

Reading Olympiad Participants Recognized

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Salem/Forsyth County Board of Education. She stressed the importance of reading for African Americans and encouraged the students to never give into peer pressure or negative talk and continue reading.

"I had many teachers that didn't tell me right or teach me right. But, I made up in my mind what I was going to do," Brown said. "It's going to take you to pull up your own straps." Leeanna Lee has been a chat person for the past two years for Reading Olympiad because she

knows how important reading is for the growth of young people. "I like helping kids to learn," Lee said. "It's a way of connecting, meeting, talking and spending time with young folks." This was Allende's second year participating in Reading Olympiad. Last year he won \$50

and was determined to win the grand prize of \$100 this year. And, he did so by reading 179 books. Allende read all the time: after school, on the bus, and after he finished an assignment in class. "My mom and I would go to the library on the weekend

and check out 40 or 50 books," he said. "When we'd come up to the counter with books from our chest to our chin. The woman's eyes popped out." Grand prize winners were: Tierra Wicks, Brenita Fowler, Shaun Allende, Jhaamel Staples and Mercy Johnson.

First place winners were: Michelle Chadwick, Tracie McMahan, Tyrone Davis, II, Shonta Minor and Amanda McKoy. Second place winners were: Tykeia Slade, Elbert Jeffries, Candace Culcleasure, Theresa Davis and Patrice Jeffries.

Woman Charges NCSA

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The N.C. School of the Arts, a constituent institution of the University of North Carolina system, enrolls 840 students - 8 percent of which are African Americans. The school employs approximately 200 people, and about a quarter of its workers are black, Dickson said.

Joan Stack, a white woman who was hired as a temporary employee in the purchasing department in January 1995, was selected over Smith for the purchasing agent job that pays \$21,000 annually, according to Smith's affidavit and Dickson.

Smith, who attended Winston-Salem State University and Forsyth Technical Community College, earns less than \$20,000 a year in her current position, she says.

"To the best of my knowledge, Stack has a bachelor of science degree, but I do not know if she has any experience in purchasing other than the two months she worked in the office with me," according to Smith's affidavit.

Dickson said that Stack received the job because she has a bachelor's degree in business, a master's degree in business administration, and eight years experience in finance, purchasing, and business.

The qualifications for a departmental purchasing agent include graduation from a four-year university and six months experience in a large-scale purchasing department, or high school graduation and five years experience in a related field, according to the position's announcement.

Among the 32 candidates, there were four black applicants for the job - three African American women and one black man, Dickson said. The top candidate was a black woman, but job's pay was too low and she didn't accept the position.

Smith said that she was qualified for the position because of her five years of experience as a purchasing assistant even though she hasn't earned a bachelor's degree. "He (Dickson) is not giving staff people a fair chance to advance within the school administration," she said.

"That charge is baseless and totally contrary," Dickson said. "Every job that I have filled have been with internal staff people who have been given opportunities over outside applicants."

Pace selected Stack over Smith because "it is common knowledge that Pace does not like working with blacks," Smith said in her complaint to the EEOC. "Pace was transferred to the purchasing department after she found out that her boss, Joe Dickson, was black. She made the comment that she would not work or take orders from a nigger (referring to Dickson)."

Pace was Dickson's execu-

tive assistant when he arrived at the school three years ago. He said that he appointed her as the acting purchasing director when a vacancy occurred because she had experience in purchasing. A year later, Pace was named the permanent director.

Smith stated in her complaint that Peggy Norris, a personnel assistant in NCSA's Human Resources Department, had knowledge of Pace's alleged derogatory comments about Dickson.

"Barbara Pace did not say that directly to me or my presence," Norris said Tuesday. "She may have said to someone else. I am sure that she would not have said that to me because if she had, I would have taken offense to it immediately."

Dickson said that he didn't believe that Pace made any racial slurs. "Barbara is one of the most fair-minded people that I had ever met," he said. "I can't imagine that she would ever say anything like that."

Smith believed that Pace did not promote her because she would have had to work closely with Pace as a purchasing agent and Smith would have been in charge of the purchasing department in Pace's absence, according to the affidavit.

Dickson says that Smith currently works with Pace in her clerical duties in the purchasing department.

"Barbara reports to me, and I am black," Dickson said. "Why would I allow someone to be discriminated against and I am the affirmative action officer for the school."

In a later conversation, Stack asked Smith why she didn't get the job, and Smith told her that Pace overlooked her because she was black, according to the affidavit. "Stack told me that she detected from her conversations with Barbara Pace that Pace did not like blacks," Smith said in the document.

Prior to her employment at N.C.S.A., Smith worked for 13 years as an inspector with American Telephone and Telegraph Co. A graduate of North Forsyth High School, she was a teller for First Union National Bank from September 1974 to July 1979.

