

# Point of View

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## TO BE EQUAL

# Affirmative Action is About Inclusion

By Hugh B. Price, President  
National Urban League

Affirmative action is about inclusion, not about quotas.

It's about assuring qualified minorities and women a genuine opportunity to perform, not about applying rigid race or gender preferences.

Critics of affirmative action say people should be selected solely on merit. We agree.

The crucial question is what we mean by merit and how we even judge who is meritorious. The fact is that gate keeping tests like the S.A.T may help spot those who'll do well in the freshman year of college, but they don't necessarily predict who'll perform well later in life. A study of Harvard graduates who'd been out of school some thirty years showed that the most successful alumni had lower S.A.T. scores and came from blue collar backgrounds.

In other words, they were ambitious, if not the most bookish of college students.

In California, the governor has ended the state's affirmative action by executive order.



HUGH B. PRICE

If the governor genuinely believed in inclusion, he would encourage institutions and employers to set the qualifications for admission or selection at a point which reliably predicts that all those situated above it will perform satisfactorily.

That way, everyone in the candidate pool would be qualified without question.

This would then free them to select candidates—of all ethnic and socioeconomic groups—based on demonstrated ability, potential, ambition and perseverance, as well as compatibility with the institution's mission and suitability for the assignment.

These attributes may not be readily detected on test scores, but they're certainly relevant to eventual performance of the individual and success of the organization.

Institutions and employers should be given leeway to select qualified candidates who serve their long-term as well as immediate missions.

Public universities, for instance, ought not be required to rely solely on tests which only predict who'll do well academically in the first year or two.

As public enterprises, they should be free to place bets on who's likely to help the institution serve the broad public interest.

This is why they are funded by taxpayers in the first place.

Who is likely to enter public service?

Who'll dedicate themselves to teaching inner-city youngsters as well as elite college undergraduates?

Which medical school graduates are likely to practice in medically underserved communities?

Which candidates of what diverse backgrounds will likely help corporations spot and exploit new market opportunities here and abroad, and thus help the economy grow?

Inclusion and quality can go hand in glove. According to Bob Laird, Director of Undergraduate Admissions at the University of California at Berkeley:

There's the myth that in the course of diversifying the campus we've lowered our standards. By any measure the opposite is true. If you divide the freshman class in five parts and you compare any of the quintiles, the current freshman class is stronger than the one ten years ago.

Yet absent a deep-seated institutional commitment or diligent external pressure to include, many institutions in California and elsewhere will virtually resegregate.

Let us hope that this revelation dawns on Governor Wilson and others soon.

## LETTER TO THE EDITOR

Dear Editor:

Well as most of you know by now, or haven't heard, D.B. Too-Short Brown, Kimberly Bailey and Sharon Savage are no longer on the air of K.C.E.P. What is the real reason behind the firing of these people? Was it really because D.B. and Sharon wouldn't say, "The New KCEP," on the air? And was Kimberly really fired because after all these years she had been a part-time employee, they wanted her to come on board full time, and she couldn't? We, the Black Panther Party have our own questions about the wrongful firing of these people and others who have been fired in the past. We also have questions about the qualifications of the new Station Manager. When we contacted the head of EOB, James Tyree, about these questions, we were told it was personal. Though I don't know how that could be, since EOB gets most of its funding through the public, which leads me to ask another question: How come the public virtually has no say what-so-ever about what EOB does with its money? How much do the people that run EOB and the radio station make at our expense? We the Black Panther Party are in the process of finding that information out, and we will let you know. It is time that either we get new management at EOB or stop supporting it. KCEP is a black radio station when it sends in its proposal to get our tax dollars. It is a black radio station when it needs to raise money. But when it comes to issues of importance in this community, it all of the sudden stops being a black radio station.

I can think of some people that need to be fired from the radio station (you and I know who they are). It sure wasn't the three people that made a difference in this community. All the fakes need to be revealed and sent packing from whence they came. Anyone who uses children to get a contract renewed is a fake and truly not worth keeping.

The new KCEP. What's new about it? Have you asked yourself that question? It's so new, they gave somebody a job to tell us yesterday's news, today. Certain leaders of the community and community groups were had. They were fooled by the so-called concern of the new management of KCEP. The leaders of the community had been trying to involve KCEP and the new management. We never received a call.

Lick your wounds people, and stand up to get this new management, along with the others, off the EOB board. I guarantee you, you will start to see some profit. We must rally around D.B., Sharon and Kimberly. They have rights. They have the right to be told the truth about why they were terminated. The General Manager does not own KCEP, he just works there. He is employed by the community. He works for you!

Ron Current, Chairman, Las Vegas Black Panther Party

## CIVIL RIGHTS JOURNAL

# What Will Budget Cuts Mean To You?

Last week I began to share the list of programs which will be cut in the budget proposed by the Republicans in Congress. It is an awesome list, which only begins with cuts in Aid to Families with Dependent Children. The very nature of our society will be changed if all these cuts take effect. Read now the rest of the cuts proposed-cuts which include job training programs, education, housing, and health.

● Programs Eliminated (continuation)

- Teacher Corps
- National Science Scholars
- Douglas Teacher Scholarships
- Harris Fellowships
- Graduate Assistance in Areas of Natural Need
- Howard University Academic Program
- Howard University Research
- Howard University Clinical Law Center
- Research (Education)
- Star Schools
- Telecommunications Demo for Mathematics
- Women and Minority Participation in Graduate Education
- National Academy of Science, Space Technology
- Olympic Scholarships
- Javits Fellowships
- Faculty Development Fellowships
- Howard University

- Hospital
- Howard University
- Construction
- Education Technology (3 Programs)
- Ready to Learn Television Program
- Fund for the Improvement of Education
- Javits Gifted and Talented Education
- Eisenhower Regional Consortium
- National Writing Project
- International Education Exchange
- Territorial Teacher Training
- Public Library Services Indian and Native Hawaiian Set-Aside
- Interlibrary Cooperation State Grants
- Library Literacy Programs
- Library Education and Training
- Research Libraries
- Migrant Education-High School Equivalency Program
- Adult Education-State Grants
- Adult Migrant Farmworkers & Immigrants' Program
- Education-National Program
- Tribal Basic State Programs
- State Programs & Activities
- Single Parents, Homemakers
- Single Pregnant Women
- Sex Equity

- Criminal Offenders
- Indian and Hawaiian Natives
- Cooperative Demonstrations
- Consumer and Homemaker Education
- Demonstration Centers for Training of Dislocated Workers
- School-to-Work National Programs
- Workplace Literacy
- State Literacy Resource Centers
- Youthbuild
- National Diffusion Network
- 21st Century Community Learning Centers
- Civics Education
- Fund for the Improvement and Reform of Schools and Teaching



Bernice Powell Jackson

- Public Library Services State Grants
- Ingerlibrary Cooperation Indian and Native Hawaiian Set-aside
- College Library Technology
- Research and Demonstrations
- Indian Education-Adult Education
- Migrant Education- (See Civil Rights, Page 20)

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