

Editorials & Comments

Equal Opportunity For Blacks, Women

By Hoyle H. Martin Sr.
Post Executive Editor

President-elect Jimmy Carter has already begun to pursue his commitment to greater economic opportunity for minorities. Last week he ordered his staff - particularly the talent inventory committee - to provide the names of at least one qualified black and one qualified woman among the lists of candidates for each major position to be filled in his administration.

While Carter's action should not be surprising, the timing of the announcement was far more significant than is generally known. Specifically, the date of the announcement, November 18, is the same date that may mark the beginning of a lost in the gains in employment opportunities it has taken blacks and women over 10 years to obtain.

According to the National Coalition to Defend Affirmative, the Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) released major revisions to affirmative action laws on September 17. The revised regulations are supposedly designed to streamline procedures and, most significantly, allow only 60 days for public comment before the new regulations were to be put into effect (on November 18).

The Coalition charged that the revisions were written in a veil of secrecy, without the involvement of employee rights groups, and that the revised regulations will, in effect,

render affirmative action programs useless.

The Coalition has attempted to get president-elect Jimmy Carter to issue a policy statement concerning this move to curb affirmative action programs. While Carter has to date made no direct statement on affirmative action, the POST believes the timing of his statement to give equal consideration to blacks and women for top administrative positions adequately expresses his commitment to the principle of affirmative action.

Carter's announced plan for placing minorities in key government positions may be having a positive influence in other ways, too. On the date of the president-elect's announcement it was also announced that the Charlotte City Council will soon receive a plan designed to significantly increase the number of blacks and women in city government over the next three years.

The City's equal opportunity employment plan - long overdue - calls for increasing the number of blacks in administrative positions to 2.7 percent, an amount equal to the number of blacks in administrative jobs among all workers in Mecklenburg County. This would result in placing 50 to 60 more blacks in administrative positions in city government. The POST urges the Charlotte City Council to follow the lead of the in-coming Carter administration and take positive action on the proposed plan to provide more high level jobs for both blacks and women.

Black Votes And Foreign Affairs

Jimmy Carter's campaign commitment to full equality for black Americans and the resulting overwhelming black vote, so vital to his election win, has had an international impact.

Reports indicate that most black Africans view Carter's support from black Americans as an indication that, as the President of the United States, he will use his influence with the governments of southern Africa to take speedy action leading to majority (Black) rule.

On the other hand, NEWSWEEK magazine (Nov. 22) reports that most white residents of southern Africa "greeted Jimmy Carter's victory uneasily" because they believe he will put pressure on their racist governments in Rhodesia and South Africa to recognize the rights of their black majority populations.

The POST believes that as black Americans seek to improve the quality of their lives under a Carter administration, they should not forget their black brothers across the

sea. Black Americans should encourage and attempt to influence our nation's foreign policy to the extent that our government aids the cause of majority rule in the racist regimes of southern Africa. For black Americans to do less would be to abandon their own right to demand justice and equality here in these United States.

Make Your Needs Known

The resolution adopted by the Charlotte Area Fund Board of Directors "urging all bus riders who have not been able to find alternate means of transportation to immediately make their needs known" was a positive move designed to impress the City Council, the City Coach Lines and the striking bus drivers as to the seriousness of this exercise in democracy.

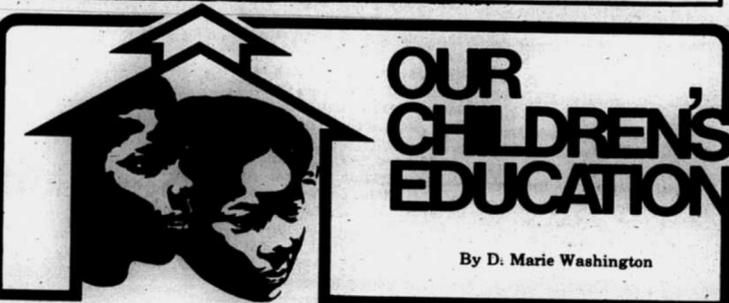
The POST urges the poor to speak out forcefully on their needs. To do less would be to avoid the intent of the CAF resolution and to abandon the responsibility that accompanies freedom of expression.

