

The Carolina Indian Voice

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"Building Communicative Bridges In A Tri-Racial Setting"

Robeson County

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RAF Justice Project Seeks Solutions to County Employment Problems

by Connee Brayboy

Mitchell Locklear and Jennifer Nickles are taking a serious look at the employment conditions in Robeson County. The two are on staff with the Rural Advancement Fund's Justice Project. The Rural Advancement Fund is a non-profit organization begun in 1984 to address the inequities suffered by poor people in the rural courtroom. Since that time, the Justice Project has felt the need to look seriously at some of the other inequities facing the citizens of Robeson County. Their quest for employment statistics has proven quite interesting, as well as informative, according to Locklear.

"We called the county manager's office and requested a breakdown by race of county employees," said Locklear. "The compilation of employment by race and the salary ranges by race was not really surprising. It simply verified what we already knew," Locklear continued.

Both Locklear and Nickles said they were a little more than surprised when their office asked County Manager Jim Martin for a copy of the Affirmative Action Plan for the county. Martin, they said, told them he was not sure the county had such a plan. He would find out and let them know. Martin did find out there was an Affirmative Action Plan and provided them with a copy.

"When you consider the fact that the county manager did not know about an Affirmative Action Plan, it is easy to understand why Blacks and Indians are not only the lowest paid county employees, but also why so few are actually employed," Locklear said.

"The statistics themselves speak volumes about the unfair hiring and promotional practices by our county," Nickles said. "If the county manager is not aware of a plan for fair hiring, he can't possibly be implementing fair employment opportunities."

A breakdown of Robeson County employment by race shows the following: there are 615 people employed by Robeson County. Of those, 317 are white; 126 are Black; and 171 are Indian. There is one full-time

Hispanic employee.

Of the total number of county employees, the salary range by race shows that 45.5 percent white, 27 percent Black and 27.5 percent Indian are receiving \$12,000-\$14,000 yearly (starting pay). 50.7 percent white employees, 22.7 percent Black and 26.5 percent Indian are making \$14,000-\$16,000 per year.

In the \$16,000-\$18,000 range the percentages are: 48.8 white; 13.7 Black; 37.5 Indian. In the \$18,000-\$20,000 range the percentages are: 64.4 white; 13 Black; 22.6 Indian. And 69.6 percent of the white employees are receiving annual salaries of over \$20,000 as compared to 13.8 percent of the Blacks and 16.6 percent of the Indians.

"These figures," Locklear said, "raise some serious questions. Are Indians and Blacks applying for these positions? If not, why not? Is the county encouraging applications from Blacks and Indians?"

Locklear and Nickles will raise these questions and others relative to county employment before the Human Relations Commission, hopefully at their next meeting. "These questions are legitimate," Nickles said, "and the problem of underemployment of Blacks and Indians must be dealt with. We will ask the Human Relations Commission to work toward rectifying the county employment situation, not just articulate the problem. We understand that the Human Relations Commission was formed, not as a token gesture of good will, but to offer solutions and recommendations for prompt and workable solutions."

Locklear agrees. "We at the Rural Advancement Fund have compiled the information. We have identified the problem and will not accept anything less than a 'real' solution. I am sure we will hear that old line about qualifications. Always when you mention hiring more minorities, you hear 'send me some that are qualified and I'll put them to work.' If it is an Indian or a Black, they must be qualified...but a white in Robeson County, it seems, need only be white."

Next week we will look at the Justice Project's indepth look at the county's Affirmative Action Plan, along with some recommendations for the county commissioners.

PEMBROKE KIWANIS

BY KEN JOHNSON

The weekly meeting was held at the Town and Country Restaurant with County Extension Agent Gregory Travick as the speaker. "Agriculture," a video was shown by Mr. Travick as the biggest business in the state involving practically everyone. Thousands of agricultural products produced in the state require many people with over 10,000 working in the poultry business alone, which is the number one commodity of the state. There are numerous services for example, the baking industry with wheat producing farm sells a loaf of bread for 54 cents, the wheat itself would cost approximately 4 cents. Two-thirds of North Carolina land is under forestry, with more furniture manufactured in North Carolina than any other state. Over 600 pounds of paper made per person in the state, and one farm worker feeds 116 people. It is a vast

agricultural complex as each person is a consumer, therefore, agriculture becomes everyone's business.

