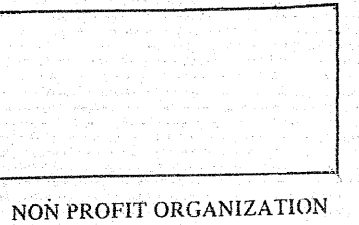


# The News Ferry



The Learning Town Press

Staten Island Community College

Tuesday, May 14, 1974

Vol. II No. 14

## Affirmative Action Can Work, "Key Enforcement," Crothers New Director in First Public Address BSU Stages Short Takeover, Reads "Studentization" Platform

Claiming that Affirmative Action, the enforcement arm of the 1964 Civil Rights Act, carries the legal clout to make "the dream of equal rights" a reality in our lifetime, SICC's new director, Diane Crothers, outlined a sketch of the long history behind discrimination at the workplace and the significant impact of affirmative action legislation since its creation.

The May 2nd meeting was introduced by President William M. Birenbaum, who called the unique Advisory Board system of SICC "one of the most significant pioneering groups in CUNY." He claimed the Affirmative Action program involves two basic American themes, "equality of access to opportunity and the notion of reward for individual talents," adding that in the resolution of the tension between the two, "nothing reveals more accurately our metal as teachers."

As explained by Crothers in a later interview, the major weakness of Affirmative Action programs is that they are generally created by management to protect management. As such, she claims, the SICC Advisory Board system (which currently has some appointed and some elected members) is a laudable departure from the norm. In effect, the SICC Advisory Board system allows for various constituencies within the college to be represented by a body empowered to monitor recruitment and evaluation on an ongoing basis, provide a court of review for grievances and have the results of such evaluations incorporated into the materials used in the college president's decisions on employment matters.

In addition to the Advisory Board, a separate Equal Employment Opportunities Committee is currently conducting elections. This body, according to Crothers, is intended to act as a fact finding and investigative unit in such areas as employment, textbooks and the like. As now proposed,

this committee will have membership from most departments and programs (34 areas of recruitment are listed on the program prospectus) and about 20 students.

Crothers echoed Birenbaum's statement in claiming that the SICC program is unique nationally. As if to address the controversy created by the BSU May Day action (see story this issue), Birenbaum concluded his remarks noting that people tend to try to solve the egalitarianism-meritocracy tension too often by extreme solutions and that "this due process does not lead to perfect justice, but we must live with it (the Affirmative Action laws). Prejudice or bigotry is not often present consciously in the mind of the bigot. Problems must be approached with mercy and compassion. Through our program, our heads may become more sensitive to what is just."

A different vision of justice was behind a BSU "manifesto" which makes demands on the college administration regarding the use of chrome on campus (a product primarily imported from South Africa) various reappointment and job function decisions which the BSU views as discriminatory and the "studentization" of several campus activities, including the franchise operations of the cafeteria and bookstore. The demands, primarily the same as those from which the May Day takeover of a P&B meeting emanated, were read by BSU acting President, Donald Jackson (former President Sharon Saunders was suspended following the May Day action).

Jackson and about 15 BSU members or supporters took over the podium for the purpose of reading the demands. A heated exchange ensued between English Professor Sandra Adickes, who charged that unless the demands had something to do with the subject of the conference in session, the BSU had no right to take over the auditorium, and BSU members. As an apparent

result of that confrontation, the BSU revised its demands to include Affirmative Action in a second issuance of their manifesto (for full text of BSU demands to date, see the May Day story in this issue).

Following is the full text of the Crothers speech:

Equal employment opportunity - the right of all persons to work and to advance on the basis of merit and ability and potential - has deep roots in our American heritage. But for many years, indeed, during all of United States history, this right has been severely restricted by discriminatory employment practices operating against minorities and women.

Today we will consider some of the history of this discrimination, as well as the remedies the law has provided for those excluded groups. Some aspects of discriminatory treatment are similar for women and minorities, some are not.

From the beginning of our national history until well into the twentieth century discrimination against non-white employees was accepted national policy. During President Woodrow Wilson's administration, the Secretary of the Treasury and the Postmaster General established racial segregation in their departments. The President condoned their actions, stating: "I would say that I do approve of segregation that is being attempted in several of the departments." In 1914, the Civil Service Commission introduced a requirement that a photograph be attached to applications for Government jobs. And during the First World War, black clerks employed by the Navy were required to work behind screens.

Overt discrimination continued well into the administration of Franklin D. Roosevelt. The congressional restaurant was still segregated in 1934, as were dual lunchrooms in many Federal agencies. Various Federal projects embraced discriminatory

practices during the New Deal era.

Not until late 1940 - a mere 30 years ago - did the Federal Government officially promulgate a policy of non-discrimination. President Roosevelt became the first President of the United States to issue an Executive order barring discrimination in employment and promotion within the Federal service.

The end of the Second World War brought changes in the employment picture for both minorities and women. Black veterans were returning from military service only to find that their service to their country would not secure them equal employment opportunity. Women were forced out of "men's" jobs which they had performed while the men were overseas. The Fifties baby boom ensued, coupled with a massive closing of the day care centers which had been instituted during the War when the women's participation in the labor force was needed.

During the fifties many women were silenced. Civil Rights activists, on the other hand, pressed states to pass laws prohibiting employment discrimination. Many states eventually passed such laws; enforcement of these laws was another matter.

Then in 1964 the U.S. Congress passed the Civil Rights Act. Equal employment opportunity became national policy and, more significantly, enforcement mechanisms were also provided. Combined with Executive Order 11246, sufficient law is now on the books to ensure equal employment opportunity for all - if these laws are enforced.

Affirmative action policies and plans are required of every employer receiving substantial federal funds (under Executive Order 11246). This order is significant in that it governs almost one-third of the nation's labor force. A major proportion of the largest industrial employers are government contractors. Thus, the impact of affirmative action upon the nation's employees will be immeasurable.

But as we begin to implement our affirmative action policy, we must recognize the depth and the pervasiveness of employment discrimination. A striking example occurred during the federal inquiry into the American Can Company's employment practices. American Can is a large Government contractor, holding contracts during 1968 of nearly \$2 million. Of 1,550 persons employed at this mill, only 108, or 7 per cent were black, and only a few of these employees occupied skilled positions. This

Continued on Page 7



Photo by Abe Reznay

Angela Davis, the keynote speaker at the Third World Cultural Weekend called President Nixon the "number 1 criminal in the U.S. today."

