

Point of View

The "Art of Competition" —the way into America's Future

By Tony Brown

What does Nikolai Reshetikhin, a Russian mathematical physicist at Harvard, and John Raye, an African-American and President of The Majestic Eagles in Washington, D.C. have in common? The future direction of America.

Reshetikhin is among the scores of foreigners who are flocking to the U.S. to fill science and technology jobs that Americans are too poorly educated to perform. He has landed a plum faculty position at Harvard.

Congress is changing the immigration policies in a way that will reshape the nation's work force. The new immigrants (1 million a year) must have talent, training and money. In addition to Russian scientists, most of whom are Jews, they will be machinists from Italy, engineers from Poland and rich businessmen from Hong Kong.

This redefinition in immigration policy, the first in 25 years, means that the emphasis will not be on training and educating Americans, but on importing the talent we need from abroad. This also means a strengthening of economic power for the various ethnic groups in the U.S. to which these immigrants belong.

Left out on all fronts are African-Americans. Job opportunities in the professions, dependent largely on affirmative action, will shrink because of a loss of group power. And jobs in menial categories will be both more scarce and more sought after by better qualified Caucasian-Americans, who are being forced into the bottom jobs of society.

Consequently, the standard of living for African-Americans and Caucasian-Americans, already reduced by government debt and a declining productive capacity, is being further

reduced by Capital Hill's new immigration policy.

The only way the African-American community can become competitive in this new environment is to become a domestic economic bloc - like the Chinese, Koreans, Jews, Mormons, Cubans, Asian Indians, etc.,



Tony Brown

who already spend 80% of their money within their respective groups. My term for these internal community development mechanisms is "Buy Freedom," guaranteeing your economic security with your consumer income.

That's why *John Raye and The Majestic Eagles* are so important. On *Tony Brown's Journal*, the TV series on PBS, 5 million viewers will see Raye and his Eagles in action. **Words cannot explain what a feeling of relief it is to see African-American people who not only understand the future direction of the country but have organized to be a part of it.**

While you may know that D.C. leads the nation in per capita homicides, did you know that John Raye and hundreds of D.C. African-Americans in the *Majestic Eagles* are far ahead - per capita - of the rest of the country - Black, white and otherwise - in earnings, commitment, enthusiasm and "affirmative oppor-

See BROWN, Page 5

The views expressed on these editorial pages are those of the artists and authors indicated. Only the one depicted as the Sentinel-Voice editorial represents this publication.

United Church of Christ Commission for Racial Justice CIVIL RIGHTS JOURNAL

BY Benjamin F. Chavis, Jr.

Save the Children: The Greatest Challenge

The National Center for Children in Poverty based in New York City has released a chilling, controversial and challenging report on the poverty of children under the age of six in the United States. According to the latest federal government population data, there has been a slight decline in recent years of those living in poverty when the entire population is used as the basis of analysis. But, shockingly, for children under the age of six, the poverty rate is now increasing.

The future of any nation is dependent upon its ability to care for, nurture and to enhance the development of its children. This nation has its priorities misplaced. Not only are the rich getting richer and the poor getting poorer, but also tragically the youngest of the nation are having their futures destroyed.

In particular, African American, Hispanic American, Asian American and Native American children under six are in a situation where they are twice as likely to be living in poverty than Anglo American children under six. This statistic is true even when both parents are present. There have been countless prior studies that have insinuated that the absence of one of the parents in racial and ethnic families is the major contributing factor to the impoverishment of these families.