"IT IS INCONCEIVABLE TO ME THAT WE WHO HAVE PREVAILED IN SPITE OF THE BARBARISM OF WHITE PEOPLE SHOULD, IN THE LAST QUARTER OF THE 20TH CENTURY, STAND AS MUTE SPECTATORS TO OUR OWN DOOM."

ORDE COMBS N.Y. MAGAZINE



Community Control.... By Whom?



By D. Marie Washington

Parents And Power

It is not the difference in parents, but the difference in parent's power which makes public schools good in one community and bad in another. If parents feel that a principal is incompetent or that the school actually does more harm than good, the crucial question is: What can the parents do about it? In most cities throughout the nation, there are no "legitimate channels" or prescribed steps which parent groups can take to censure a school. At present, the power of a community to influence or control a school depends upon the kind of response which the majority of parents, as individuals, can make if the school displeases them.

The most effective lever which parents have in coping with the school is the ability to remove the child from the school. If the school does not meet parents' approval, and if the power to remove a child is held by a sufficient number of parents, it can possibly result in the school being closed. In communities where the majority of parents hold this power, the school is just as dependent upon the parents as the parents are upon the school. This creates a balance of power

which allows the school and the community to interact with each other on a level of mutual respect and which makes the school accountable to its community. But the power of removal depends upon two things: A parent must (1) be financially able to take his child out of a public school and send him to a non-public school and (2) have suitable alternative schools from which to choose. For poor people, the cost of sending a child to a non-public school is prohibitive, and for Black people, the non-public schools from which parents may choose may be so limited that it amounts to not having a choice at all. The power of removal then, is influenced largely by race and income.

Being chained to a school, therefore, makes a parent almost powerless. In this situation, there are parents who respond by cooperating with the school in the hope of making it better. This, however, is often futile, because without power they cannot bring about change. Cooperation between powerless parents and the school usually means that the schools are in full charge of the parents and restricts their activities to fund raising. In many instances, when a parents group makes this response to a bad school, they may actually do more harm than good because they are often used as a buffer against other parents who seek to make meaningful changes within the school.

The majority of parents who are powerless respond to a bad school situation by staying away from the school as much as possible.

TO BE EQUAL



Vernon E. Jordan Jr.

Retreat On Job Rights

The federal government is preparing to sabotage fair hiring rules for colleges and businesses that get government contracts. And it is doing this under the cover of "reforming" and "streamlining" compliance procedures.

If anything, civil rights enforcement needs strengthening, but the new regulations planned by the labor Department's Office of Federal Contract Compliance Programs (OFCCP) seriously weaken such enforcement.

The flap over enforcement regulations should be studied by citizens who want to know how our system really works. Congress passes laws and Presidents issue Executive Orders; how they are implemented depends on the regulations adopted by the government departments administering them. Sometimes, as in this case, those regulations can defeat the purpose of the law.

In this case, Executive Order 11246 is the basis for mandating equal employment opportunities for government contractors. The OFCCP's regulations and the way it enforces them ultimately decide whether or not the Order is observed.

The OFCCP proposes to change its civil rights compliance regulations in such a way that government contractors will be better able to evade their responsibility to fulfill equal employment opportunities.

Some of the proposed changes in regulations appear innocent but are actually designed to sabotage effective government enforcement of the law.

One change, for example, would raise the amount of contracts requiring pre-award reviews from \$1 million to \$10 million. Those are contracts that must meet non-discriminatory hiring procedures before they're signed. Raising the contract amount effectively eliminates most pre-award contract compliance reviews.

Another change provides for something called "notice of deficiencies", that lets contractors know they are in violation of the Executive Order mandating equal employment opportunity. This is much weaker than the show-cause order it replaces, potentially a better weapon in the hands of enforcement agencies.

Still another regressive change would exempt contractors from filing affirmative action plans unless they employ at least 100 workers or the contract is larger than \$100,000. Both figures are double the old requirements and mean many contractors will escape the need to implement affirmative action plans, since they have millions of dollars in federal contracts but no single one over the \$100,000 mark.

Here's a beauty for loophole lovers: the OFCCP wants its Director to have the power to exempt an agency or person from equal opportunity requirements if he finds "special circumstances in the national interest so require." That's one you could drive a truck through, and it will be used to help some contractors and universities avoid compliance.