## Angela Davis Calls For International Black Solidarity

by Sally Johnson

Calling for world-wide unity of oppressed, working class people, Black Communist leader Angela Davis keynoted the Friday night activities of the Third World Cultural Weekend which was sponsored by the BSU in conjunction with international May Day celebrations.

Opening the talk with an expression of solidarity with and thanks to "the brothers and sisters who supported me in my struggle for freedom," Ms. Davis spoke of her jail term, trial and subsequent acquittal of the charge of having obtained guns for George and Jonathan Jackson who broke out of a California courtroom some years ago.

"I understand," she said, "that if it had not been for the struggles that we waged, I would not be on the streets today."

Now she feels a "personal satisfaction" at all that is happening to Richard Nixon in terms of the Watergate revelations. Nixon, whom she calls the "Number 1 criminal in this country," went on national television just after she was arrested to congratulate J. Edgar Hoover for having captured "one of the most dangerous criminals in the country." Being denied the access to the media which she claims only people in power have, she took the occasion to "congratulate anyone in this country who had anything to do with exposing the scandal." "The frightening thing," Ms. Davis went on, "is that they don't even go through the motions of democracy anymore."

But what has been revealed thus far, in her view, is "only the tip of the iceberg." "What about all the tapes he hasn't handed over - the ones that explain the ruling class conspiracy against the Black Liberation struggle?" Quoting from a secret Hoover memo which directed agents to "expose, discredit, corrupt, or otherwise neutralize activities of Black National (hate-type) organizations," she cited a portion of the document in which Hoover warned against allowing a "Black Messiah to arise." The date of the memo was March 4, 1968 - one month before the assassination of Martin Luther King. "There are," she said, "a whole lot of Watergates around."

She related the national scandals to ongoing international instances of "ruling class" oppression and exploitation in every area of the world. Speaking of a Third World rally which she attended last summer in the German Democratic Republic, she mentioned her encounter with a fifteen year old woman who was one of the few survivors of the My-Lai massacre. "Every relative she ever had in the world is gone, but in spite of her losses she continues to struggle. She looks towards Nixon and the U.S. as her enemies, but she expresses her solidarity with all people of color in this country."

Expressing her own feelings of inadequacy in the presence of such a person, Angela Davis doesn't believe that American Blacks have carried out their international responsibilities because, as she put it, "There are still tens of thousands of political prisoners." At the summer festival, she went on, there were 20,000 youths from 140 countries of the world all talking about the same thing - uniting to defeat U.S. imperialism which she calls "the system of plunder, pillage, and rape led by the ruling class."

When talking about the "enemies of the workers" all over the world, she said, the slogan of May Day which is taken from the Communist Manifesto is significant - "Workers of the world unite; you have nothing to lose but your chains, but you have a world to gain."

Back onto the subject of U.S. capitalism, she called the system itself "inherently criminal," stating that the system is "based on stealing the labor of working class people." By her definition of the ruling class, they are those people who don't work but who make their fortunes by exploiting the working class. "They don't tell you that the car you make on the assembly line belongs to you because you made it. They just pay you enough so that you can come to work every day. They take the money that belongs to you."

With a question to the audience as to how many of them were the children of working class people, Ms. Davis pointed out that 94 percent of all blacks in this country do work. "You may be students," she challenged, "but you're on this campus because of the struggles of working class people." While she was on trial, she persisted in pointing out that she had had all of the opportunities open to her - "They kept asking what had gone wrong, why I had chosen the path of a revolutionary." She answers them now: "I went to university, but my knowledge and skills belong to my people because they struggled for that. I would be a traitor if I denied that."

Warning SICC students about the potentially corrupting effects of the university, she said that they try to corrupt your minds by telling you that you're different. "They'll try to make you turn your eyes away from the struggles of your people. You have to come to grips with that." She challenged audience members to commit themselves to defending Sharon Saunders and Marcellus Jones (see item on the BSU), saying, "I hope

Continued on Page 8

## ESG Disputes Resignations, Appoints Panel

Formally protesting the failure of the Evening Session Student Association (ESSA) Council to live up to its Constitutional standards and responsibilities, two members of the Council, Anna Schraml and Toni Mara, have handed in their resignations and touched off yet another controversy about the operations of the Evening Student Government.

The letter of resignation, which went to all members of the council as well as to administration officials and the campus newspapers, sets out in detail the ways in which Ms. Schraml and Ms. Mara believe that the ESSA Council has let down its constituency by not enacting necessary legislation, and by not keeping the evening students informed of its activities. In its entirety, the memo reads as follows:

It is the obligation of any Government, duly elected, to represent and reflect the opinions and ideals of their constituent bodies, to enact legislation on their behalf, to keep them fully informed of all legislation and activities undertaken on their behalf and to encourage their input and participation and

Inasmuch as the ESSA Council has failed to meet these obligations by:

1. failing to institute any continuing program whereby we would acquire the opinion and ideals of the Evening Students so that we might adequately reflect these opinions and ideals in our legislation and activities.
2. failing to put forth a comprehensive legislative program aimed at the needs and aspirations of the Evening Student
3. failing to keep the Evening Student fully informed about such matters as:
  - a. State of Emergency
  - b. Election by the Council of Student Representatives
4. failing to encourage input and participation of the Evening Student Body by:

Continued on Page 8

## BSU Seizes Chrome In May Day Action

by Sally Johnson

Black Student Union demands that the City University cease and desist from buying and using chrome products culminated in a head-on confrontation between Blacks and several college administrators and department chairpeople during the course of a May Day Personnel and Budget Committee meeting in the Presidential conference room.

Accounts of what actually happened in the room vary widely, but one eyewitness, calling the scene incredible, recounted how she "saw them carrying out the conference table and chairs...Ed Paradise (security chief) was on the floor getting choked, Dean Kreisman got his shirt ripped-off." Most administration officials claim that the physical violence was provoked by the students - that the blacks, marched into the room while the meeting was going on, made no clear announcement of their intentions, and began to force people off the chairs.

President Birenbaum and Dean Kreisman both attempted to stop the demonstrators which resulted, at one point, in the President being pinned against the door-well in the A-Building stairway. When security chief Ed Paradise was called in, he was reportedly thrown on the floor and choked by an unidentified student, at which time an outsider called in the police.

Sharon Saunders, the ex-president of the BSU who was officially suspended for her part in the action, makes the claim, on the other hand, that she has been "kicked out of school for a self-defensive action." Her version of the story is that "the BSU walked into a P&B meeting, not knowing that it was going on, and demanded that the chairs and table be removed. Birenbaum, Kreisman, and Paradise resisted physically," she says, "and the violence resulted from their resistance."

