

Corporate corner

Blacks struggle for success

By Larry G. Daniels

By now, the first article should have been read and your curiosity should be at an all-time high. As I stated earlier, the objective of these articles is to stimulate ideas, suggestions, techniques, and strategies to improve the effectiveness of one's performance in pursuit of business and career success. Also, it was mentioned that precise and concise communication will be the main ingredient. Therefore, keeping in line with this point, let's get to the heart of the matter and get our feet wet with some basic information to satisfy your curiosity.

Blacks and other minorities have been seen in research and literature as constantly struggling to attain success in all areas of life. Many problems have been identified but much of the data collected are seen as negatives and few solutions have been offered for consideration. Likewise, Blacks are faced with certain identifiable problems in all-white organizations and institutions. For example, when companies hire Black professionals, they hire qualified people. There are Blacks who are supposedly not qualified but can be trained. Many companies feel they are lowering their standards to admit Blacks. Whether this is

true or not, Blacks have managed to move into positions in these companies. Generally speaking, industry has not found workable means of training and development Blacks for higher managerial positions; but neither have existing racial barriers stopped the trickle of upward movement of Blacks. Organizations have not yet begun to deal with the internal problems that arise after Black professionals are hired.

If Blacks have managed to slip between the doors opened by equal employment opportunity legislation and, in addition, have moved into higher levels with little help from the white industries, then what kind of factors are involved in surviving in these institutions? Historical data indicates that institutions have been hostile to the survival of Blacks. How is it some Blacks have managed to be successful in spite of the barriers presented to them? What kinds of attitudes do they have? How do they behave? What is their emotional set? What kinds of job skills do and have they developed in order to survive and be successful?

When whites have been successful under adverse conditions, then the human behavior professionals want to know how they did

it. Blacks have managed to survive and be successful for hundreds of years in a society that has been hostile to them. How then do we proceed to gain knowledge about what the avenues for survival and success have been for Black people? One way we may be able to begin to understand what has happened is to look at the attitudes, emotions, behaviors and job skills of Blacks who have been successful under adverse conditions.

Many of the studies about Blacks in the past have been completed by white researchers who did not attempt to understand or accept racial differences as positive factors. Many of these studies have been of Blacks who

have not been able to survive, not been able to cope with a hostile environment. These Blacks have not presented us with characteristics of success or what it takes to be successful. It is certainly time to take a look at the positive side of survival and success for Blacks in the white corporate setting.

For all practical purposes, I will be using a model for understanding what happens to Blacks psychologically and what learnings they gain pertaining to survival and success in organizations. This framework will present a road map of what Blacks might expect to encounter and offer suggestions about which roads to travel.

If properly used, this data can steer Blacks on a course of positive coping that will promote growth and development.

An important aspect of this model is that it focuses on the strengths in Blacks and the output of positive coping behaviors. As stated earlier, much of the information gathered in the past about Blacks has pointed up deficits or weaknesses in the Blacks' struggles. Most Blacks, regardless of their position or status, tend to be lumped with the poor and defeated. As Blacks and minorities have moved into white male institutions over the past years, we have been presented

History of Black firsts

The first Black churches were established in the Revolutionary War period in South Carolina, Georgia and Virginia. Some authorities believe the first Black church was a Baptist church established between 1773 and 1775 at Silver Bluff, S.C. across the Savannah River from Augusta, Ga.

- The first Black church in the North was the African Church of St. Thomas, which was dedicated in Philadelphia on July 17, 1794. On August 12, 1794 the St. Thomas parishoners affiliated with the Episcopal Church. Richard Allen and his followers organized Philadelphia's Bethel African Methodist Episcopal Church in July, 1794.

- The first Black minister certified by a predominately White denomination was Lemuel Haynes, who was licensed to preach in the Congregational Church in 1780. Haynes was also the first Black pastor of a White church in Torrington, Connecticut. In 1818 he was called to a White church in Manchester, New Hampshire.

- The first Black bishop was Richard Allen, who was elected at a general convention of the African Methodist Episcopal Church in Philadelphia on April 10, 1816. James Varick was named bishop of the African Methodist Episcopal Zion Church on July 30, 1822.

- The first Black bishop of a predominantly White demonimation was James A. Healy, who was consecrated bishop of the Roman Catholic diocese in Maine on June 2, 1875. The first Black Roman Catholic bishop in the 20th century was Harold R. Perry, who was consecrated in New Orleans January 6, 1966.

- The first Black bishop to head an Episcopal diocese in America was James M. Burgess, who was

installed as bishop of Massachusetts on January 17, 1970. On September 24, 1977 John T. Walker was installed as the sixth bishop of the Episcopal diocese of Washington, D.C.

Apartheid and the U.S. involvement

By Emmanuel B. Oritsegafor

South Africa's policy of apartheid expresses the determination of the 300-year-old white group to retain its privileged, social, and economic status at all costs. The white minority government in South Africa excludes blacks from political participator in the national government. The potential danger of allowing black participation in governmental decisions means the loss of both the political and social status of the white minority government officials in South Africa.

A vast apparatus of laws and administrative procedures separates white from blacks in every walk of life in south Africa. Blacks, by law, are required to carry a passport at all times. The passport also serves as an identification of social status. The movement of blacks are supervised with this passport. The white minority government, through their aggressiveness, has created a separate homeland for blacks. The homeland is more of a concentration camp. Life for blacks in the homeland is hopeless. Lack of medical facilities or convenient living is part of the homeland.

Many of these blacks living in the homeland work as miners; some grow crops on patchy, unfertile land for subsistence. The blacks living standard is not comparable with the way the privileged whites live in cities like Johannesburg or Capetown, where the whites live within convenient facilities.

We are all aware that the United States supports the racist government in South Africa. The United States is also the backbone for other Western national' investment in South Africa. Under the constructive engagement policy of President Reagan, full economic investment is encouraged. Some of the 400 companies that are of American origin residing in South Africa are Gulf Oil Company, Kentucky Fried Chicken, and I.B.M. Under the Constructive Engagment policy, any American company that payes taxes in South Africa can deduct their apartheid taxes from the U.S. income tax. The Reagan administration is saying that economic consideration is more important than the ill-fated blacks.

The Unites States also considers the racist government to be an important military strategic point. The country is rich in gold and uranium, which is necessary for the development of nuclear weapons. These unfortunate acts by the United States is glaring to you and me; why don't we try and rectify the situation? Join local organizations that are against apartheid. Write your congresspersons, and make your protest more visible. I hope the country of South Africa will be ruled by blacks in the near future, and with our help, it might be.

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The Pen is the student newspaper of St. Augustine's College, 1315 Oakwood Avenue, Raleigh, North Carolina 27611. This paper is published twice a month (except during holidays). The Pen encourages letters to the editor but reserves the right to edit ALL material submitted.

All articles should be typed and double spaced. Editorials, advertisements and other articles of such do not necessarily reflect the opinion of the college or staff. Contributions are welcome.

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