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The Daily Tar Heel

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A grievous mistake

When it comes to a new employee grievance policy being proposed by Chancellor Paul Hardin, the message from the administration to University employees is don't worry, be happy.

The policy, which already has been reviewed favorably by the Office of State Personnel, will be considered by the State Personnel Commission at its Oct. 6 meeting — without the input of the employees who will be most affected by such a policy.

Why the rush? By not giving employees ample time to evaluate the policy, the administration is trying single-handedly to maintain the status quo, keeping employees out of the decision-making process.

Even the Employee Forum, an organization Hardin created, hasn't been consulted by the chancellor to evaluate the effectiveness or feasibility of the changes. The group, composed of 45 employees from across the campus, will meet Oct. 7, the day after the SPC will review the policy.

The forum is intended to serve as a vehicle of communication between employees and the administration, but members aren't being given the opportunity to fulfill their purpose. Both the forum and the

State Employees Association of North Carolina should have the opportunity to question the effectiveness of Hardin's revisions.

Employees need to be aware that Hardin's revised policy still doesn't offer any feasible solutions to resolving workplace problems in the initial phases of the grievance procedure. And while the changes cut down the response time in the second step from 30 days to 15 days, there are no sanctions for those who delay.

Also, under the new policy, attorneys cannot be brought into any of the first three steps. That means that an employee who might have been privately consulting with an attorney cannot bring representation to his or her hearing.

While no rule requires Hardin to consult with employees before having the personnel commission consider grievance policy changes, there is such a concept as good management.

If the chancellor took into consideration employees' comments and concerns while revising the policy, then common courtesy would have him give those individuals another opportunity to express opinions about the finished product.

No sympathy for Pope

Attention, women of UNC: If you "go home with a bunch of drunken boys at two or three o'clock in the morning and then yell rape at eight that morning," don't expect sympathy from the general public or from Board of Trustees member John Pope.

This statement, made in the midst of a BOT discussion about safety on the UNC campus Friday, is repugnant on so many levels that it's difficult to determine where the criticism should begin.

On their surface, Pope's words make a mockery of the seriousness of the crime of rape, particularly date rape. Is Pope trying to affirm the age-old absurdity that a rape victim is to blame for the crime that has been committed against her, that she "asked for it"?

Or is he perhaps implying that women who are foolhardy enough to trust "drunken men" trump up charges ("cry rape") after the fact, when they have had time to regret their decision?

Maybe he is just trying to say society shouldn't feel sorry for women who are violated by silly college boys. After all, what was she thinking when she accepted that offer for a ride home?

As if the words themselves weren't disgraceful enough, consider that they came out of the mouth of a representative of this school's governing body, a man appointed by the governor to deal with problems