The disputed tables and chairs have become objects of controversy because they are trimmed with chrome.

Something on the order of the 80 percent of the world's chrome comes from the Union of South Africa and Rhodesia (Zimbabwe), both of which have been placed under trade embargos by the United Nations for their apartheid policies. It is widely acknowledged that



Photo by Abe Reznay

Marcellus Jones and ex-BSU president Sharon Saunders confronted President Birenbaum on the issue of Rhodesian Chrome.

The United States has continually broken the embargo and continues to bring the chrome into this country.

The members of the Black Student Union who participated in the Wednesday action have issued a statement to the effect that they did so because, "We are wholly convinced that these are crimes against THE PEOPLE, perpetrated by the controlling capitalists of this institution. We are equally convinced that these crimes attempt to impede self-determination. We firmly believe that any attempt to impede self-determination must be

resisted."

The original statement, which was later revised, was presented to President Birenbaum in an open session later that same afternoon. Entitled "The Black Student Union Manifesto of Demands and 'Studentization' Platform," it goes on to lay out in detail the ways in which Blacks feel they have been short-changed on the Staten Island campus. Those grievances include "authoritarian work-studies, deficient financial aid...and the historical attempt to pit student against student."

Senators Ed Jagacki and Tom Nugent responded to the May 9th memorandum, which had been addressed to DSG Chairperson Leona Sanders, with a claim that Birenbaum's memo was an attempt at divisiveness and, although obscured by an apparent attempt at personal insult, suggested that the two respondents viewed the DSG as accountable only to the students it is charged to serve.

Following are the texts, both released to the campus press, of the Birenbaum and Jagacki-Nugent memoranda:

### WMB MEMO

The political exploitation of people and of their important causes may be measured by the sickening gap between what is preached and what is done.

There have been, as we both know, occasions on this Campus during this year when some students and staff members have urged illegal and violent actions upon others which, at the moment of Truth, they have refused to undertake themselves. This is the most vicious kind of anti-democratic exploitation. To sit in safety while others disrupt as a result of such advice is not only cowardly, but also an indefensible manipulation of the masses.

At the May 4th Day Session Student Senate meeting the body received and adopted with but one dissenting vote the so-called B.S.U. Manifesto concerning the purchase and use of Chrome at SICC.

This resolution was adopted by a group sitting at a conference table adorned with metal not unlike that on the tables illegally removed from the College Board Room on May 1st. I assume the resolution was processed over the Chairperson's desk, which itself is replete with metal of a similar kind. The Offices of the Student Senate

## WMB Calls DSG Fascists, DSG Claims Move 'Divisive'

In response to a Day Session Student Government resolution which supports the BSU demands (see May Day story), President William M. Birenbaum issued a scathing indictment of that body in which he compared its conduct to that of the fascist regimes of Hitler and Mussolini, as well as Stalin's dictatorship. Apparently setting the stage for further action, the Birenbaum memo follows closely announcement by the Board of Higher Education that it intends to look into the uses of student fees in the CUNY system. This, in turn, is in apparent response to threatened actions by the State legislature to threaten student fees, an important source of supplementary income to the colleges as well as the only source of income to most student centered activities.

are amply furnished with the metal in question - as are the offices of virtually every other student organization in the "C" Building, including the room temporarily occupied by the BSU - C-109. Official records show that much of this property was purchased by your Student Senate with student fee money.

The conference table, chairs, and sofa on which Acting BSU President Jackson himself sits and uses in C-109 contain the metal he urges others not to use.

SICC deserves a leadership in its public student life stripped of such Watergate hypocrisy.

Too often demagogues who urge violence, the abridgment of due process and the termination of free speech, do so to consolidate their own power to oppress others.

In an academic community, to defend such advice-giving under the guise of "education" or under the cloak of "academic freedom," is the greatest subversion of learning and freedom. Through such dishonesty, such advisers forfeit their right to be respected.

The Senate you now chair has achieved the unenviable record during its regime of officially endorsing the denial of free speech, and the use of violence, trespass and the abridgment of due process in the conduct of the College's affairs.

It is true that behind these fundamental assaults upon our democracy, may lie good intentions and perhaps, even some good public works. To Serve the People Stalin redivided the land, Hitler built monuments, and Mussolini arranged for the trains to be run on time. But no rewriting of history can erase the suppression of freedom in the colleges and universities of Germany, Italy, and the USSR under Hitler, Stalin and Mussolini.

Finally, the history of a regime remains indelible in the minds of the tyrants and the people it did not serve will remember. It is the first student government in the history of our Constitutional freedoms, to champion violence, and to support the manipulation of students who in good faith, elected the government believing that American principles of free speech, due process, and fair play would be respected by those they elected.

William M. Birenbaum

### DSG Response

Dear Bill,

First, to address myself to the point of cowardliness - I know of no one who

Continued on Page 2

# Allen Stops Payment on Con-lib Storefront

Funding for off-campus programs under the jurisdiction of the Day Student Government have been called into question by Business Manager Frank Allen in regard to the Con-Lib Outreach Program which operates a storefront in the community for ex-convicts.

In a memo to the DSG, Allen suggested that the \$115 per month, which the governing body has allocated to pay rent on the storefront facility, is in violation of Article 15 of the BHE by-laws. The section of the by-laws in question (15.8) reads as follows:

(1) Student activity fees shall be used "for the sole and direct benefit of students enrolled at the college."

(2) "Participation in the activity and the benefit thereof must be available to all students..."

He, therefore, refuses to sign any more vouchers connected with the off-campus program until the case has been decided.

Student Senator Ed Jagacki, who is also the co-director of the storefront operation, responded to Allen's memo by quoting Section 15.11 of the bylaws which provides for a Student Activity Fee Review Committee (SAFRC) which "shall have the authority to hear and resolve any dispute or complaint which may arise within the college community with respect to this section of the bylaws or to Student Activity Fee in general."

Jagacki further contends that, according to the Resolution on Off-Campus Policy which was voted on by the DSG and approved by the SICCA Corporation Counsel, his project is no different than many others which have been financed by the Day Student Government and that he is completely within the guidelines of the policy. In light of that, "it is imperative that unless SAFRC deliberates on the matter, you or any other college administrator can not unilaterally reverse any past established trend. I am, therefore, demanding, at this time, that all funds previously allocated for this facility be released immediately."

