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# THE CHARLOTTE POST

"The Voice Of The Black Community"

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## Anderson's Charged With Discrimination Against Blacks

The U. S. Equal Employment Opportunity Commission has prevailed in a race discrimination lawsuit against a Charlotte restaurant.

Robert D. Potter, Judge for the United States District Court, Western District, Charlotte Division found that Anderson's Restaurant of Charlotte violated Title VII of the Civil Rights Act of 1964, by maintaining for a number of years a pattern and practice of discrimination against blacks in failing or refusing to hire them for positions of waitress and cashier.

The Court went on to order injunctive relief requiring the restaurant to cease its discrimination against blacks for hire as waitress and cashier.

The Court also found that the restaurant violated EEOC regulations by failing to display an EEO poster. The poster, which advises employees of basic rights under equal employment opportunity laws, is required to be displayed by all employers covered by Title VII. The Court assessed a fine against the restaurant for this violation.

Judgement was formally entered against Anderson's Restaurant and for the Commission of

August 3, 1987. In reaching the conclusion that Anderson's had discriminated against blacks in waitress and cashier selections, the Court found, for example, that although Anderson's had been in business since at least 1947, it had never hired a black cashier.

The Court also found that while Anderson's hired 44 waitresses in 1979, 6 in 1980, 16 in 1981, 7 in 1982 and 14 from January to September, 1983; all of them were white.

**The Court found that Anderson's had racially coded application forms of some black applicants.**

At the same time, the Court took judicial notice that blacks comprise over 20% of the general labor pool in Charlotte, N.C. Thus, although blacks comprise one fifth of the general work force in Charlotte, they comprised zero percent of Anderson's work force in the waitress job post during the years in question and zero percent of the employer's work force in the job of

cashier from 1947 to 1982.

Other statistics found to be true by the Court were that during the 15 month period immediately preceding the original charge of discrimination Anderson's hired 46 people. This included 32 blacks and 14 whites. All of the blacks were hired as cooks or bus persons and all of the whites were hired as waitresses and cashiers.

The Court also found that Anderson's had racially coded some application forms of black applicants.

In addition to the broad claims mentioned above, the Commission also brought claims on behalf of several applicants for employment to the restaurant. The Court, in a lengthy opinion, denied these claims.

The Commission is the federal agency entrusted by Congress with the enforcement of Title VII of the Civil Rights Act of 1964. This federal law prohibits discrimination on the basis of race, color, religion, sex or national origin. The Commission also enforces the Age Discrimination in Employment Act (ADEA) and the Equal Pay Act (EPA).



Anderson's Restaurant, located at 1617 Elizabeth Ave., was recently found by the U.S. Equal Employment Opportunity Commission in violation of Title VII of the Civil Rights Act and EEOC regula-

tions. The restaurant, in business since 1947, was also cited by the U.S. District Court, Charlotte Division, for discrimination against blacks in its hiring practices.

## Carr Assures He's Ready For District 3 Race

By Jalyne Strong  
Post Managing Editor  
Samuel Carr is a newcomer to politics. But he is no novice to District 3, the area of Charlotte he's hoping to represent as a city councilman next year.

Carr's bid for the district 3 seat in the municipal elections this fall is his first quest for an elected office. At this time he feels his 38 years living in the area has given him insight into what the people of the district need.

"District 3 needs a voice: someone who will speak out on issues, stand up for said issues, and push for the ultimate goal of making things better for the district," Carr states.

"The reason I decided to get involved in the city council election," Carr continues, "is primarily because my roots are in this area. I can see the conditions and the necessity for change."

At 42 years of age, Carr has lived most of his life in the district. He attended Marie G. Davis Elementary School and York Road High School. He has lived in Brook Hill public housing. He has also resided on Watson Dr., off West Blvd. He now lives on Phillips Avenue in the neighborhood known as Revolution Park.

Over the years, Carr has seen

much happen in the area. "I remember when, as a child, I couldn't swim at Revolution's swimming pool, though blacks were paying taxes and living in the area," Carr recalls.

Needless to say, desegregation brought some changes but—Carr maintains—not enough.

"Presently," he says, "young, under-privileged black kids out of school for the summer could not swim at Revolution pool because other kids were practicing there."

Carr refers to the weekends this summer that the Revolution Pool was closed to the public to accommodate the swim meets of the Rama Road and Charlotte Swim Club, predominantly white athletic associations. According to the Revolution Recreation Center's manager, Melvin Peterson, several community citizens complained that the pool was closed to the neighborhood children on these days.

"A concerned representative would look into these situations, as it involves the community as a whole," Carr remarks.

If Carr wins the election, as he says he will, he will be following Councilman Ron Leeper's four terms as the district's representative. Carr affirms, "What Leeper



Samuel Carr

accomplished while in office was good for the district then. But I'm concerned with what is vital to the district now."

"After meeting with the Coalition of Public Housing in Southside Homes, I'm concerned about the safety of the elderly," says Carr.

"I am also concerned about the drug problem in this area, specifically the need to get to where it starts in order to curb it."

Carr is also advocating for the youth of the district 3 area. "I see a need to establish programs that

will serve to bring the young people out of the streets," he explains.

"I've gone out into neighborhoods to talk with residents, business owners and church members and feel the people are looking for someone who is familiar with the area and someone who will be firm and effective in getting the job done."

