

SELF-HELP A SURE WAY

BLACKS' RETICENCE TO SEIZE THE INITIATIVE TO ORGANIZE THEIR COMMUNITIES" SAID DOUGLAS G. GLASGOW, DEAN OF HOWARD UNIVERSITY SCHOOL OF SOCIAL WORK, IS A MAJOR FACTOR AND AN IMPORTANT FACTOR CONTRIBUTING TO OUR COMMUNITIES' UNDEVELOPED STATUS"



- POLITICAN
- BUSINESS MAN
- DOCTORS
- LAWYERS
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- TEACHERS
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Business In The Black

Sense, Skill and School Retraining A Must!

Charles E. Belle

"With all they getting, get some understanding," don't remember where exactly it's written, but it works. These days only about half of the black American male adults are able to find a job. It's not only bad luck and being black that is holding them back. Each one needs to sense the necessity for meaningful labor in life and possess the skills to sell that labor after some form of the proper schooling.

Some two million additional black American adult employees are currently pounding the pavement looking for productive work. When one watches the way foreign countries recareer train their people, it puts tears into the eyes of even taxi drivers in America. Especially when a few of them have Ph.D's! At one time or another nearly all of the people in a given profession on the decline decide to become cab drivers.

Unfortunately, today taxi drivers and chauffeur jobs are showing a decline for prospective number of job openings in this decade of the 80s. A drop of almost 9.8% is decreed in unpublished data from the U.S. Labor Department's Bureau of Labor Statistics.

To tell the truth, this is nothing like the decline in prospects for people who used to take pleasure and certainly little pocket money from positions such as teachers' aides, telegraph messengers or operators. These job prospects are expected to decline 51.8%, 72% and 44.5% respectively during the next ten years.

Yearning for a new job will not just be unskilled workers and farmers, but college and university professors, down 14.3% as well as secondary school teachers, down some 26.5%. Sales work, especially advertising agents, expected to jump 42.4% followed by bank, financial managers, expanding over fifty per cent are refreshing action areas.

Engineers, life and physical scientists, mathematical specialists, science technicians, medical workers, technicians, computer specialists, social scientists, such as economists and even entertainers such as actors, musicians and composers, dancers, and editors and reporters, are expected to have above average job openings in this decade. Decency declares, however, that those who do not have a Ph.D. had best be masters of their professions. In short, a college degree is great if it happens to be a graduate degree.

Determining what field of employment to become engaged in is no easy matter, no matter what the growth prospects in the near term. Take the advice given to me so many years ago, "Go do whatever you want to do, good or bad,

just be sure to be the best one in the business." In America, it pays to be number one.

Sense my drift from this, send some young adults back to school and see if you might want to send yourself back. Filing clerks, bookkeepers, bulldozer operators, podiatrists, dental hygienists, mathematicians and mining engineers are some of the selected job categories that are expected to have a fifty per cent growth in job opportunities in the 1980s.

The Stevens contract also provides clear evidence of the benefits of union membership for blacks and all workers. It includes provisions regulating workloads, allows union officers to participate in formulating in-plant safety and health policies, bars discrimination on the basis of race, sex, age, or religion, and protects workers from arbitrary management decisions. From a financial point of view, the contract has much to commend it. It provides for increases in the neighborhood of 8.5% and in the case of the Roanoke Stevens plant, allows for retroactive pay which totals over \$1,000 per worker.

The significance of the Stevens victory, however, is not confined to the tangible benefits it has produced for workers. Of equal importance is the fact that the ACTWU's success will trigger a major organizing effort in the South. For nearly two decades, J.P. Stevens' stubbornness was a symbol of the difficulties in organizing the South. Now that the myth of Stevens invincibility has been demolished, organized labor will be more bold in its efforts to achieve major gains in this region.

In the wake of the discouraging results of the 1980 election, the Stevens victory might be regarded as the exception rather than the rule. But, I believe that the Stevens victory will be looked upon in the future as a milestone in the history of the American labor movement, for it marks the emergence of a modern, aggressive brand of union organizing which can break the back of even the most aggressively anti-union of companies.

Organized labor will, of course, have to contend with a Senate run by Strom Thurmond and Orrin Hatch and an executive branch under the control of Ronald Reagan. But there will be equally important battles to be fought outside the halls of Congress. These battles, the Stevens victory shows us, can and must be won no matter which party controls the Congress or the Presidency.

Those who are predicting four years of retreat and retrenchment by labor and its allies are in for a rude awakening. The J.P. Stevens victory may well be the beginning of a new era of aggressive organizing.

Affirmative Action:

Though Ronald Reagan has yet to come to office (that won't happen until January 20, 1981) it is already clear that affirmative action and other issues of concern to blacks (e.g. busing) will receive less than a receptive ear.

The lame-duck Congress, reacting to a perceived right-wing shift in public sentiment, recently passed a rider barring the Justice Department from court actions to enforce the use of busing to achieve desegregation. This Senate maneuver was in response to a similar provision passed earlier this year by the House. Though several constitutional scholars have expressed grave reservations about the constitutionality of these measures (Prof. Lawrence H. Tribe of Harvard Law School blasted the proviso as an "attack on the very heart of the executive's duty to enforce the laws, including the Constitution"), conservative Congresspersons have promised to press on with similar measures.

