

TO BE EQUAL

DISCRIMINATION IMPACTS BLACK JOB LOSSES

By John E. Jacob

Last month, the Wall Street Journal published a page one story that should have rocked the nation. Instead, it was met with silence and indifference.

The story was about job losses in the last recession. And the big news was that African-

American workers were the only racial group to suffer a net loss of jobs during the 1990-1991 recession.

The figures came from employment reports filed with the Equal Employment Opportunities Commission by over 35,000 companies with more than 40

million workers.

The net job loss for black workers at those companies was almost 60,000, while Hispanics gained over 60,000 new jobs, Asians, 55,000, and whites over 70,000. The black share of jobs at those companies was also down, for the first time in nine years.

And at some companies, blacks lost jobs far out of proportion to their share of their company's workforce. At one large firm, for example, African Americans made up 13 percent of the payroll and 32 percent of the job losses.

There are plenty of explanations for this unacceptable situation, but one of them convinced me that discrimination and ethnic stereotyping don't play a part.

One supposedly non-discriminatory factor spells serious trouble for the African American community.

Blacks lost blue-collar jobs, but gained jobs in managerial, professional, and technical occupations. That reflects a changing economy in which lack of educational credentials leads to fewer employment opportunities and greater vulnerability to layoffs.

But a changing economy still doesn't explain why black workers were the only group to have a net job loss, or why their job losses in unskilled and semi-

skilled jobs were disproportionately larger than those of other racial groups.

Whites, by the way, did not have a net job loss in any occupational category, further indicating that who works and who doesn't is subject to a lot more than just blind market forces.

The story also spotlights a worrying new trend. Some companies said they had no idea that black job losses were so disproportionate because they only track total minority employment. So hiring Hispanic and other minority employment masked black job losses.

That suggests that some corporate "diversity" programs are being run as black removal programs.

It also tells us that many companies are, at least, indifferent to their social and legal obligations.

And at worst, as in companies where black job losses were grossly disproportionate, it indicates an illegal pattern of discrimination.

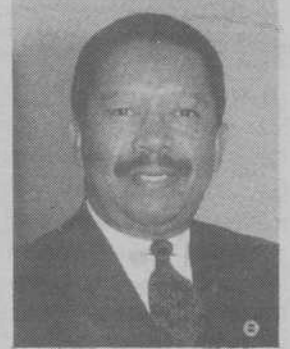
This grim story requires action on several fronts.

Corporate leadership has to review and correct all policies and practices that impact on equal opportunities, with special emphasis on reviewing diversity programs that result in fewer opportunities for African Americans — the only Americans who

have historically and persistently been excluded from the workplace.

The EEOC should also take aggressive action to enforce the law's equal employment mandates. At the very least, it needs to require explanations from companies with disproportionate black job losses.

Congress too, needs to get into the act. It should investigate disproportionate black layoffs and if there is a need for new laws, pass strong, loophole-proof equal employment legisla-



JOHN E. JACOB

tion. Unless action is taken, the black economy will continue to be eroded by discriminatory employment policies and by restricted opportunities.

This is an issue the African American community must not allow to be ignored.

NOTES FROM THE SCHOOL OF AFRICAN PHILOSOPHY

Greetings family! In the weeks to come you will be hearing a lot about Kwanzaa celebrations scheduled for this year. You read correctly, I used the plural celebrations. If you're familiar with the Kwanzaa observance here in the community then you know that it has always been celebrated on one day to the exclusion of the other six days delegated to it. This year, however, we want to try something new and innovative.

Kwanzaa is an Africans in America holiday which we celebrate the greatness that is us, it is the only non-religious, non-spiritual, non-heroic holiday in this country. I take issue with the non-heroic aspect of Kwanzaa only because we Africans in this country are all heroes in our own special ways and since we celebrate the greatness that is us, I guess it would be called a heroic holiday.

Unlike other holidays in America that we observe for one day, our holidays encompass seven days from Dec. 26 to Jan. 1. These seven days have been embraced by many Africans as we acknowledge our creator, our ancestors, our elders, our women, our children, our men.

What we hope to see this year is an all out seven day celebration similar to the one day observance we've become familiar with at Doolittle Community Center. Right now there's plans working to encourage local organizations to sponsor a Kwanzaa celebration on one of the seven days. For example, the XYZ Club would sponsor the festivities on the first day of Kwanzaa, Dec. 26, at the ABC Community Center on day two the OAU would sponsor the observance at the such and such center. On the third day C.O.D.A.M.E. would hold it's celebration at the J.E. House and so on and so on and so on. Get the picture?

Each one of the organizations would create it's own Kwanzaa committee to coordinate and execute the festivities for their designated day. This in no way causes a threat to or conflict with the Las Vegas Kwanzaa Committee, the group that has sponsored Kwanzaa at the Doolittle Community Center for the past few years. As a matter of fact, their observance is scheduled for Friday, Dec. 31 at Doolittle. Check their ad in the community calendar section of this paper. That leaves six other days for other organizations to jump on and plan a festive day.