Smith said she didn't fear reprisals from the school's administration for speaking up.

"I can go out and get another job," she said. "I definitely won't retire there. There is no future there, and I don't want to go through 20 years of this garbage. It's unfair to treat people like this for no reason. I didn't ask for this. They need to be taught a lesson."

Dickson said that Smith's job was safe despite her complaint to the E.E.O.C. "There will be no repercussions toward her," he said. "I won't allow that. But she certainly has to perform her job."

Inmates to Receive Job Training

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Enforcement Detention Center on the corner of Second and Church Streets replaces the old county jail on North Church Street. The detention center encompasses 11 stories, eight elevators, and 385,000 square feet. It provides 736 cells to accommodate 1,016 inmates. Within its first 90 days of operation, the jail will house up to 650 inmates.

The detention staff will also conduct a drug rehabilitation program for the inmates. The program is called, T.E.A.C.H. - Training Education Assisted Change with Hope. "We will try to change their lives," Schweitzer said.

The jail will also accommodate the religious and spiritual needs of the inmates. The Moravian Church in Winston-Salem donated the funds for a full-time pastor for three years.

The jail has separate facilities on the sixth floor to accommo-

date up to 100 female prisoners. The women have their own visiting room, recreation room, kitchen, eating areas, and laundry. Schweitzer said 85 to 90 percent of the female inmates are also black.

Males consist of 90 percent of the inmate population with an average age of 25. Five to eight percent prisoners are 16- and 17-year-olds. More than half of inmates lack a high school education.

Government officials and community leaders spoke about the disproportionate numbers of African American inmates after the dedication and ribbon cutting ceremony of the new jail last week.

"That is the part that really hurts me," County Commissioner Mazie S. Woodruff said, "that so many of our people are here. It is not my desire to see us populate the place. But if blacks are committing crimes, then they ought to be punished."

One factor for the high number of African Americans in the county lock-up is that many blacks can't afford to bail themselves out of jail and must remain behind bars until they appear in court.

"People of less means don't have the money to get out on bond," said Forsyth County Sheriff Ron Barker. "I can't help to think that plays a big part of it."

Another reason for the high number of black inmates is that the majority of people arrested in the city are African Americans, Barker said. Most of the jail inmates are city residents.

"We want to build prison walls for people that we want to hide and would like to forget," the Rev. Sandra Thigben told the multi-racial audience at the ceremony.

Thigben, the chaplain of the Forsyth Jail and Prison Ministry, said that the churches must become involved in the lives of young blacks to reduce the jail

population among African Americans.

"We have to come out of the churches and work with these young people," she said. "We must bring all the people from behind the walls and welcome them back into the black community."

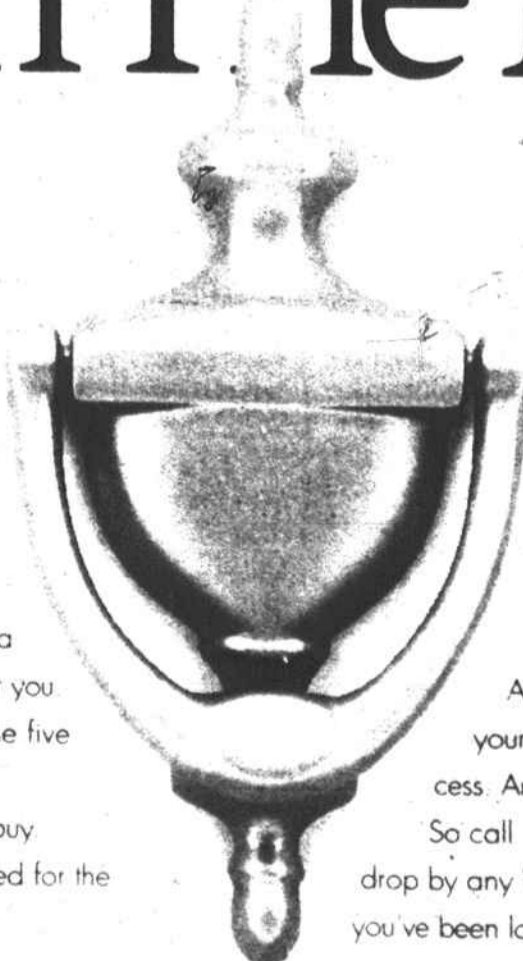
County Commissioner Earline W. Parmon said that the new jail would incarcerate people humanely with sensitivity.

"We have to deal with our young people," Parmon said. "We must give them opportunities for careers so they won't turn to crime."

Parents must get control of their children and prevent them from committing crimes, said Broderick Morrison, director of Youth Are the Future Enterprises in Winston-Salem.

"We have too many kids who think going to jail is prestigious," he said. "They believe the jail is some kind of vacation resort."

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