Carr has served as spokes person for Concerned Sanitation Workers for six years. He has been employed with the Sanitation Department for nine years. Carr helped form Concerned Sanitation Workers when, as he says, "I saw the need to correct bad conditions."

Carr now sees a similar need in district 3.

"District 3 needs help," he says. "The people need someone who has the patience to take the time to help them and I am that person."

Until the Charlotte primary election Tuesday, September 22, Carr is running against two other Democrat district 3 candidates, Paul Recard and Ella Scarborough. Afterwards, the Democrat winner will face Republican candidate for District 3, Roosevelt Gardner in the November election.

## Nat'l Black Media Group Finds Deregulation Results In Less Opportunity For Black Community Members

Deregulation has long been a thorn in the side of the black community and finally Congress realized that it had become a detriment to the broadcast community as well. In order to restore balance to the situation, the Senate Subcommittee on Communications recently held hearings on the effects of deregulation on the broadcasting industry an S.1277 (amendment to the Communications Act of 1934).

Fluria Marshall, chairman of the National Black Media Coalition (NBMC) was among those who offered testimony on the proposed bill, the "Broadcasting Improvements Act of 1987."

Marshall testified that while NBMC is not generally opposed to the concept of deregulation, "we do have serious doubts as to its success in light of the FCC regulations which allow ownership of up to thirty-six media properties". Marshall stated further that deregulation in its current state has resulted in less opportunities for Black ownership of broadcast properties.

The NBMC chairman indicated that deregulation had affected employment, ownership and pro-



gramming. Not only did deregulation policies relieve broadcasters of paperwork, he said, "it also relieved (broadcasters) of their responsibility to program their stations in the public interest".

Public affairs programming seemed to disappear with the onset of deregulation and has since been replaced with "dance shows and MTV," Marshall said.

"...Radio has been turned loose completely, and in the black community it is a very special prob-

lem..." because all other radio stations point to the 'black formatted stations' as the stations who are supposed to serve you," he said. Outside of the hearings, Marshall later commented that in many cases the black formatted stations refused to inform and educate, instead they concentrate their energies on pure entertainment.

Marshall asked that the Congress ensure that the distress sale policy, tax certificate policy and the minority preference be "enhanced and strongly promoted", confirming that before such policies minorities had no chance of successfully and effectively participating in the broadcast entrepreneurial process. Marshall concluded that without these policies the "old boy network" would "continue to prevail".

"I think that the Congress should require the FCC to increase utilization of its minority preference policies (and) its tax certificate policies..." Marshall said, that since the Reagan Administration policies had begun to reflect in the actions of the FCC, there have been little to no distress sales in nearly six years.

In his final statements, Chairman Marshall requested that the Congress do two things: 1) direct the Federal Communications Commission to revisit the question of accountability and responsibility in public affairs, public service and children's programming; and 2) delete sections 101(J)(4) and 103(K)(1) which would prevent NBMC and other public interest groups from challenging license renewals and receiving compensation when entering agreements with media companies.

Marshall called the restraint on public interest groups, regarding agreements "an interference with free enterprise". "...You are telling the broadcaster who they can and cannot do business with", he said, that many of the deals NBMC had been involved with depended solely on the abilities of NBMC to pull a deal through the Commission, when without its assistance those deals would have failed. The National Black Media Coalition has long been in the forefront of civil rights issues concerning black Americans regarding mass communications.



President Reagan met recently with President El Hadj Omar Bongo of Gabon. The two leaders, pictured here in the Oval Office, discussed a bilateral debt rescheduling agreement and reviewed the situation in South Africa.

## Charlotte NAACP Plans Life Membership Dinner

The Charlotte-Mecklenburg County Branch - NAACP Second Annual Life Membership Dinner will be Friday evening, August 28, 1987, 6:30 P.M. at McDonald's Banquet Facilities, 2812 Beatties Ford Road, Charlotte, N. C. The National Associate General Counsel of the NAACP, Attorney Joyce Knox will be the guest speaker.

A donation of \$60.00 per person includes a payment toward \$500 NAACP Life Membership and dinner.

Fully-paid Life Members are encouraged to begin their Golden Heritage Life Membership and renew commitment to help protect hard won past gains and provide the financial support to continue the fight for full Freedom. Golden Heritage Life Membership is \$1,000 payable in annual installments of \$100 and available ONLY to fully paid regular Life Members.

Dinner tickets may be secured from any member of the Life Membership Committee of The Branch Executive Committee. For

additional information and tickets call: 392-6775; 394-7865; 392-6278 or 376-6909.

Mrs. Almetto H. Alexander is Chairman, Charlotte Branch Life Membership Committee! Mrs. Mary Clarke is President of the Charlotte-Mecklenburg County Branch - NAACP.



Bobbie Ross

## Ross Runs For School Board

Bobbie G. Ross, a professional educator and former teacher in the Charlotte-Mecklenburg School System, has filed to run in the School Board's special election for the seat vacated by Harvey Sadoff.

Ross, who ran unsuccessfully for the School Board in 1986, is employed by Central Piedmont Community College as West Area Coordinator at the West Area Learning Center at Freedom Mall.

"An investment in education is an investment in the future," said Ross, who is also founder

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