Basically that's the plan. We're trying to get other organizations to commit to one of the six remaining days in Kwanzaa so that each of the seven days will be filled with the spirit, the essence of Kwanzaa. With the creator's blessing we can look forward to a community Kwanzaa celebration all seven days this year at different venues, hosted by different organizations. Again there is no conflict with the Las Vegas Kwanzaa Committee who has already committed to a day, place and time. Until next week, this has been the Minister of Information. Hotep!

THE RAY WILLIS REPORT

(Continued from Page 3)

they've never known there were options to be able to make wise decisions affecting their future."

Ken conducts meetings twice a month with this group. "I try to give them a feel for what is practical without doing too much moralizing. But, at the same time I want them to be able to make ethical decisions which are in their best interest.

On the subject of babies, Brass says, "I tell them that it is absolutely wrong to father a baby so young. We cannot afford to allow ourselves to be entrapped into moral and economic depression because of teenagers having babies," Brass explains.

About the importance of achievement in life and making something of yourself, Brass conveys the message that,

"Education is the key to the success of any human race. We must spend out time becoming educated so that we may compete in all aspects of life."

Concerning being a responsible person Brass tells them, "We must be responsible for ourselves. We must not allow anyone else to determine who or what we are. By taking responsibility for ourselves, we become model citizens as a result."

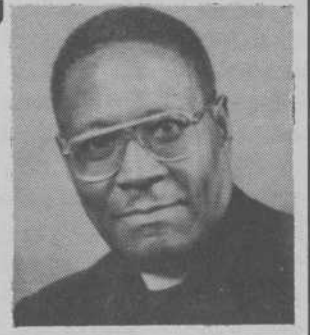
Brass' message may have a familiar ring to those who may wonder, "what is he saying that I haven't already heard before?" My response to that question is, it's not what he says, it's what he does.

Truer words were never spoken in the adage that, Action Speaks Louder than Words.

THE NAACP AND YOU



Rev. Jesse D. Scott
President
Las Vegas, NAACP



OPPORTUNITY OF RENDERING SERVICE

Upon my arrival in Las Vegas in 1970, someone took me to West Las Vegas which was my first visit to the then Golden West Shopping Center.

Most of the shops were closed and there was no Black Top on the surface of the parking lot which was for the most part covered with broken glass.

Just two years before, in the year 1969, there had been an uprising of racial conflict and consequently all of the white businesses moved out of West Las Vegas. One of my friends and former business associates from Los Angeles came to Las Vegas to visit me. When he saw the condition of West Las Vegas he exclaimed to me this place will never amount to anything. This friend went on to say that he would not want to live in West Las Vegas and questioned why any one else would want to live there. The Bible says where there is no vision, the people perish. It also says he that would be greatest among you must be the servant.

Those to whom God has given the wisdom to serve others and who knows that there is a promised land, must first go through the wilderness before they can get there.

I had the distinct privilege of meeting a young man in 1983 in the person of John Edmund who had caught the vision and became a servant of the people and the rest is history.

When John entered into an agreement with First Western Savings and Loan franchise to purchase the plaza the nay sayers and the doubting Thomases said that it could not be done. They did not believe that the Nucleus Plaza Center could be changed into the place it is today.

Ten years later there is evidence everywhere that John Edmund seized upon the opportunity of rendering service to others in the process of building the Nucleus Plaza business Plaza.

The success story of John Edmund epitomizes the life of the late great Booker T. Washington. Dr. Washington was the founder and builder of Tuskegee Institute in Tuskegee, Alabama. He said more than 60 years ago "cast down your bucket where you are."

John had the vision and insight to surround himself with very capable people who have assisted him in the development of a once

(See NAACP and You, Page 21)

PUBLIC NOTICE

REGIONAL TRANSPORTATION COMMISSION OF CLARK COUNTY
PUBLIC WORKSHOP ON DEVELOPMENT OF RTC'S INTEGRATED
MAINTENANCE FACILITIES PROGRAM FOR CATS/FIXED ROUTE TRANSIT
AND PARATRANSIT SERVICES IN THE LAS VEGAS VALLEY.

October 26, 1993, 4:00 pm to 7:00 pm. The workshop will be held at the Regional Transportation Commission, 301 East Clark Ave., Suite 302, Las Vegas, Nevada 89101. From the CAT bus stop at Las Vegas Boulevard and Clark Avenue, (Routes 205 and 301), the RTC offices may be reached by proceeding west on Clark Avenue for two blocks.

This workshop is being organized to inform and receive input from interested individuals, groups, agencies, and the general public at RTC's maintenance facilities development program. The workshop will brief interested parties on the maintenance facility needs, and review site selection and evaluation criteria. The workshop will also present to the public, the three preferred alternative sites, the preliminary site layouts, and discuss environmental issues.

The meeting room is accessible and equipped for the hearing-impaired. A signer can be provided on 24 hour notice. Those requiring special accommodation, please notify us.

For more information, please call or write to:
REGIONAL TRANSPORTATION COMMISSION
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LAS VEGAS, NV 89101
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