

Editorials & Comments

Prejudice

An Expensive Luxury

Much has been written, said and is well known about discrimination and prejudice against blacks in jobs, housing and educational opportunity. Yes, even today with equal opportunity laws and affirmative action programs the war against prejudice must continue to be fought.

The evidence of the continuing struggle is abundant. The nearly 40 percent unemployment rate among black youth and the widening gap in income between black and white families - in 1970 blacks earned 61 percent of that of whites; by 1980 this had dropped to 57 percent.

Obviously, prejudice in the marketplace is not limited to blacks. Hispanics, women and other so-called minorities are continuing victims of prejudice. For example, women in all areas of the business world too often are confronted with sexual harassment, and the problem is not confined to the United States.

Dr. Henner Ertel of Munich, West Germany, recently interviewed 847 women, married and unmarried, on sexual harassment. According to Dr. Ertel, nearly 75 percent of these women confessed to having had sexual relations with their male bosses. Assuming the accuracy of Dr. Ertel's conclusions, job security and the sexual permissiveness that characterized contemporary society probably account for that high percentage in West Germany. The percentage in America, hopefully, is much lower - but probably not the rate of sexual harassment.

It is well known, too, that as minorities begin to advance the corporate ladder the pressures toward prejudice and discrimination begin to increase even when the people who make these opportunities available are sincere in their hiring and promotion practices.

This was well illustrated in the experience of Mary Cunningham. At the tender age of 27 Ms. Cunningham was hired by the Bendix Corporation as an executive assistant to the board chairman. After a year on the job she was promoted to vice president for corporate and public affairs. Three months later she received

a second promotion to vice president for strategic planning. "The question that aroused so much passionate discussion," she wrote in a recent article, was "did I merit those promotions?"

She added that "...the argument became so distorted...and the environment so counter productive that I decided to spare the organization any further distraction." Thus, in October of 1980 Ms. Cunningham resigned her position amid rumors and gossip that she was having a corporate romance with her boss William Agee, Bendix's board chairman. Fuel for this alleged romance was added by the separation and eventual divorce of Agee from his wife following Ms. Cunningham's separation and eventual divorce from her husband who happened to be a black man.

Now comfortably situated as a vice president with Joseph E. Seagram and Sons, Inc., and aware of the character assassination she faced at Bendix, Ms. Cunningham wrote, "It would seem there are no norms for people's minds to rest on when they see a woman set a record in business - so they turn to the very shop-worn explanation that she used her sexual charms to get there."

In the final analysis, Ms. Cunningham demonstrated her true character by retaining her perspective on corporate ethics when she refused to engage in a Ralph Nader-type verbal war on the white male corporate inner circle.

In the fashion of one mature beyond her age, and reflecting the true character of a corporate leader, she said, "...joining an organization is like being born into a family or taking on citizenship. With that joining, you take on new responsibilities, the most serious of which is work for the good of the organization." Ms. Cunningham did just that, "worked for the good of the organization," and when the organization became too petty, too immature, to accept and appreciate her talents, dedication and hard work, she simply moved on to bigger and better things.

some of its teams lost out in a dollar bidding war with the obviously more established NFL, the American Football Association (AFA) instituted a rule saying players would be paid one percent of each home game gate receipts after expenses. The objective, of course, is to insure the survival of each team's need to have operating expenses and to avoid bidding wars for players.

THE FLIGHT OF BLACK CAPITAL FROM BLACK COMMUNITIES...BY BLACKS



A View From Capitol Hill

Reapportionment: A Political Reality

By Gus Savage
Member of Congress

Reapportionment is a political reality that confronts members of the House of Representatives and their constituents every 10 years. Because of the length of time involved, we tend to forget how important redistricting is and what it means not only during the 10-year period at hand but often for decades to come.

The U.S. Constitution requires each State's legislature to redraw its congressional district boundaries every 10 years. This is to keep all districts equal, according to growth and shifts of population revealed by the latest decennial census.

When the population figures and the number of Representatives to which that state is entitled are transmitted to the state's executive, the state has the duty to redistrict. In most states this duty is carried out by the State legislature. However, regardless of the procedure used, the federal courts step in if the process becomes deadlocked.

With this mandatory requirement to redistrict often arises various schemes to draw arbitrary boundary lines to determine the configuration of the congressional districts. This monster that rears its ugly head is called gerrymandering. In practice gerrymandering is an excessive manipulation of a legislative district to benefit particular persons or parties. Gerrymandering gets its name from former Massachusetts Governor Elbridge Gerry and referred to an oddly-shaped district carved out in Essex County in 1812.

In my own state of Illinois, maps have been developed by two groups, the Independent Voters of Illinois and the Political Action Conference of Illinois, which smack of gerry-



Hon. Gus Savage mandering in its most blatant form. They violate the following principles that should be uppermost in the minds of all blacks concerned about fairness in the political process.

-No map should be gerrymandered or designed to lessen the likelihood of three blacks being elected to Congress from Chicago again, for this would be undemocratic and a step backward.