A similar appeal on the matter which went to President Birenbaum from Jagacki was met with a memo from the President, dated May 1st, which upheld the Business Manager's right not to release the funds until such time as the allocation could be reviewed. Jagacki believes, however, that the president's response was tied to other unrelated matters - "He told me, in effect, that his negative response to my request was partially a result of my support for the Black Student Union Manifesto." (see page one story)

His official response to President

Birenbaum, dated May 3rd, explains that "While I am perfectly willing to consult with you and appear before the Student Activity Review Committee, as I'm sure Mr. Frank Ehlers (the other director of the program) is, I still insist that until such committee deliberates on the matter of the above-mentioned expenditures, the normal flow of previously allocated funds, including \$115 per month for rental of such facility must be maintained."

He goes on to express the hope that "no personal feelings or unrelated situations will influence your judgment in this matter..."

The Resolution on Off-Campus Policy, which is called into question by Allen's initial memo, is reprinted below:

### RESOLUTION ON OFF-CAMPUS POLICY

WHEREAS: The Day Session Student Government abides by Article XV of the Board of Higher Education Bylaws, Section 15.8, Student Government Activity Defined, "A student government activity is any activity operated by and for the students enrolled at any unit of the university provided, (1) such activity is for the sole and direct benefit of the students enrolled at the college. (2) that participation in the activity and the benefit thereof is available to all students enrolled in the unit or student governmental sub-division thereof, and (3) that the activity does not contravene the laws of the city, state, or nation, or the published rules, regulations, and orders of the Board of Higher Education or the duly established college authorities;" and, WHEREAS: Some of these legitimate student government activities must take place off the campus of Staten Island Community College.

BE IT RESOLVED: That any proposed off-campus activity that conforms to the following guidelines will be considered for approval, by the Staten Island Community College Day Session Student Government.

### GUIDELINES OF OFF-CAMPUS POLICY

Activities will be considered for approval by the Staten Island Community College Day Session Student Government if:

1. The activity causes the students of S.I.C.C. to benefit by attaining closer social and intellectual bonds with the community, in conformity to the spirit of a community college; and/or
2. The activity, by direct interaction with nonstudents, and prospective students, by students of S.I.C.C., causes the students to gain direct social and

3. The activity taps off-campus educational resources, provided the resources are unavailable on campus; and/or
4. The activity is exigent to students' survival in the status of "students;" and
5. The activity's objectives are proven to be impossible to accomplish, as proposed, any closer, geographically, to the campus of S.I.C.C.; and
6. The activity's objectives are proven to be impossible to accomplish, as proposed, less expensively.

Resolution moved by:

Joe Jagacki  
Ed Jagacki

## ESG Dispute

Continued from Page 8

faculties, and one administrator, probably Ernesto Loperena, to the proposed panel. However, in a letter addressed jointly to Ms. Schraml and Ms. Mara, she accepts their resignations while she denies the allegations which led them to resign.

The above and other activities (which would require too much space to list) do in fact illustrate the lengths to which this government has gone in attempting to promote interaction between the evening students, the faculty, and the administration.

We realize that we are bound morally to the spirit and legally to the letter of the ESSA Constitution. We may, through inadequate guidance and advisement, have violated the letter of the law, but never the SPIRIT of the law as expounded in the ESSA Constitution.

"In response to your allegations, we feel that we have attempted to meet these obligatory commitments by instituting continuing programs which acquire the opinions and ideals of the Evening Student via:

1. The Evening Session Student Council members assistance during Registration for the Fall and Spring semesters (which, incidentally, received personal thanks from the Dean of Evening Session, Dean Atkinson).

2. Through The Carnival Knowledge, (September 18, 1973), where The Evening Session Student Council and club members introduced themselves to students and faculty and encouraged them to participate in the various college-wide committees and student activities.

3. Through The Political Forum, (October 17, 1973), where students were able to meet the various political candidates running for office throughout the New York area.

4. Through The Open Conversation with Dean Atkinson, (November 29, 1973), where students met with the Dean of Evening Session on a one-to-one basis.

5. Through The Open Conversation with Dr. William Birenbaum, (February 20, 1974), where students met and discussed issues with the College President.

6. Through The Evening Session Student Council's Open Conversation with evening students which enabled students to air their grievances with their Student Government.

7. Through the ESG Council's office being open every evening during the school week, from 6-11 p.m., in order for students to participate and interact with their student representatives.

8. Through the ESSA President's "After Dark" column in the Evening News which informed students of various happenings on campus and requesting their assistance and participation.

9. The "Mr. Bitch" column in the Evening News, which asked students to notify him regarding their likes and dislikes on the SICCA campus.

10. Increasing the hours of service extended by the Evening Child Care Center, which has proven to be a needed service for parents attending SICCA.

11. Obtaining physical education credits for those evening students serving in the Army Reserves.

12. The funding of evening student clubs designed to aid the needs and aspirations of the entire student body, through:

- Film festivals
- Lectures and seminars
- Sports activities
- Extending the issuance of the Evening News to advise, serve and be used as one of the more important vehicles for input.

# "Learning Town" Plans Move Toward Completion

Plans for a full-scale expansion of the SICCA campus have gone into the final stages of preparation before the proposed buildings go out to bid by April of next year. The estimated cost of all the new buildings is in the area of \$40 million, an expenditure which has been approved by the City University.

Preliminary plans call for the construction of a Student facility, a restaurant, a theater, and a gym with a swimming pool and expanded physical education facilities. In addition, a new administrative complex will be erected, along with a new library facility, an Instructional Resources Center, and several classroom areas.

Three of the largest New York architectural firms are responsible for the design of the new buildings. The firm of Johansen and Bhavani in conjunction with Alexander Kouzmanoff Associated will plan the Theater and Music building, the new IRC, and the Library. Paul Rudolph will do the Mechanical Technology, Administration, Science, and various classroom buildings. Finally, Max O. Urbahn Associates have contracted for the Computer Center, Student Activities, Physical Education and additional science and technology facilities - the latter will be located in the expanded boiler plant.

According to Lou Giacalone and Jo Standley, both of the firm of Max O. Urbahn, the submission of architectural plans occurs in several stages. First of all, the Master Plan is submitted which details the most general requirements, and the programming stage follows which makes allowances for departmental requirements. After this, three design stages follow: the schematic design, the preliminary design, then the working drawings.

