has caused quotas to be imposed to include blacks in areas where we were unrepresented previously. And only continued pressure will maintain quotas so that we will not be consigned to a fate of "hewers of wood and drawers of water."

Is There a World-Wide Move to the Political Right?

Laura Parks

vote, the non-socialist left, by contrast, scored impressive gains.

Following Sweden, the conservative trendists usually cite Britain as another piece of evidence to prove their case for a conservative revival. The conservatives did in fact win the British election, but it was a victory given to them by the British equivalent of our middle and upper class communities. Working Britons

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Today, Indira Ghandi is being joined by some of her

enemies, who now recognize

that the policies of the

Janata Party cannot solve

the immense problems fac-

ing India's 600 million

people, 95% of whom live

at the subsistence level,

barely avoiding starvation,

and seldom living beyond

fifty years of age.

Citing these alleged

moves toward Conservatism,

the Conservatives in the

U.S. are attempting to

create a psychological band-

wagon for their cause

among the American voters.

They would attempt to

push Congress and the

President now caught be-

tween the prospect of

runaway inflation and de-

pression, to enact policies

that would in fact increase

the danger of a depression

chances for permanent suc-
cess are small. Conserva-
tives must know by now
that the economic and
political worlds of the 1929
Boom and Bust era are gone

forever. It was that age
that fed and encouraged the
conservatives until they

[Continued on page 19]

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