-No map should put residences of any two Chicago's three black members of Congress into the same district. This would unnecessarily divide the black community. Divide and conquer is a tactic we should all recognize at this juncture in our political history.

-No map should extend any of Chicago's predominantly black districts into the suburbs. This, too, is unnecessary and elsewhere has been the illegal though traditional means of curbing natural and fair increases in black political representation. Since the passage of the Voting Rights Bill, this has been a common practice in the South.

While circumstances might cause the above principles to alter somewhat, generally they are applicable to every large urban area in the nation in which there is a large concentration of black citizens.

Based on the 1980 census, Sunbelt and Western states win the redistricting

sweepstakes: Florida stands to gain four seats while Texas will pick up three, and there is a possibility for blacks to gain seats in both states: Arizona, California, Oregon, Tennessee and Utah will gain one seat each. The major losers will be from the snowbelt and Eastern states: New York will probably lose five seats; Illinois, Ohio, and Pennsylvania, two; Indiana, Maryland, Massachusetts, Michigan, Missouri, and New Jersey, each one.

Black members could be affected in at least three of these states: Illinois, Michigan and Missouri.

If the potential for black political power was not diluted through gerrymandering and other tricks, there is no question that we would have black members from Louisiana, Mississippi, South Carolina and other states based on population.

Therefore, reapportionment is a matter of grave concern for blacks if we are to hold on to the gains we have made in congressional seats. Moreover, if we are to make further gains,

we must guard against efforts to pit one black against another - whether such efforts come from within or from outside.

We must be diligent and stand together in this important struggle.

Scholarship

Leslie Elizabeth Michael of P. O. Box 23056, Mint Hill has been named winner of the Jeld-Wen-Wenco scholarship at the University of North Carolina at Charlotte.

She recently graduated from Independence High School where she was a marshal, a member of the National Honor Society,

winner of history and French awards and active in Republican political campaigns.

By Gerald C. Horne, ESQ.

Affirmative Action

Black Ballots

1981 is not an election year but events are taking place now that could affect for years to come the political landscape. Quite correctly, much attention has been focused on the Voting Rights Act of 1965, scheduled to expire next year. The act is widely viewed as one of the most effective civil rights laws and gives federal protection to minority voters in all or parts of those states that have histories of discrimination. Most of the Southern states are included but so is New York - which has the largest black population in the country.

Senator Strom Thurmond of South Carolina now heads the Senate Judiciary Committee. He favors repeal or alteration of the act to remove federal control over local affairs on "states' rights" grounds. One would think that the Civil War decided for all time the "right" of states to treat their citizens as they pleased within their borders but like a perennial weed it sprouts in every political season. Still, the battle over the Voting Rights Act may be the most important struggle this year.

But that's not all. "When it rains, it pours," and 1980 was a census year. Thus reapportionments of city councils, state legislatures, congressional districts, etc., are all the rage this year. Already, "gerrymandering" has caught on like a virus; oblong sized districts, salamander sized districts, shaping any sized districts as long as they dilute or deprive black voting power is the rule. New York State has over 2.4 million blacks, a million or more than second place California, and a hefty percentage of those are in New York City. Some estimate that there is a black and Hispanic majority there but you'd never know it from looking at the City Council. The proposed "reapportionment" based on the 1980 census would severely worsen the situation.

Not only states with substantial black populations like Mississippi, Louisiana, Georgia, Illinois, Pennsylvania, etc., can be reapportioned. Take Oregon, for example, a state not known for a large number of black citizens. As Calvin Henry, head of the Oregon Assembly for Black Affairs (OABA), put it: "In 1970, many people felt that the community was divided up so that there was almost no chance for a black to be nominated or elected," to a state legislative seat.

This year they're not taking any chances: "We are urging the black community come forth on this. Write to representatives...Once the die is cast, we don't have any right to complain."

The NAACP has not been derelict here. The Southeast Regional Office of the NAACP has established a regional legislative reapportionment monitoring committee that will watch-dog the process in the

states of Alabama, Florida, Georgia, Mississippi, North Carolina, South Carolina and Tennessee. NAACP field staff in these states will coordinate this monitoring effort. NAACP state conferences are establishing special political action task forces to insure that the NAACP point of view is made known during the public hearings and debates that are a part of the reapportionment process in the various states.

Those in other states should emulate the NAACP effort.

Chargers Are Men Of Courage?

It appears ironic that in the midst of a mid-season baseball strike we have heard the echos of frustration cried out by our semi-pro football team, the Carolina Chargers. They said before their game with the San Antonio club last Saturday night that if 8,000 paying customers didn't show up they would all quit the team.

Influenced by collapse of the World Football League where

From Capitol Hill

Government Fails To Use Its Power Against Racism

Alfreda L. Madison
Special To The Post
Because of criminal violence directed against minorities throughout the nation, Representative John Conyers, Chairman of the House Judiciary Subcommittee on Criminal Justice, held a hearing which focused on federal criminal civil rights laws and their enforcement in order to determine the adequacy of legal protection afforded minorities from racially motivated violence.