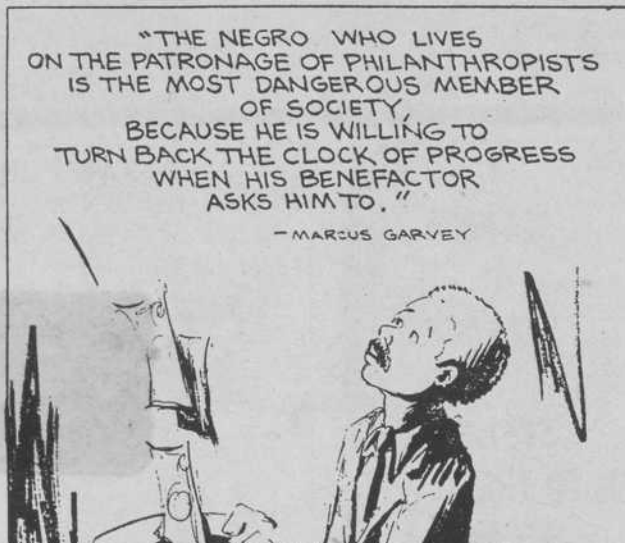
The significance of the research by the National Center for Children in Poverty is that it provides the first national statistical profile of children under six living in poverty. The findings of this report point to the institutionalization of both racism and poverty in American society. The report stated, "Early childhood experiences contribute to poor children's rate of school failures, dropout, delinquency, early childbearing and adult poverty."

The report titled, "A Statistical Profile of Our Poorest Young Citizens," found that nearly one of every four children under six in the nation is poor. How can the United States afford to have one-fourth of all children, regardless of race, born after 1984 to live in abject poverty?

We must remember that 1984 was the year that this nation re-elected Ronald Reagan as President. Rather than directing a war on poverty or drugs, the Reagan Administration went to war on Grenada, Nicaragua, El Salvador and Angola. Now our children are reaping the whirlwind of ten years of misplaced Republican priorities and policies.

Another myth that this report exposes is that to have a job will prevent you from living in poverty. The study detailed examples of both

See JOURNAL, Page 6



To Be Equal

BIAS BLOCKS DIVERSITY

By John E. Jacob

The new buzzword sweeping corporate America is "managing diversity." If that vitally important task is to succeed, companies are going to have to do a lot more to combat discrimination at all levels of the organization.

The concern with diversity comes from the simple demographic fact that white males are a minority of the work force, and their share of jobs will shrink further as most new workforce entrants are women, African Americans and Hispanics.

In order to get people to run their businesses, companies will need to



John E. Jacob

aggressively recruit, train, and promote minority workers and managers.

And they'll have to make sure that promising managerial talent is nurtured along, and placed in bottom-line jobs that offer opportunities for growth and development.

Most big companies have affirmative action programs to seek out, hire and train minorities and women. But they're finding that such programs are not enough.

Once brought inside the company through the front door of affirmative action hiring programs, many minorities and women soon walk out the back door -- frustrated by the barriers placed in their career paths.

Companies are finally realizing that they need to do more than simply hire minorities -- they've got to create an environment in which minorities and women can fully develop their talents.

That's led to a boom in

training managers to respect cultural differences and helping them to overcome their prejudices.

One example of the situations such training is designed to counter is common: a white male manager may be rewarded for a "firm" style, while the same style in an African American or a woman is often labelled "too aggressive," and punished by a negative job evaluation.

Business has a long way to go before its concern with managing diversity is fully translated into its operations.

Change will come only if the people at the top of the organization insist on making affirmative action and diversity an integral part of the company's operations.

John E. Jacob is
President of the
National Urban League

Training middle managers to be more aware of differences is only part of the task. Performance appraisals and bonuses must reflect their ability to retain minority and female employees, and success in grooming those employees for larger responsibilities.

When managers are as accountable for achieving diversity goals as they are for achieving production goals, half the battle is won.

Some companies are better at encouraging diversity than others, but most make a big mistake if they see it as a future-oriented mission -- something to achieve by the year 2000.

Diversity has to be seen as an urgent, immediate objective in the here and now.

Since the majority of today's workforce is made up of women, minorities, and immigrants, this is something that affects every employer in 1990.

Minorities and women have been an important part of the workforce for long enough that companies

See JACOB, Page 8