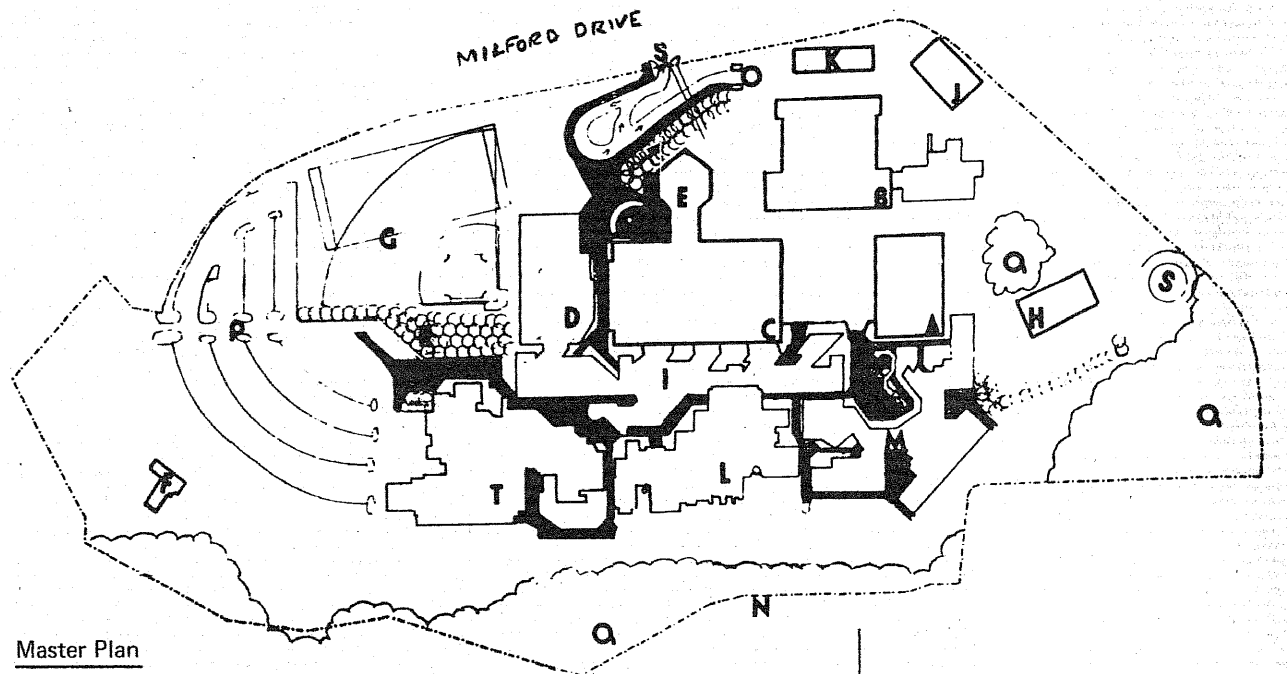
At the moment, the schematic designs have reached completion and have been reviewed by both SICCA and City University, although formal approval has yet to be granted. A Community PLANNING Board hearing is

the next step along the line—that will take place within two months, although the college has already held several community meetings to explain the plans to interested neighbors.

Now the architects will complete the preliminary designs in which they provide a detailed design analysis which takes into consideration room function and adequacy as well as the subsidiary systems which are carried out in conjunction with mechanical and engineering consultants. Thus far, Dean James FitzPatrick estimates that the project has cost somewhere up-

wards of \$500,000 and he expects that at least \$3 million will be spent before the design stages are complete. The entire \$40 million earmarked for the building project will come from the State Dormitory Authority, although the outside work, including expanded parking facilities and multi-level walkways on the campus, will cost an additional \$27 million.

A general view of the Master Plan was submitted to campus and CUNY officials by the firm of Moore and Hutchins, although it is subject to revision by the designing architects.



- A. Academic
- B. Science & Technology
- C. Health & Arts
- D. Gym
- E. Cafeteria
- F. Maintenance Building
- G. Athletic Fields

- H. 'H' Building
- I. Student Activities & Computer
- J. 'J' Building
- K. 'K' Building
- L. Library
- M. Medical Tech., Administration & Science

- N. New Acquisition Line
- O. Entry Control
- P. Parking
- Q. Existing Trees
- R. Theater
- S. Turn Around

## Affirmative Action

Continued from Page 7

Where it is found to exist, action to eliminate it must apply to all members of the "affected class" to which an individual complainant belongs. This concept of "class discrimination" has been very broadly interpreted by the courts. 1—

o It is the consequences of employment practices, not the intent, which determines whether discrimination requiring remedial action exists. 2—

o Any employment practice or policy, however neutral in intent, and however fairly and impartially administered, which has a "disparate effect" on members of a "protected class" (those groups specified in the law) or which perpetuates the effect of prior discriminatory practices, constitutes unlawful discrimination unless it can be proven that such policy is compelled by "business necessity." 3—

In the words of Supreme Court Chief Justice Warren Burger:

"Under the (Civil Rights) Act, practices, procedures, ... neutral on their face, and even neutral in terms of intent, cannot be maintained if they operate to freeze the status quo of prior discriminatory employment practices. ... Congress directed the thrust of the Act to the consequences of employment practices, not simply the motivation." 4—

o Statistics — such as highly disproportionate representation of minorities or females in any job classification in relation to their presence in the population or work force — constitute strong evidence of discriminatory practices. Where such statistics exist, the burden of proof is on the employer to show that they are not the result of overt or institutional discrimination. 5—

The message conveyed by legal rulings is clear: if a statistical survey shows that minorities and females are not participating in our workforce at all levels in reasonable relation to their presence in the population and the labor force, the burden of proof is on those in supervisory executive positions to show that this is not the result of discrimination, however inadvertent. There is a strong probability that some part of our system is discriminating, and that unless the college makes changes we may be subject to legal action.

The changes required were summarized by the Supreme Court:

"What is required ... is the removal of artificial, arbitrary and unnecessary barriers to employment when the barriers operate invidiously to discriminate on the basis of racial or other impermissible classification." 8—

The "artificial, arbitrary and unnecessary barriers" identified by the Supreme Court and by many other federal courts, include practices and policies of recruitment, selection, placement, testing, systems of transfer, promotion, seniority, lines of progression, and many other basic terms and conditions of employment. 9—

Removing these barriers requires positive, affirmative action to develop new policies and practices that provide all persons opportunity for employment on an equal basis.

Where the courts have found discrimination, they have ruled rightful economic status of all those in an "affected class" i.e.; those who have suffered and continue to suffer effects of past discrimination. In practice, this has resulted in extremely expensive assessments for back pay and legal costs. Under Title VII, back pay may be awarded to an entire "affected class" extending up to two years prior to the date a discrimination charge is filed. The lengthy processes of investigation, attempted conciliation and legal action often add years to this period, at great additional cost to the employer.