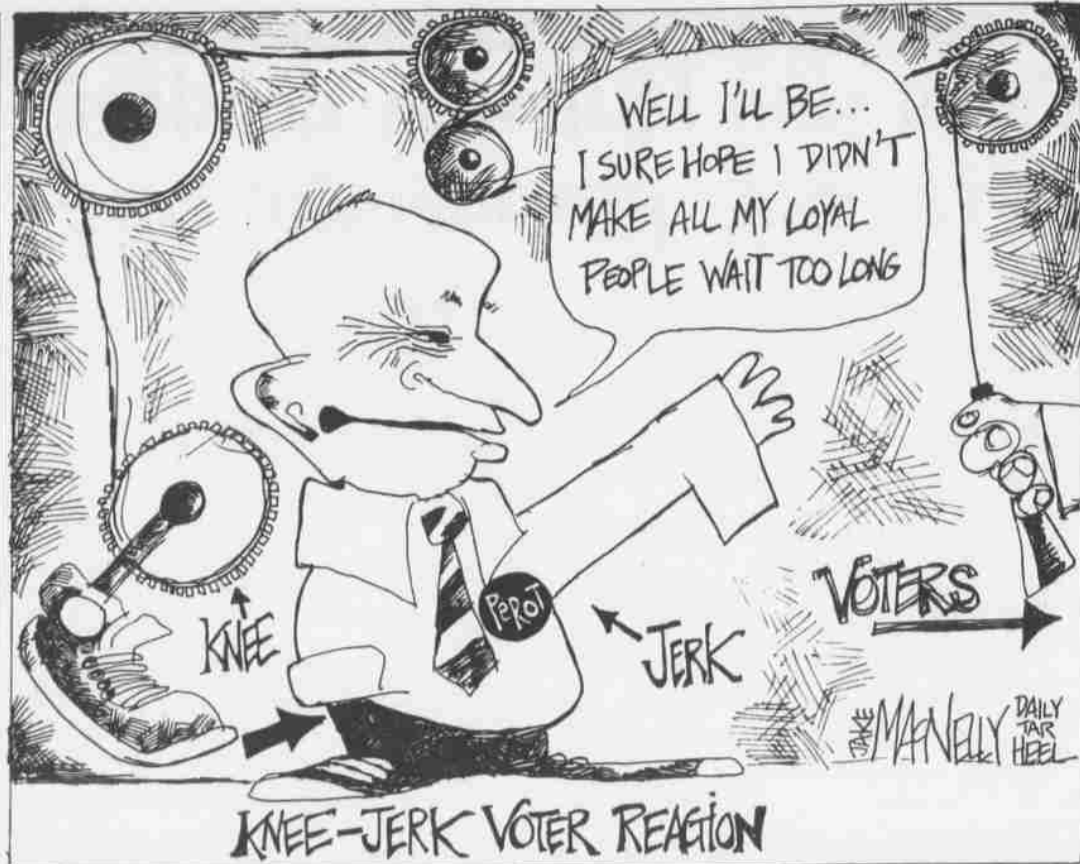
on campus. Not that anyone who has followed Pope's illustrious career should be surprised by his latest feat of callousness — the trustee is notorious for his sexist and racist comments. Students can only hope that the rest of the board doesn't share Pope's sentiments.

Had enough? Well, no sympathy for you — there's more. The worst part of this whole fiasco is that the comments were part of a debate about how to improve campus safety. At a time when two police forces are telling students not to walk alone on campus after dark, University housing is keeping residence halls locked like vaults and women are being assaulted in their own rooms or in broad daylight, Pope manages to reduce the crisis to its lowest common denominator.

Should we get more lighting so that strangers and drunken boys can't lie in wait for unsuspecting women in shadowy corners of campus? Should we install more emergency call boxes so those unlucky women can "cry rape"? No, according to Pope, women ought just to look out for their own safety.

Wake up, Mr. Pope. Rape is real, and right now, so is the threat of rape for every woman — and man — on this campus that you've been charged to oversee.

And when angry students come knocking on your door demanding an apology — no sympathy.



READERS' FORUM

Editorial writer doesn't understand rally issues

To the editor:
This letter is in response to the editorial entitled "Nothing to cheer about" in the Sept. 21 issue of the DTH. We have three points of contention with that item, and each will be dealt with in turn. First among these are statements made regarding Minister Mohammed Khalid X and his presence at the rally.

There are two issues for us in the editorial treatment of the minister. The first of these is the attempt by the writer to question the legitimacy of his very presence. As was stated in the editorial, Friday's rally was a public event open to everyone. A suggestion that the minister should be barred is in itself contradictory to both the content of the editorial and the spirit of the rally.

The second point concerns the fact that the rally was organized by the coalition, particularly the BSM and the BAC. Their decision to invite a representative of the Nation of Islam is certainly within their rights. This is especially the case since the Nation has been active in the pursuit of black liberation for several decades. No matter the degree of agreement or disagreement with the minister and the Nation of Islam, it is certainly within the rights of the rally organizers to allow the minister to speak. The attempt to question that right by the writer is symptomatic of a tactic common to the oppression faced by blacks in the past. This tactic is an attempt by some whites to define the dynamics of black leadership from without. Often, black leaders who have not been given legitimacy by those persons have been denounced in just such a manner. The assertion of the writer that the minister had no place there was likely not reflective of his/her disagreement with the content of the minister's speech, as that content that was often referred to as offensive is not unfamiliar to conservatives such as Pat Robertson, Pat Buchanan and native Carolinian Jesse Helms. I doubt that the writer would question their appearance at campus events in such a manner.