Agriculture Extension Services do make a difference in everyone's life. They help farmers in making a difference between profit and loss, in putting knowledge to work. By telephoning 1-800-662-7301, a person can get the extension teletip on any agricultural problem anyone can possibly think of. Food, home, food production, home maintenance, landscaping, house plants, management, pest control, 4-H and youth, trees, etc.

Visitor was Mr. Woody Hunt from Falls Church, Virginia.

Presiding-Jeff Maynor; Invocation-Dorsey Lowry; Song Leader-Ed Teets; Program Chairman-Ray Lowry; Reporter-Ken Johnson.

The law of exercise or drill (repeating a skill over and over until it becomes automatic) and the law of primacy (teach safety skills at an early age, the way a twig is bent is the way it will grow) and important. Meaningfulness is important. If something is important it will be learned through bitter experience. It is important for our schools to provide these learning experiences through their physical education, driver training, vocational and home-making courses, typing, science courses, all the fine arts courses, literature—all are aimed toward the total education of the individual.

Education should not be designed

to just the development of knowledge objective, but rather the physical, mental, social and emotional objectives should all be focused upon. The physical fitness objective goes along with the knowledge objective, and should not be left out of the curriculum as happens in this drug age.

Singing

The Burnt Swamp Baptist Association's quarterly singing will be held Sunday, April 16th at Bear Swamp Church beginning at 2 p.m. All singing groups are invited to come and participate.

Association Honored for Support of the Arts

Raleigh--Robeson Historical Drama, Inc., of Pembroke has been named a recipient of the 1988 Governor's Business Awards for outstanding support of the arts in North Carolina.

Robeson Historical Drama was one of 11 businesses and arts groups honored April 6 during the Governor's Business Council on the Arts and Humanities annual awards banquet.

"The outdoor historic drama 'Strike at the Wind!' re-tells a story of cultural importance," said Doug Booth, chairman of the Governor's Business Council on the Arts and Humanities and president of Duke Power Co. "Robeson Historical Drama succeeds in bringing innovative business support to the annual production."

Robeson Historical Drama was founded with the express purpose of creating an outdoor drama that would present and preserve Robeson County history and culture. And for 13 seasons, "Strike at the Wind!" has told the fascinating tale of a legendary Lumbee Indian hero, instilling pride in the local community, and attracting audiences from

across the state as well.

Robeson Historical Drama has fostered varied business support in its cultural efforts. The business community is actively involved in the Drama's three annual fundraisers--an Art Auction/Dinner, golf tournament and Christmas benefit. Businesses donate awards for the golf tournament and purchase and display prints of artwork featured in the art auction. During the "Strike at the Wind!" season, business nights, each dedicated to an area business or corporation, encourage employee attendance.

The Governor's Business Council on the Arts and Humanities is a nonprofit organization created in 1977 to encourage and recognize support of the arts and humanities throughout North Carolina.

"The awards are presented annually to businesses that have demonstrated, over the course of a year, outstanding support of the arts and humanities in North Carolina," chairman Booth said. "This is truly a prestigious award. By supporting the arts in the communities they serve, these winners have enhanced the quality of life for all of us."



KELLI WALLACE
Little Miss Lumberton

On Saturday, April 15 at the Lumberton Civic Center, Kelli Wallace will relinquish her title as "Little Miss Lumberton" to one of the six lovely contestants. Kelli is the eight-year-old daughter of Earl and Yvonne Wallace of Lumberton. She attends Piney Grove School where she is in third grade. Also, she attends Mt. Olive Baptist Church near Lumberton.

Kelli has enjoyed many guest appearances and performances during her reign. She wishes to thank all those who have supported her this past year.

Kelli would like to invite the public to attend the "Little Miss Lumberton Pageant," sponsored by the Heart of Robeson Jaycees. The pageant will begin at 7 p.m. at the Civic Center.