For example, Senator Orrin Hatch has vowed to introduce a constitutional amendment to ban affirmative action. He has promised that the Office of Federal Contracts Compliance Programs (OFFCP), an aggressive federal agency mandating affirmative action among government contractors, will be forced to toe the line. This follows on the heels of the rider attached to the Health and Human Services Department appropriation bill to prohibit use of funds to implement programs which include racial quotas in employment and education.

These types of measures have been welcomed with open arms by Reagan and Company. The President-elect's transition director and top advisor, Edwin Meese, said on November 9 that "the governor opposes...quotas". Those who have been heartened by the incremental increases in black lawyers at the Justice Department should know that Reagan's transition team has criticized the "quota system" for hiring and promoting lawyers.

Reagan's team has lined up with white male lawyers in the department who have scored the program under which a committee reviews most hirings and promotions to

Affirmative Action

By Gerald C. Horne, Esquire

insure that women and minorities have been considered. Symptomatic of Reagan's antipathy to equal opportunity is the fact that this Justice Department program has been criticized by civil rights advocates as weak since it does not involve quotas or goals, yet the transition team still feels that it has gone too far.

Unfortunately, there is some support in certain influential circles for Reagan's anti-affirmative action approach. For example, a new Department of Transportation program recently took effect requiring that companies headed by minorities and women be given roles in highway and mass transit construction. This innovative program, which may be a precursor to others in federal departments, has been greeted with resistance. Nineteen states have requested waivers from provisions in the program. The virtually lily-white Associated General Contractors, a major trade organization, has sued the Government over the program. The *New York Times*, voice of the liberal (?) "Eastern Establishment" has editorialized against this major effort to reverse discrimination.

Contracts to black construction firms involved in transportation projects does not involve peanuts. In rebellion-torn Miami, black contractors recently were awarded lucrative contracts to construct the major bus maintenance facility in predominantly black Liberty City. During the fiscal year which ended on September 30, minority firms were awarded \$42 million in contracts by Amtrak.

Before some begin to look back with misty-eyed nostalgia to the Carter Administration, keep in mind that despite the rhetoric, these years were no Shangri-La for affirmative action. In fact, New York State filed a suit against the Carter-led federal government charging that it had failed to enforce its own regulations requiring federally assisted construction contractors to increase the employment opportunities of minorities and women. Moreover, black construction workers in Philadelphia have filed a motion in federal court against the Department of Labor to prevent that agency from adopting

a new construction industry program that would "destroy the affirmative action requirements for Philadelphia area construction contractors", and in a classic "physician-heal-thyself" contretemps, the Equal Employment Opportunity Commission (EEOC), the main federal agency charged with combating job discrimination, has been sued in Miami by one of its more highly regarded black employees on the grounds that he was passed over for two promotions because he is black!

Hence, even if Carter were still in office, affirmative action would still face tough sledding. Some may aver that the "Reagan landslide" dooms equal opportunity, but this is far from the truth. True, there has been possibly a rightward shift in Congress, but not necessarily in the country as a whole. It should never be forgotten for one moment that in actuality (with the record low voter turnout) Reagan received only 26.9% of the eligible voters' support. That means a great "Silent Majority" did not vote for him. Note also that not so long ago "Proposition 13" and cutting support for social programs by cutting taxes was being touted as the new "conservative wave". But few noted that on Election Day, Proposition 13-state measures were roundly defeated in Iowa, South Dakota, Utah, Arizona and Oregon. Indeed, one must wonder aloud as to whose interest it serves to trumpet this base canard about a "Reagan landslide" and "conservative tide."

In any event, the task for affirmative action advocates should be clear. Preparation should begin now for aggressive lobbying tactics aimed at the incoming Reagan regime. On January 21, he should be greeted with a veritable snowstorm of post cards and letters informing him of the black community's intention to fight for equal opportunity. NAACP chapters, churches, etc., should link up with those trade unions planning for a spring March on Washington. It should never be forgotten that the gains of the 1960's can only be protected and advanced with the aggressive tactics of the 1960's.

To Be Equal

The Future Of The Black Vote

By Vernon E. Jordan, Jr.

Blacks were just about the only members of the disappearing coalition that traditionally provided the Democratic Party with its core supporters who remained loyal in the 1980 election. Estimates of the black vote for President Carter range from a minimum of eighty per cent to a maximum of ninety per cent.

That has led to troubled feelings among many. One notion is that blacks will be "punished" by a reigning party that got only a handful of votes from them. Another holds that blacks have to break away from a party that takes them for granted.

I can't buy the idea that blacks will be "punished" for their votes; the system just doesn't work that way. Common sense suggests Republicans will try to expand their base, not narrow it. The success with which they detached other parts of the Democratic coalition makes it probable that Republicans will go after the black and Hispanic voters they didn't win over in 1980.