And it is unconscionable that these changes be rammed through before a new Administration takes office. Such important decisions should be left for the Carter Administration to make in January, and not slipped past an unsuspecting public.

THE CHARLOTTE POST

"THE PEOPLES NEWSPAPER"

Established 1918

Published Every Thursday

By The Charlotte Post Publishing Co., Inc.

2606-B West Blvd.-Charlotte, N.C. 28208

Telephones (704) 392-1306, 392-1307

Circulation 11,000

57 YEARS OF CONTINUOUS SERVICE

Bill Johnson.....Editor-Publisher
Sidney A. Moore Jr.....Advertising Director
Rex Hovey.....Circulation Manager
Gerald O. Johnson.....Business Manager

Second Class Postage Paid at
Charlotte, N.C. under the Act of March 3, 1878

Member National Newspaper Publishers
Association

North Carolina Black Publishers Association

Deadline for all news copy and photos is 5 p.m.
Monday. The Post is not responsible for any
photos or news copies submitted for publication.

National Advertising Representative
Amalgamated Publishers, Inc.

45 W. 5th Suite 1403 2400 S. Michigan Ave.
New York, N.Y. 10036 Chicago, Ill. 60616
(212) 489-1220 Calumet 5-0200

as i see it

Bus Strike - We Are All Losers

By Gerald O. Johnson

For nearly 3 weeks the Charlotte City bus drivers have been on strike. The strike has crippled the economy of Charlotte. Thousands of workers are unable to get to and from work. The downtown merchants are suffering due to the strike.

The strike has been made into the major issue confronting the city by newspapers, radio and television stations.

Whether or not the bus drivers have a legitimate grievance is not the question. The question is how they handled the grievance.

I never did like strikes and I never will. It disgusts me to no end to see people go on a \$50.00 a week stipend while those people negotiating

for them still receive a healthy paycheck. The money spent in union dues and the money lost while striking will probably add up to what they are fighting for.

To strike for personal gain while leaving a segment of a society crippled is callous. It is synonymous with the kid who couldn't have his way so he took his ball and went home.

To leave the poor without a means of getting back and forth from work is insensitive. To leave the needy without a means to pick up food stamps and a means to carry out other transactions is foolish. To leave the old without a means to get medical attention is inanimate.

All this suffering for a little buck. Moreover for those people in man-



Gerald O. Johnson

agerial positions to allow the stifling of the city to continue is stupid.

It is not necessary to strike in order to have your demands heard. The sensible way is to write a letter to management detailing your complaints and asking for a meeting.

Behind closed doors both sides can lay their cards on the table. With open discussion things

can be ironed out. Note the difference in negotiating while not striking as opposed to negotiating while striking. Negotiating while striking has the problem of having everybody mad at everybody else. Management has been insulted so they won't bend. The workers have gone out on a limb so they can't bend. Consequently, negotiations are stalemated.

Negotiating while working relieves all these problems. Yet the pressure of the threat to strike is still present. Also, the threat of making the public aware of the situation via public media is present. Believe it or not this works. I've seen it work thrice.

The key to this procedure working is planning and organization. Striking is not neces-

sary.

One other big factor about negotiating while working is sympathy. You can gain the sympathy of the public by not striking. Right now the city is probably split on their sentiments towards the bus drivers. But if they didn't strike no one would be hurt.

This strike will continue until one of two things happens: 1) The bus drivers get hungry, 2) The bus company gets tired of taking a loss.

Unfortunately for the drivers the bus company is funded by the city and the federal government and they can hold out a little longer.

When the wheels eventually start to rolling again which they will and all the smoke clears what would have

been gained? Nothing. What would have been lost? A lot.

Public Works

Begin Campaign

To Reduce Litter

The Public Works Department last week launched a litter prevention program in the Central Business District. Endorsed by the Chamber of Commerce-Central Charlotte Division and the Charlotte Clean City Committee, the program is designed to litter source reduction rather than as a traditional clean-up campaign.

The two-part effort will: (1) promote compliance with refuse collection regulations, and (2) seek an amendment to the Litter Control Ordinance to increase the level of service to locations where the refuse is collected from cans. Present service is provided three times a week in a six day work week.