Courts have required fundamental changes in all aspects of employment systems and they have specified numbers or percentages of minorities and females to be hired, trained, or promoted in specific job categories, until certain goals are reached. They usually require an employer to undertake such action quickly, with follow-up monitoring by the court.

Here are some recent examples of the kinds of practices ruled discriminatory by the courts, costs to the employers, and nature of affirmative action ordered:

o Anaconda Aluminum Company was ordered to pay \$190,000 in back wages and court costs to 276 women who alleged that the company maintained sex-segregated job classifications. Jobs formerly classified "Female" and "Male" had been reclassified as "light" and "heavy", but women still were prevented from transferring to "heavy" jobs, and after layoffs, the

company hired new male employees into "heavy jobs" rather than recalling females with seniority in "light" jobs. The company was ordered to assure opportunity for all jobs to anyone who could qualify. 10—

o Virginia Electric Power Company was ordered to pay \$250,000 to compensate black workers for wages they would have earned if they had not been kept from promotion by a discriminatory system. The company was also ordered to eliminate use of high school diploma (or equivalent) and aptitude tests as hiring or promotion criteria for blue collar jobs, because these selection methods were not job-related; to eliminate existing transfer and promotion systems based on job and departmental seniority (which perpetuated effects of past discrimination) and allow upward mobility movement based on total employment seniority. Affirmative hiring was also ordered: at least 25 percent of new union hires were to be nonwhites, until their level of employment in union jobs reached 21.5 percent. Goals were also set for clerical jobs. 11—

More than 55 million dollars was found owing under the Equal Pay Act to 129,000 employees (mostly female) from 1964 through January 1973. In one case alone, Wheaton Glass Company paid more than \$900,000 in back wages and interest to 2000 female employees. 14—

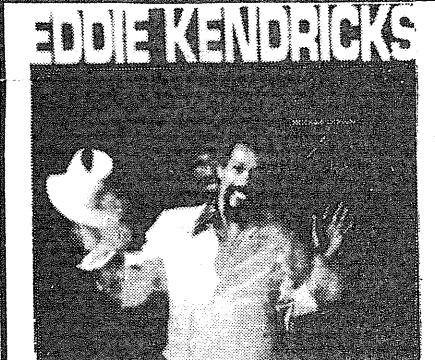
o Libbey Owens Ford Co., under a consent decree, agreed to open bidding for all jobs to women, including those previously barred because of state laws requiring overtime pay and weightlifting restrictions. The company

and its union agreed to start a training program to aid women employees in transferring to better jobs, to undertake specific recruitment and advertising to attract women applicants and — depending upon availability — to select two women out of the next four foremen hired in certain departments. 16—

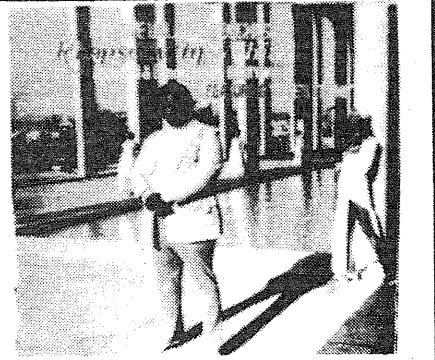
Courts increasingly are requiring companies and unions to provide pre-apprentice and apprentice training, to hire, promote and train minorities and females who have suffered from discrimination in specified numerical ratios, in specified job categories, until specified remedial goals are reached. 18—

Although Title VII bars preferential hiring simply to eliminate racial employment imbalances in relation to population ratios, Federal courts consistently have found numerical goals and timetables to be a justified and necessary remedy and means of eliminating the present effects of past discriminatory practices. 19—

The idea of equal rights for all people has haunted the imaginations of the best women and men throughout history. For us to achieve this goal here at Staten Island, I need your heartfelt participation. Perhaps, then, the dream of equal rights, which has eluded so many of us, for so long, will become a reality, in our lifetime. Thank you.



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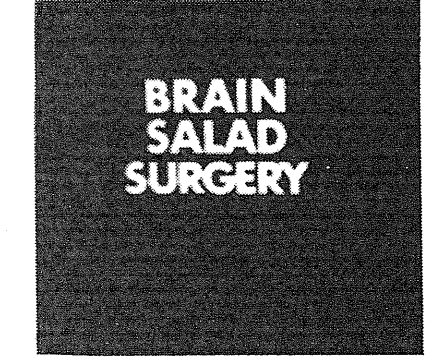
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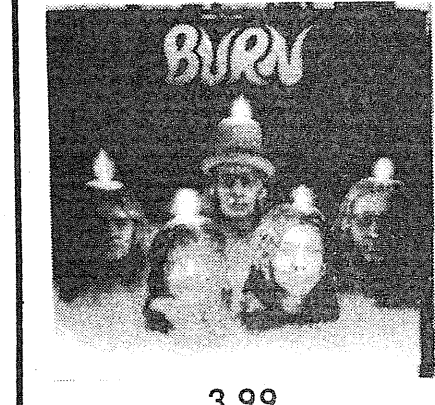
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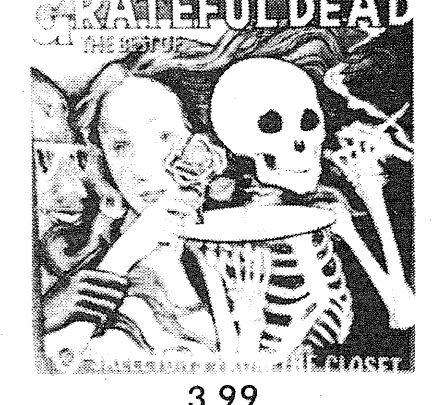
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# Marchi Rescinds Press Bill, Claims No Longer Needed

by Kevin Lawrie

"My fundamental purpose has been, in the words of the CUNY students' statement, 'to create an awareness of journalistic ethics, to stimulate the creation of grievance mechanisms as well as an understanding of poor taste and offensiveness'..." stated Senator John Marchi in an April 30 news release which announced the stoppage of his bill calling for the amendment of the State Education Law with regard to the use of mandatory student fees in public institutions of higher learning.

A resolution introduced to the United States Association of Evening Students by the SICC Evening Student Govern-

ment claimed that "this kind of legislative control is a blatant attack upon the autonomy of students to regulate their own affairs." In an effort to retain their "autonomy" several self-regulatory measures have been adopted by the CUNY student press. Included in these measures are:

- The establishment of a Policy Review Board to review complaints and grievances with respect to newspaper items;
- The formation of a City University Newspaper Council to consider questions of professional standards and of responsibility to the campus community at large;

The formation of a task force to develop policies and procedures regarding the collection and allocation of student fees.

