

# Affirmative Action Slowly Sews Pattern of Color

**By Donald Marable**  
 A review of the employment policies and practices of the City of Durham was conducted by the Office of Revenue Sharing of the U.S. Treasury Department in July of 1977. As a result of the review, a determination was made that the City was not in compliance with regulations of equal opportunity. There was a great underutilization of females in all categories, while the market in Durham was overflowing.

After two years of discussion, the City Council adopted by unanimous vote an Affirmative Action Plan on August 21, 1978. On July 1, 1979, Walter A. Jackson was appointed as the City's first Affirmative Action Administrator in charge of a seven-member committee.

first black female telecommunicator was appointed, and the city's first black personnel director, Fred L. Gill, was appointed. Positions already held by black males were human relations director, police captain, assistant fire chief, plant supervisor, assistant recreation director, chief building inspector, public safety supervisor, water customer services manager, assistant sanitation superintendent, planner and engineering technician.

Under City Manager Barry L. DelCastillo some changes in the wording of the plan were made. Of critical concern is the significant change the city manager made to have the City Manager

submit the Affirmative Action Report, rather than the Affirmative Action Administrator. This was done to make the Affirmative Action Report more related to the City Manager's Report, and can be found to be slightly weighed in a misrepresented direction. "In doing this, I hope we haven't lost a system of check," said Walter Jackson, Affirmative Action administrator. "The audit process should rest here, and not with the administration, individual public employee, or public."

In summary, the Affirmative Action Program is progressing, not at a truly satisfactory rate, but at a reasonable rate.

## Principles Can Eliminate Vague Ethics Code

The committee began immediately stitching a new cloth and breaking the traditional patterns of employment of the City in which minorities and females clustered in lower paying service maintenance jobs and clerical jobs. Handicapped persons were still out of the work force picture.

After two years of stitching, the Office of Revenue Sharing pointed to flaws in the cloth, although some changes had been made.

By 1979, females were being appointed to positions from assistant city manager to budget director to planning director. Presently Ms. Brenda Foreman is a city attorney, and in 1979 the

reasonably believes such gift would influence the actions of the official in a favorable light for the grantor in future legislation. What can be considered a favor? A ride to work if one's car breaks down?

"There are so many interpretations that can be placed on the Code," Chairman A. Carroll Pledger said. "It can get so an official can't even speak at a civic meeting. I'm asking the council to adopt a 'Statement of Principles', four or five sentences, instead of a whole code that would simply bind an official or employee to the Laws."



**Delta Luncheon Speaker**

**Dr. Helen R. Nunn, professor of Home Economics at Memphis State University, was highly expressive as she delivered the keynote address for "The Black Woman: The Total Spectrum," recently. The luncheon, part of the conference sponsored by Kappa Omicron Chapter of Delta Sigma Theta Sorority, Inc., was attended by nearly 100 persons.**

Miss Alexis Herman, the announced speaker, was unable to attend due to a sudden illness. Photo by Kelvin A. Bell

## NCCU Receives \$94,800 From NSF

**NCCU News Bureau**  
 North Carolina Central University has been awarded a grant of \$94,800 to support graduate traineeships in biology and sociology. The grant will provide tuition and stipends for four graduate trainees each year from September,

1981, through September, 1984.

Dr. Mary M. Townes, dean of the university's Graduate School of Arts and Sciences, will direct the project, funded under the National Science Foundation's program of Minority Institution Graduate Traineeships.

Each traineeship will provide graduate student tuition and fees and an annual stipend (12 months) of \$4,500. Dr. Townes said trainee appointments "will be restricted to high-ability full-time students who are citizens or nationals of the United States."

Two students will be appointed each year in each of the two academic departments involved, biology and sociology. NCCU offers master's degree in both subjects.

NCCU has received grants under the National Science Foundation program since the first traineeship was awarded in 1976.

## Council Votes

(Continued from Front)  
 Committee's Task Force on Downtown Development.

The report requested the council to outline those areas targeted for redevelopment; to encourage minority involvement in all phases of the proposed Civic Center and related facilities; to make maximum utilization of the local labor force in the construction of the facilities by using minority financial institutions, and that apprenticeship and construction training programs for special trades be financed through manpower development or other available funds.

Councilman Ralph Hunt told the council, "We (blacks) will not be satisfied without all of us, black and white, being given a chance to participate from conception to conclusion (in the redevelopment plans)."

The council also adopted a resolution cautioning council members to use discretion when accepting gifts from persons or organizations.

## Rally Protests

(Continued from Front)  
 mic policy," said Rev. James Williams, a RBUF founder.

"Blacks are unemployed at twice the national average," Williams said while explaining black poverty. "Most of those that are employed are underemployed," he added.

On racism and racial violence, Williams said the killing of blacks has reached "genocidal proportions," and that whatever means necessary should be taken to combat such violence.

