

# Point of View

## Editorial

The news media is filled with news of local, state, regional, national and international crises. There are crises situations in South Africa, Nicaragua, Lebanon, the OPEC battle, the unfortunate Delta Flight 191 crash near the Dallas-Fortworth International Airport, the baseball strike, and in our valley area the tragic shooting of a black man at a laundromat in the West Las Vegas area.

It appears that our children are growing up during a period of crises. It is no wonder that they are finding life difficult to face, when all they hear and read about are crises situations.

We, as law abiding citizens, must begin to question the effect of so many crisis situations upon the physical and mental health of ourselves and our children. Will our sons and daughters be forced to fight in a war that may or may not concern them directly?

The above question is being asked by more and more of our young men especially. There can be no definitive answer to this question as long as our world leaders do not put forth an honest effort to peaceably settle their differences.

It seems rather apparent that crises become more serious just before announcements are made concerning intentions to seek reelection.

One other question that we may ask is: Are we in any way responsible for the creation of any of the crises mentioned above? If the United States is responsible in the least for any one critical incident, then we must examine our motives for becoming involved.

Blacks are particularly vulnerable to the effects of crisis situations on the national level. It appears that every time there is an emergency situation, programs aimed at helping Blacks are either reduced or curtailed.

As we near the fall season, we would do well to rethink our priorities for dealing with situations all around us.

## To Be Equal

# DOES AFFIRMATIVE ACTION WORK?

By John E. Jacob

Affirmative action programs work — they do what they are supposed to do, namely, enhance opportunities for minorities and women.

Because those groups have traditionally been excluded from academic programs, skilled trades, and other employment opportunities, affirmative action programs are necessary.

Despite the massive assault on affirmative action conducted by a government that should be implementing it, there are signs that the principle has widespread acceptance — not least because it has proven its effectiveness.

One way to tell if affirmative action actually does create greater employment opportunities for excluded groups is to look at the hiring experiences of government contractors, who must file detailed reports on the race and gender of their employees and who must implement affirmative action plans with goals and timetables.

The Labor Department's Office of Federal Contract Compliance Programs monitors those reports, and several studies have been made comparing the racial makeup of companies subject to federal oversight and those that are not.

Among large employers, affirmative action has become an integral part of corporate practice. It may have started out as something a company had to do to meet the requirements of federal agencies or of the civil rights laws. But because it worked, many companies are now relatively immune to the propaganda crusade against affirmative action.

Much of that crusade is directed against the purported evils of categorizing workers by race and sex. But business has always known that you can't

meet goals without measurements.

Corporations set minority hiring goals the way they set marketing goals — through statistical analysis and timetables. Anything else would be dishonest, for there



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would be no way to tell whether a program is successful.

So corporations keep close measurements on their hiring and promotion figures, and the best make their equal opportunity programs a

priority. Most companies with affirmative action programs say they plan to stick to their present efforts.

Sometimes the courts have ordered implementation of affirmative action plans to remedy gross violations of constitutional rights. Recently, the Justice Department tried to overturn some of those court decrees

excluded all but white males.

What doesn't make sense is opposition to affirmative action procedures that have taken root in our society and have benefitted both workers and employers. Guidelines set by the courts, including several Supreme Court rulings, ensure that white males are not victimized by procedures intended to

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as they relate to state and local governments, arguing that only the individuals who can prove they were victims of discrimination should be covered by the plans.

But the law clearly intended affirmative action as a remedy to solve systemic discrimination, not individual complaints. On the rare occasions when courts have ordered quotas, it was to remedy past quotas that

broaden opportunities in our society.

When the government claims to support affirmative action without using numbers, it is tantamount to opposing effective affirmative action. For those numbers represent people — people who would not have equal opportunities without vigorous affirmative action programs to include them in the mainstream.

"No race that has anything to contribute to the markets of the world is long in any degree ostracized."

Booker T. Washington

The dream of establishing a modern, complete shopping center is fast becoming a reality for a group of young entrepreneurs — it's all encompassed in the all-new NUCLEUS SHOPPING PLAZA, 900 W. Owens, with generous landscaping including trees and shrubbery.

NNPA FEATURE

## COPING

by Dr. Charles W. Faulkner

### Heterosexuality/Homosexuality

#### Part II

Intelligence and understanding of our total society and each of its facets make it easier for us to live our lives in happiness and contentment. This column continues our quest to understand the society in which we live.

We saw in our last column that early childhood experience in which the child is protected and not allowed to participate in normal threatening, problem-solving experiences, might cause the child to become passive, dependent and impair his or her development. This passivity promotes a need for the constant companionship of the protector.

Thus, girls can yearn for the companionship of a "mother figure" if the passivity becomes a psychological need and motivational force. Such a girl can easily seek love, affection and protection from a member of the same sex. Obviously, a passive boy will tend to be like his mother — protector and, thus, seek the companionship of someone stronger than himself. He will seek to be dominated by a person of the same sex; that sex which traditionally represents dominance. He has a need to submit to a male.

Logically, these passive trends which cause feminine

wishes in men, cause unconscious self-castrating tendencies. In women, masculine tendencies create desires to have a penis. Because

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