Marchi, who chairs the Finance Committee of the New York State Legislature, sponsored the introduction of this bill as a result of the controversial cartoon which appeared in the CCNY Observation Post among other incidents (see NEWS FERRY Apr. 16). The cartoon depicted a Catholic nun masquerading with a crucifix. Referring to the cartoon as "shockingly distasteful", Marchi maintained that further use of mandatory fees to support such publications would be "discriminatory" to those students and taxpayers who don't support the views expressed in student publications. According to Marchi, "At the present time, mandatory fees imposed on the students of CUNY and SUNY are used to subsidize newspapers which are often repulsive to many students as well as to the taxpayers supporting these institutions."

Marchi also stated "Enactment of this bill would require specific approval of the students at SUNY and CUNY for allocation of student fees for the support of student newspapers. However, this has now become unnecessary as a result of an agreement by the student governments to accept responsibility for the publications that are subsidized by mandatory student fees". In effect, the Marchi bill was, according to Marchi, an incentive for the student press to accept more responsibility with regard to the editorial content of their publications.

## In Memoriam

Lee L. Landes, 60, Director of College Relations at S.I.C.C., died of cancer on May 1st at Staten Island Hospital. Mr. Landes, before coming to S.I.C.C. in 1969, worked with the Staten Island Advance for 30 years, and held the post of managing editor until he left in 1965.

From 1965 to 1969, Mr. Landes served as Vice-President of the Community National Bank and Trust Co. of Richmond before coming to S.I.C.C. A leading Staten Island civic worker, Mr. Landes distinguished himself in virtually every area of public service in which he was active. The News Ferry, as well as the entire college community, shares the same great sense of loss which will doubtless be felt for some time to come by everyone who has had the pleasure to associate with Lee and appreciate his inexhaustible capacity for friendship, perseverance, and professional expertise.

President Birenbaum suggested suitable memorials in a memo to the college. Since inquiries have been made in regard to a memorial for Mr. Landes, his wife has indicated that donations may be made to two ac-



Lee Landes

tivities in which he was particularly interested. These are:

1. The Building Fund of Staten Island Hospital
  2. The Staten Island Branch of the American Cancer Society.
- "If you prefer, you may send your donation to Dean Leonard Kreisman, Rm. A229, in order for a single contribution to be sent in the name of all of us to the appropriate organization."

## WMB - DSG Memo War

Continued from Page 1

applies since, to my knowledge, everyone involved with the confiscating of board room furnishings, in terms of "urging" were also involved with the physical act. Much support, however, has been recruited after the fact. Secondly, I would like to know what furniture "of a similar kind" means. Does it mean aluminum, steel, cast-iron, or what???

Insofar as the DSSG is concerned, as opposed to individual members of the DSSG, the Manifesto was supported in principle, realizing the validity of the package of demands.

Thirdly, you state that the government was elected by students, believing that we would not do anything positive unless it complies with the laws of our racist land and our racist institution (please correct me if my interpretation is incorrect). My feeling is that we are, as a government, based on Article XV, responsible for backing, and/or facilitating anything that is in the best interest of the students in my best judgment, when in the absence of constituency guidance.

Based on the fact that the administration's past history shows lack of concern for students it is the Student Government's responsibility to supply a strong voice, and, initiate actions, to

secure the position of the student community. If this was not necessary, there would be no need for Article XV, as it now stands, to be a law of the BHE, a law that we respect, collectively.

Who, by the way, elected you, and who you are responsible to, if not to the "fat cats" like yourself on the Board of Higher Education. I feel that you are clouding the issue with these false accusations, in an attempt to divide the forces that are battling you on these issues.

Furthermore, this attempt to form your defense as a good offense was a miserable failure, partly because of the stupid mistake of addressing it to the wrong party.

Finally, I would like to commend you on the pretty format of your memorandums, although it might be a better idea to spend less time authorizing dumb letters and spend more time dealing with the situations at hand.

Ed Jagacki  
Tom Nugent

P. S. You mention that much of the property referred to in this letter was purchased by the Student Senate with student fee money. Does that include the furniture that Martin Black brought to Trailer 5 with him about 3 months ago? If so, please make arrangements that such furniture be returned to us, immediately.

## Letter To The Editor

TO: Editor,  
The News Ferry.

Dear Sir,

On behalf of a group of concerned students, I wish to express the strongest possible objections to the reprinting of the C.C.N.Y. cartoon in the Mid-April edition of The News Ferry.

Since the accompanying article was presumably written to drum up opposition to the proposed Marchi-Buckley Bill, you showed considerable lack of judgment by reprinting the cartoon in question. There could hardly be a more telling argument for the need for such a Bill.

Most reasonable people do not advocate censorship, but surely freedom of the press carries with it the responsibility of exercising common sense and good taste. This cartoon is in deplorably poor taste, and shows your contempt for the sensibilities of your readers. More seriously, it is a direct attack on the religious beliefs of a large number of S.I.C.C. students.

Presumably you were aware that the printing of this item would outrage many people, but you went ahead, on the premise that it was part of a news story. By the same ridiculous rationale you could run a story on W.W. 2 Human Skin Lampshades, and include Do-It-Yourself instructions.

A list of signatures is being delivered to President Birenbaum along with a copy of this letter. I am certain that the point of view expressed here is widely held among the student body of this college.

Maire McDonald  
S.I.C.C., Nursing Curriculum.

Ed. Note: In addition to the above letter, Ms. McDonald delivered a petition to President William M. Birenbaum entitled: "In protest of the re-running of the cartoon which prompted Senator Marchi's protest." Besides herself, there were 35 signers as follows (Note: The petitions were handwritten, as such there may be misspellings on our part):

Eleanor Artale, Nursing  
Kathleen Banara  
Anne Marie Bohan  
Marilyn Brereton  
Dorothy Brezella  
Kathleen Burke  
June Casey  
Felicia Chorman, Nursing  
Lottie Chorman, Nursing  
C. Jean Cuyan  
Ellen Dempsey  
Maureen Dicks  
Barbara Gagliardi

Carol Lynn Garcia  
Margaret A. Golway, Nursing  
Walter E. Golway, Eve BX  
Mary Halpin  
Margaret M. Horan, Nursing  
Nadine Irom  
Diana Javaruski, Nursing  
Angela Marisia  
Anne McLoughlin, Nursing  
Brenda Montalbano  
Arlene C. Murray  
Silvana Natale, Child Care  
Doris Neumann  
Michelle Presutti  
Carol Rehorn  
Valerie D. Schotter  
Marcia Sonshine, Child Care  
Margaret Sorge  
Marie Taverna  
James Thompson  
Mary Thompson  
Mary Pat Walsh, Nursing

## Alumni Notes

by Ed Gray

The deadline for students to submit their applications for the Alumni Scholarships was Friday, May 3rd. Now a Committee composed of Marshall Axt, the Chairman, Barbara Solan, the Vice President, Warren McBride, the Treasurer, Korrine Bentsen, the Secretary, Jim Jackson and Joseph Quinn will process the applications. Over eighty applications were received, so it will take a few weeks in order to process them. Students will be notified of the results by mail about the middle of May.