The senseless Atlanta murders and similar incidents are evidence that blacks must arm themselves, said Danny Houston, a RBUF member. "We are obligated to protect and defend ourselves," he said.

"The growing number of racial attacks on Afro-Americans and other oppressed races are creating a dangerous and explosive situation in the U.S. today," said Ms. Annie Spives, also a RBUF member, while explaining the need for increased unity and organizing among blacks. "We must become preactive rather than after-the-fact reactors," she said, while stating the social position blacks should assume.

The rally ended peacefully as security was tight.

# County Septic Tank Problem Draws Full House

**By Donald Alderman**  
 After listening to angry landowners, developers and builders air concerns about strict septic tank rules, the Durham County Board of Commissioners decided to establish a committee to examine the problem and suggest solutions.

There was standing room only in the Commissioners chamber as nearly 100 people, most of whom were Durham County residents, attended the Monday meeting. The session was often heated.

Claiborne Hudson, a developer representing the group, said county septic tank installation rules are "unreasonably strict." He blamed the problem on the County Board of Health. The board governs the Health Department whose officials examine soil for septic tank use. Hudson said Durham County Health Officials have amended state rules, making it nearly impossible to develop county land.

Bill Murdock, a board of health member, said the Health Department is following state rules, that seventy per cent of county

property is "simply not suitable for septic tanks." He said there are 5,000 complaints on record now from county residents that are presently having sewage treatment problems.

Developers, however, contended most complaints were minor, that the department is "restricting county growth and development."

Hudson told the commissioners that Health Department soil testers are often arrogant, that on several occasions county landowners were not accommodated when seeking soil testing. He said a certain degree of "incompetence and inconsistency" exists within the department.

Murdock denied the charges, however. He said the Health Department is doing everything possible to improve the situation, that alternate systems are in experiment but have yet to be perfected.

Annexation of county property and extending sewer lines were said to be solutions; however, the process would be costly and many county residents

do not desire to reside within city boundaries," was noted.

Landowners contended the Health Department was violating their constitutional due process right, that permit denials are rendered without a possible appeal, and second opinions offered by private experts were blatantly ignored. They vowed to take legal action if necessary. Commissioner Clements said that would not be necessary.

Barnett Crabtree, a local builder, said the process of soil testing and septic tank installation is an art, not a science, that it is unwise for the county to depend solely on Health Department soil scientists for the testing of soil.

A motion by Commissioner Bell established a committee to render recommendations about the septic tank problem and to examine the conduct of the Health Department.

Commissioner Teer suggested the committee consist of a member of the board of health, a mortgage loan officer, an engineer, a developer, a county resident, and a county commissioner.

## Shipman

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 fund-raising and will head the board of presidents.

Shipman's election by the presidents of the member colleges was announced by Christopher S. Edley, executive director of UNCF, who cited his leadership ability and dedication to the cause of higher education. Shipman succeeds Dr. Prezell Robinson, president of St. Augustine's College, Raleigh, in the post.

## Afternoon Tips

The Saturday afternoon session of "The Black Woman: The Total Spectrum" included tips on beauty and hair care, art, and fashion.

The conference, held in Chapel Hill, was sponsored by the Kappa Omicron Chapter of Delta Sigma Theta Sorority. Photo by Kelvin A. Bell



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### TESTS SHOW EFFECTIVENESS OF WIPE-OUT INGREDIENT

HOUSING OFFICIALS REPORT: NOT ONLY KILLED ROACHES—BUT NOT A SINGLE ROACH COULD BE FOUND MONTHS LATER! Yes, test-treatments in an entire apartment house in San Francisco, Los Angeles, and San Diego housing development still have officials gasping in amazement as this 'Doomsday Formula' completely eliminated roaches in plagued apartments! And mind you, this smashing victory was won in a head-to-head test against a battery of so-called "high-kill" chemicals... the same type used by professional exterminators.

MORE REPORTS! CAFETERIAS AND RESTAURANTS WIN MONTHS OF FREEDOM FROM ROACHES AFTER USING THIS FORMULA! In test after test... location after location... food establishments that were prime roach-targets... that used to demand twice-weekly spraying by professional exterminators... DISCOVERED FREEDOM FROM ROACHES... IN ALL AREAS TREATED! Even more significant—they stayed roach-free for MONTHS AND MONTHS!

STILL MORE! IN HOTEL TESTS, ROACHES VANISH FOR MONTHS IN EVERY AREA TREATED BY SIMPLY USING 'WIPE-OUT' INGREDIENT. It's true! So effective is this formula... even in dark, elevator shafts of commercial hotels, (normally a roach's playground paradise), not a single bug could be found in 6 months after TREATMENT! Of course, the test conditions cannot be duplicated in your home, but the test proved that the WIPE-OUT formula was superior to the so-called high-kill chemicals.

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