In a related matter, the writer's comments regarding the Fruit of Islam showed a true ignorance of the purpose of that organization. The FOI was present at Friday's rally to provide security, not to serve as any intimidating or hateful presence. Minister Khalid Mohammed X is one of the national ministers of the Nation of Islam, and as such, is one of the most visible representatives of a controversial religious group. It is no more outrageous for him to travel with security than for George Bush or even Pope John Paul II to do so. Indeed, the fact that the FOI are forbidden to carry weapons should lead to a more positive perception of the FOI than other security groups. Furthermore, the need for blacks to provide security for black leaders is made apparent by the tragic examples of Malcolm X and Martin Luther King, among many.

Also critical is the writer's reference to the FOI as infamous. This suggests that the FOI are some villainous group of outlaws focused upon destruction and crime. This could not be further from the truth, for the FOI have been instrumental in helping blacks in America in our own "war on drugs." The FOI has aided in the elimination of drugs and crime from inner city neighborhoods and housing projects that were all but abandoned by the police. Can such an organization be infamous?

Finally, we take issue with the writer's comments regarding Michelle Thomas's statements. There were two particularly noxious points with which we were concerned. The first of these was the judgment that Michelle's impassioned words were any less inspiring due to her manner of dealing with Chuck Stone. The writer obviously did not listen very carefully to what Michelle had to say. Otherwise, he/she would have been immensely moved, no matter what his/her opinion of the small part of her speech concerned with Chuck Stone.

The greater point of concern deals with the position of the writer with regards to the wisdom of Michelle's comments about Stone. First and foremost, it should be emphasized that what Michelle and others have said about Stone in no way indicates any disre-

spect of his efforts in the struggle for black liberation and civil rights. Those accomplishments are in no way diminished in any of our eyes. It is, however, a mistake to confuse gratitude and respect for past efforts with the assessment of instrumentality (or lack thereof) of any individual for current concerns. The latter point is one with which Michelle has grappled and is also the one upon which we focus.

The writer's assessment of the wisdom of Michelle's statement seems to come from a particularly odious vantage point. Such a point of view was discussed in an earlier portion of this letter, dealing with attempts of those outside the movement to determine the legitimacy of its leaders and their decisions and actions. It is not for the writer to decide what is or is not appropriate for the movement until he/she decides to become an active element within it.

Michelle's decision could not have come without considerable soul-searching, nor without reasonable cause for such an action. Furthermore, the decision to name him was the result of urging by the audience. Regardless of this, the true assessment of the situation must rest in the degree to which Michelle's decision does not bode well for the future of the movement for a free-standing BCC. What Michelle has done is to reduce the agency of Stone for those who stand in the way of the coalition, since a pit that is uncovered is much less dangerous than one that is hidden. In summary, justification for Michelle's decision may be found among the statements of Malcolm X (of whom the writer seems to be fond): "If you're not part of the solution then you're part of the problem."

ELLINGTON GRAVES
Graduate
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MICHAEL JENNINGS
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Political science

BCC won't solve black America's problems

To the editor:
As a black N.C. resident and as a graduate of two N.C. schools, I must address the recent discussion about the free-standing black cultural center. I first must wonder out loud at the education of our students who attend an institution such as UNC. I wonder if our students are learning anything but to be narrow in their scope and reactionary in their application. I wonder if the black students who attend UNC and the minorities who have attended this institution have put all their marbles in the bag of a cultural center that will determine who you are and make you proud of your culture. I wonder if you are as narrow as you accuse the administrators of being. I wonder if you black ball (pardon the pun) all the black students who don't agree with your position. I wonder if you think that all black students must take your position and those who don't are not black. If these conditions exist, then this protest and dissent is an exercise in name-calling and demands. I do not share your position.