As for deserting a party that takes them for granted, any group will vote for candidates who offer it the brightest prospects. Blacks will probably remain largely Democratic until they feel they have a viable alternative.

In 1980, the black vote may have gone to Carter but black support for him was soft. A more moderate Republican standard-bearer

could have split off significant numbers of black voters. Greater enthusiasm for the Carter candidacy would have resulted in a significantly higher black voter turnout.

It is too glib to say the black vote always goes Democratic, without an important qualifier. The black vote traditionally goes to candidates ranging from moderate to liberal who demonstrate an identification with black needs and aspirations.

That was proved all over again in 1980 as black voters switched to the Republican line to back congressional and local candidates who they perceived as favorable to black interests.

It is interesting to note too, that the strong identification of blacks with the Democratic Party is relatively recent. It took Roosevelt's New Deal to break the black allegiance to the Republican Party, the party of Lincoln and the Reconstruction. And the lopsided Democratic majorities only started in the sixties, when Kennedy and Johnson initiated the Second Reconstruction.

So there is historical evidence that blacks, like other voting groups, switch party identification when another party competes for their votes and frames a program that will appeal to them.

So rather than "punishing" blacks, a Republican Party intent on becoming the nation's new majority party must appeal to

black voters through its record in the next four years. If it protects black social and civil rights gains and if it fulfills its promises to wipe out unemployment, it can add blacks to the other groups that have withdrawn from the old Democratic coalition.

Why should they bother? After all, Mr. Reagan won in a landslide without black votes, and many of the new Republicans in the Senate are there without visible black support either.

The answer is that a 1980 is rare in politics. Close elections are the rule. And in close elections, the black vote can be decisive. Black voters hold the balance of power in many key states. Even the shift in population to the Sunbelt reinforces this fact, as the large black population in the South and Hispanic voters in California and Texas and Florida will be crucial in future elections.

Politicians know too, that measures that alienate black voters also drive away others who share the goal of a more equal society.

Republican strategists believe they are posed to capitalize on a massive realignment in American politics. They know that capturing black voters is necessary for them to prosper over the long term. So the 1980 election, rather than ending black political influence, should inaugurate a new period of competition for black votes.

Economic Justice As A Crime Deterrent

By Congressman Augustus F. Hawkins

If you ask the average American what are the most serious crimes in the nation, the answer would probably single out street crimes such as robbery, mugging, murder, rape and assault.

If you were to ask a further question about who commits all these crimes, the answer would come back, and wrongly so, that minorities are probably the single most important perpetrators of street crime.

These answers are very popular, ungrounded assumptions which too easily explain away a crisis that exists in the whole criminal justice system, which America has yet to face.

And yet there is some light at the end of the tunnel, created by a small, distinguished group of minority Americans known as the National Minority Advisory Council on Criminal Justice.

Their job, funded by the U.S. Law Enforcement Assistance Administration (LEAA) in 1976, is to provide guidance, direction and recommendations to federal, state and local law enforcement agencies. This charge is a formidable one, but using their own sense of fortitude, intelligence and sometimes a feeling of outrage, they have provided their unique perspectives on the causes of crime and violence. They have also charted responsible paths to the realization of social justice.

And nowhere is this better accomplished than in their recently released study, "The Inequality of Justice".

Essentially the study deals with crime and the administration of justice from a minority viewpoint. It is expressed in terms of a black perspective, a Hispanic perspective, an

Asian perspective and a Native American perspective, as articulated by those living in ghettos, barrios, and reservations.

The study is harsh in its condemnation of the way in which criminal justice is enforced in minority communities — it notes:

"Throughout the history of the United States the white majority has felt compelled to use economic and political power, and particularly the criminal justice system, to maintain control and authority over the racial minorities in American society. The oppression of minorities in America is supported by a system of racial beliefs and ideologies that has pervaded the nation's major political and cultural institutions, especially the criminal justice system."

Interestingly enough, their view propounds the position that the greatest and most serious crime in the nation, causing criminality and social deviation, is the crime of depriving minorities of economic, political and social justice. The Advisory Committee describes this "crime" as one in which "there is an air of hypocrisy in the public pronouncement of a nation about freedom where the essential social levers of opportunity — education, jobs, housing, and political power — are kept out of the reach of the masses of minorities. Blacks, Hispanics, American Indians and Asian-Americans remain, with few exceptions, segregated, powerless, and at a marginal level of existence as a result of our nation's socioeconomic system and practices."

They go on to observe that "the periodic spasms of minority discontent across the nation relate in particular to the government's management of the economy and the use of

government power in periods of crisis. Yet, for minorities all over the nation, the issues, above all others, are political and economic

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Lt. W. H.

DUPREE....

...Of the 55th Massachusetts volunteers; one of many who served bravely in the civil war; after General Grant took Richmond & General R.E. Lee surrendered, Jefferson Davis, the Confederate President was captured & jailed on May 10, 1865 at Fortress Monroe! He was tried in May, 1867, before the first mixed jury ever drawn in the South!

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