Local Judge Attends Judicial Course



Nevada--Judge Gary L. Locklear of the District Court of Robeson County, North Carolina has completed the Special Court For Attorney and Non-Attorney Judges course, March 12-24th, at The National Judicial College. Judge Locklear was elected to the District Court (Judicial District 16-B) in November, 1988 and was sworn in on December 5, 1988.

The course is designed for new special jurisdiction judges or inexperienced judges who desire a review. Covered in the course are problems faced by judges in these courts and solutions such as new technology and improvement of judicial skills. First step in judicial education for the judges with law degrees, explores the law and its application to special courts, a comprehensive review of the fundamental legal principles and procedures emphasizing criminal procedure before, during and after trial; elements of criminal offenses; arraignments and preliminary hearings; domestic violence; search and seizure; and problems in traffic proceedings and trial techniques.

The course attracted 71 judges from 15 states.

The National Judicial College, located at the University of Nevada-Reno, trains more than 1,600 judges per year from around the world. Affiliated with the American Bar Association, NJC is the leading judicial education and training institution in the nation. Since its establishment in 1963, the College has issued more than 22,000 certificates of completion to judges of all 50 states and 106 foreign countries.

THE COACH'S CORNER

BY KEN JOHNSON

Learning To Live Safely

Learning to live safely is influenced by our emotions, attitudes and motives. These are psychological considerations and developing attitudes forces us all to adjust properly to our environment and master skills of safe driving, swimming, playing basketball on a dry floor, etc. We master skills to cope with dangerous situations rather than being reckless and taking needless chances. A knowledge of hazards, the skills to cope with them and the attitudes of

maturity are important. We have so many liability areas in sports, in work, at home, with fire arms, etc. that we need to be careful in our thinking of safety consciousness at all times. The ethical responsibility for the safety of our fellow man is always there and the motivational factors of survival, peer pressure, self-enhancement, and mastering hazards are accomplished by the principle guiding rules for action and the learning law of effect (locking the barn door after the horse is stolen).

Kenny Buffalo to host new self defense show

Kenny Buffalo, the first Lumbee Indian karate star, will be the host of a new TV show on Kyokushin-Kai Karate and Self-Defense. The show will be seen weekly on Fridays from 12 noon-12:30 p.m. The show will air on Channel 47 on Cable TV.

The show is titled "Self-Defense and You" and will feature Buffalo and several of his advanced karate students demonstrating and teaching viewing audiences karate techniques for self-defense. When Buffalo lived in Japan and was a student studying Kyokushin-Kai Karate, he was involved with a TV show of this kind. He gained valuable experience from this show. "Self-Defense and You" will be the first show of its kind in the United States.

Buffalo is also completing his new video "Fighting Karate: The Ultimate Potential." It is being produced by Mejiro Productions and is scheduled to be released to video stores this summer. Buffalo will release several copies of this video to stores in Robeson County weeks before it is released nationwide so "home people" will get the first look at this exciting video.



KENNY BUFFALO

Head Start Receives Awards

On March 22 through 24, 1989 the Lumbee Regional Development Association, Inc. Head Start Program staff, Patricia B. Locklear, Head Start Director, Vivian Locklear, Health-Handicap Coordinator, and Kathy Locklear from Fairgrove Head Start, attended the North Carolina Head Start Association Conference in Charlotte, NC.

The LRDA Head Start Program received the following awards: Parent of the Year went to Kathy Locklear, who is a parent from the Fairgrove Head Start Center in Fairmont. Alumni

Award went to Joyce Malcolm, a former employee of the LRDA Head Start Program. Ms. Malcolm has worked with Head Start for over 17 years and is currently employed by the Robeson County Board of Education. Special Recognition Award went to Belmont Abbey College Student Government for assistance with clothing for the LRDA Head Start Children. Best Membership Award went to LRDA Head Start Program for over 300 percent memberships. For this achievement the program received a video camera and carrying case.



Shown left to right: Gelinda Collins (parent from Rex Rennett Head Start Center); Patricia B. Locklear (Head Start Director); Kathy Locklear (parent from Fairgrove Head Start Center); and Vivian Locklear (Health-Handicap Coordinator)