All witnesses at this hearing emphasized very strongly that racial violence caused by increased racial and ethnic hatred and prejudice rears its ugly head, in various ways. These take the form of murder, cross burnings, paramilitary training camps, racial epithets and slurs, mailing of hate literature, rise of racist organizations, rallies, recruitment of students and just about every imaginable tactic are being used. The present economic condition gives impetus to racist leaders, who advocate that equality and so-



Alfreda L. Madison
cial justice for blacks are contributing causes to rising inflation and unemployment. The lack of communication between minorities and local and state officials give rise to racial violence.

Dr. Mary Berry of the Civil Rights Commission testified that the commission had urged both Presidents Carter and Reagan to issue an Executive Order designating a cabinet member to lead a strong United Federal response to activities of hate groups. A report was sent to President Carter and then President-Elect Reagan in January, 1981, stressing

the need for the President, congress and Justice Department to strengthen the government's ability to counter acts of racial violence, stating that it is of critical importance and that national leadership and the Justice Department speak out forcefully against these acts of violence.

Dr. Berry commented on the inadequacies and inadequacies of section 241, 242 and 245 of U.S.C. 18. Section 241 requires proof of a conspiracy. The Federal Courts have required specific intent of a conspiracy to deprive citizens of rights in order to sustain a violation. Since this statute applies only to conspiracies and a conspiracy requires more than one person, it precludes prosecution of an act committed by a private person. Section 242 must show that a person acted willfully to deprive any U.S. inhabitant of rights guaranteed under the constitution. Proving willful action is difficult. Then, too, if a guilty verdict is found punishment under 242 is limited to \$1,000 fine and a year in prison unless death

occurs. Section 245, which contains many 1965 civil rights measures, specifies a list of activities afforded for Federal protection. However, some of these activities must show proof of race, color or religious origin. The Civil Rights Commission recommends eliminating restrictions that victims must be U.S. citizens, removing the showing of intent requirements and that more widespread use be made of Section 245.

Dr. Denise Carty-Bennia, who teaches Constitutional and Civil Rights Law at Northeastern University, stated that the Federal government has the jurisdiction to address preventively and punitively the increasing numbers of violent incidents, directed against blacks and other minorities, under the Thirteenth Amendment. She stated that it is tragic that 160 years after the amendment's adoption, its historical significance has never lived up to its promise. The amendment declares the freedom of all the human race within the government's jurisdiction; it is a

universal charter of freedom which had the effect not only of abolishing slavery but of rejecting all of its badges and incidents. Dr. Carty-Bennia said that the failure of the Thirteenth Amendment's promise and consequently the failure of the Fourteenth and Fifteenth Amendments are at the heart of the racial maelstrom which has developed the United States since its beginning.

In discussing the legislative history surrounding the enactment of the Thirteenth Amendment and both Dr. Carty-Bennia and Victor Goode, President of the National Bar Assoc., strongly emphasized that the Thirteenth Amendment mandates federal enforcement power to ensure the rights of blacks and other minorities. It requires federal authorities to investigate incidents of racial violence.

The hearing strongly revealed that this country is facing a racial crisis of unknown proportions. The Ford Foundation report determined that blacks are already resorting to retaliatory measures "result-

ing from the failure of local and state officials to stem the tide of racial violence against blacks. Witnesses emphasize very strongly the federal government's failure to use measures at its disposal to curb racial violence.

Sickle Cell Receives Merit Certificate

The Center for Sickle Cell Disease at Howard University has received a certificate of appreciation for participation in the 1981 Health Fair entitled "feeling Fine" which was held April 3-11, 1981 in the Washington-Metropolitan area. In addition to the certificate for the Center, an individual certificate of appreciation was awarded to Philip Pannell who is a community program developer at the Center.



THE CHARLOTTE POST	
Second Class Postage No. 965500 "THE PEOPLE'S NEWSPAPER" Established 1918 Published Every Thursday by The Charlotte Post Publishing Co., Inc.	
1524 West Blvd., Charlotte, N.C. 28208 Telephone (704) 376-0496 Circulation 9,200	
63 Years of Continuous Service	
Bill Johnson	Editor, Publisher
Bernard Reeves	General Manager
Fran Farrer	Advertising Director
Dannette Gaither	Office Manager
Second Class Postage No. 965500 Paid At Charlotte, N.C. under the Act of March 3, 1978	
Member National Newspaper Publishers Association	
North Carolina Black Publishers Association	
Deadline for all news copy and photos is 5 p.m. Monday. All photos and copy submitted become the property of the POST and will not be returned.	
National Advertising Representative Amalgamated Publishers, Inc.	
2100 S. Michigan Ave. Chicago, Ill. 60616 Calumet 5-0200	15 W. 45th St., Suite 1193 New York, N.Y. 10036 (212) 489-1220