Why? All of the problems facing black America and the upper-crust blacks who attend a mostly white UNC in Chapel Hill have lost the vision. For the record: When these graduates of UNC who happen to be black leave UNC, do they return to the communities and help their people who are behind in education, behind in economics, behind in a standard of living? Do they return to help their black brothers who are dropping out of school at an alarming rate? Do they return home to feed the homeless shelters where the statistics show that black people outnumber anyone else as the clients? What about crack cocaine. It's taking over. Black on black crime over turf and drugs; third-generation AFDC recipients all over the place. Try to run from it if you will. Cover it up by saying that this free-standing BCC will make me proud of who I am. I say to you today, my friends, that I don't think you know who you are. You are chasing the wrong issue. Your narrowmindedness really covers up your insecurities. If you care about being black, then help those who are in the trenches save our people. I don't see

how a free-standing BCC is going to save anything but people's faces at the University of North Carolina at Chapel Hill.

REV. RONALD WILKINS
High Point

Coalition leaders chose questionable speakers

To the editor:
Like many faculty, I have hesitated to get involved in the BCC issue. On the one hand, the positive effects of a free-standing BCC seem to me uncertain. On the other hand, I am quite aware of the long institutional neglect of the needs of the black community, including the treatment of campus workers as well as recruitment of students and faculty. If from their own experiences on an all-too-divided campus, black students crave their own space (and especially if they largely have the money to pay for it), then that, in itself, is a telling argument.

Yet, especially now that the momentum seems irresistible toward the practical formulation of a new structure, I want to share a serious concern sparked by the nature of the BCC campaign itself. After all, it is not the building itself but what ultimately will go into it that really is the issue for the University community. To the extent that the BCC is defined by its chief advocates, that definition must be examined in the light of the University's larger aims, including the values of tolerance and national inquiry.

Most alarming to me about the BCC campaign was the selection of the two outside speakers who appeared alongside Spike Lee on September 18. First, Louis Farrakhan's lieutenant, Khalid Mohammed X, breathed a message of subjection and contempt for women and gays. He also recently was identified by the distinguished black literary critic Henry Louis Gates Jr. as one of several new anti-Semitic "apostles of hate," preaching an insidious brand of "ethnic isolationism."

Even more ominous, however, was the appearance of the Rev. James Bevel, currently running for vice president with Lyndon LaRouche. While LaRouche sits in federal prison (serving out a 15-year loan fraud conviction), Bevel is, in effect, the front man for LaRouche's National Caucus of Labor Committees, a cult-like political empire with a volatile mixture of friends and enemies. Having once flirted with the Ku Klux Klan, attacked writer Amiri Baraka as a CIA agent and collaborated with the South African security apparatus, the NCLC has, more recently, concentrated on world-Jewish-conspiracy theories, where it finds temporary company with the Nation of Islam. LaRouche's long-cultivated ties to the Liberty Lobby and other hate groups make his organization, according to the Anti-Defamation League, "the closest thing to an American fascist party that we've got."

Surely, to confuse the legacy of social struggles symbolized by Martin Luther King, Malcolm X and Sonja Stone with the vicious agendas of the two rally speakers is to perpetrate the crudest of hoaxes upon the theme of black culture. While I respect what I assume are the general motivations among protesting students, I think the coalition needs seriously to address a few questions before things move forward:

- Who invited Khalid X and Bevel to represent the BCC campaign?
- Is this an aberration or a portent of things to come?
- Are the masses of well-intentioned supporters being manipulated by a few closet bigots?

Say it ain't so, Margot.

LEON FINK
Department of History

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The Daily Tar Heel welcomes reader comments and criticisms. We attempt to print as many letters to the editor as space permits. When writing letters, please follow these guidelines:

- Letters should be limited to 400 words. Shorter letters have a better chance of running.



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