The Alumni Group will attend the Baseball Game at Shea Stadium on Sunday, May 19th. The game is between the Mets and Montreal. After the game, everyone will return to Manhattan to partake of dinner in a Broadway Restaurant. All those that are interested in attending the game should contact Joe Naimo, chairman at 273-9028.

Information concerning Consumer Savings by using Purchase Power is available at the Alumni Office, room C-111. Job opportunity information is also available.

The Alumni Association and American Express is offering a Columbus Day Tour to Jamaica for \$199. Anyone who is interested in this trip can find out more information by stopping at or calling the Box Office.

male leads, Scott Joplin rags and nostalgia, and a complicated plot where everything isn't quite what it seems. The Sting offers a double escape: you can leave our real economic depression, with its unemployment, hunger, and Nixonomics, to a distant depression, comfortably esconced in history, photographed in a gauzy haze that softens the edges, and accompanied by a music which makes it all acute rather than cutting. Similarly, you'll find a game which dupes just one man and not all the people, an FBI that is on the right side rather than the wrong, and two charismatic figures who are more lovable in their ineptitude than are Nixon and Agnew (excuse me—Ford).

The Fox Plaza in New Dorp has one of the season's most interesting directorial debuts in Steven Spielberg's "The Sugarland Express." Spielberg has the good sense to capitalize time and time again on the nervous, almost frenetic energy of Goldie Hawn to carry his bizarre but true tale of justice and injustice in Texas. Spielberg's picture of the police force is Orwellian in its complexity, and smashing (literally) in its effect. One can easily see the parallels between demented duck hunters banded together as vigilantes and the crop of CIA crazies conspiring to invade Watergate. The result in each instance is the same mayhem. The Sugarland Express is a comedy with a real sense of drama. Its climax with the parade through screaming fans, then a solitary car rising over a hill, and a shot ringing through the air, slaying a dreamer, is all too reminiscent of the day the music stopped. Spielberg is sometimes a little too arty, allowing a mastery of technique to hypnotize him into some overdone effects, but most of the film is a rare cinematic treat.

If this whole society needs an analyst, it may not find solace on a couch or in an encounter session. Solace may be as near as the picture show. John Updike the poet once wrote that the movie house contains our "vast introspective camera wherein our most daring self-projections were given familiar names" and suggested it would stand as the place we house our god, like the pyramids of old. In these days of fallen gods and self-laceration, the movies may help us purge our demons, and, most importantly, do it with a smile, a chuckle, a laugh, maybe, even a grand guffaw.

## Spring Concert

On Sunday evening, May 19th, at 7:00 pm in the SICC Auditorium, the SICC CHORUS and VOCAL ENSEMBLE under the direction of Prof. Joseph A. Surace, assisted by instrumental and vocal soloists will present their Sixth Annual Spring Concert. The presentation will include a variety of works—sacred, secular, and popular—from many eras ranging from the Renaissance through the Contemporary.

To commemorate the 100th anniversary of the birth of Anton Bruckner and Arnold Schoenberg, the Vocal Ensemble will sing one composition by each composer. The 600th anniversary of Petrarch's death will be recognized by their rendering of an Italian madrigal using words based on a Petrarch text.

Vocal solos and duets will be sung by Ann Plaganos, Karen Spada, Terry Stratton, and Brian Orlick. Instrumental pieces will be offered by Stephen Campisi and Jeff Onofrio with the assistance of pianist Gaye Wood and cellist Prof. Joseph Seif. A recorder quartet will perform under the direction of Prof. John D. Ownes. Myungsoon Kim, a student from Korea, will play piano compositions by Bach, Mozart, and Chopin.

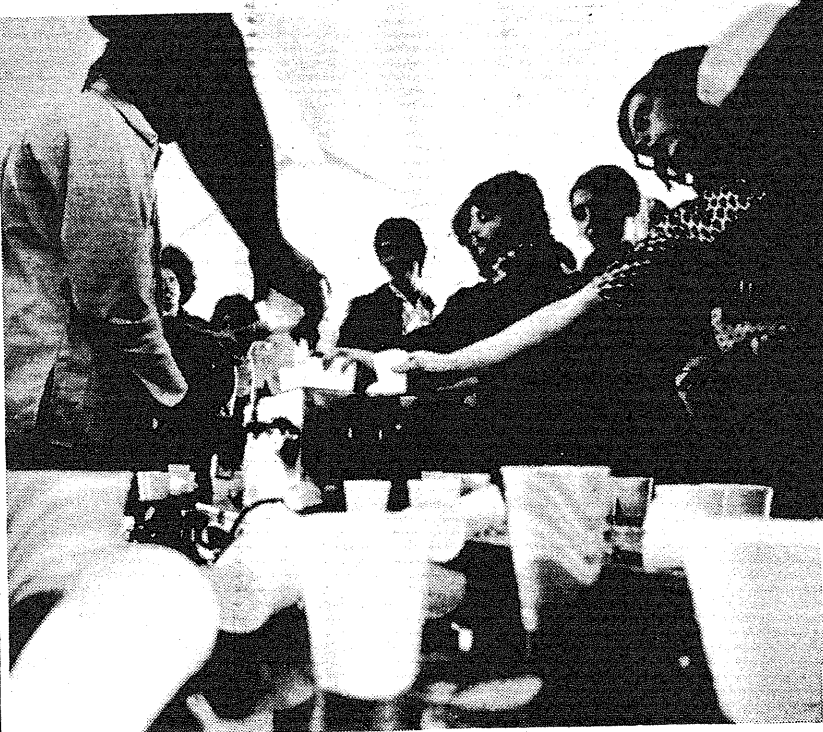


Photo by Abe Reznay

In order to drum up a greater student turn-out at last week's DSG elections the AID center sponsored a free "beer-blast."

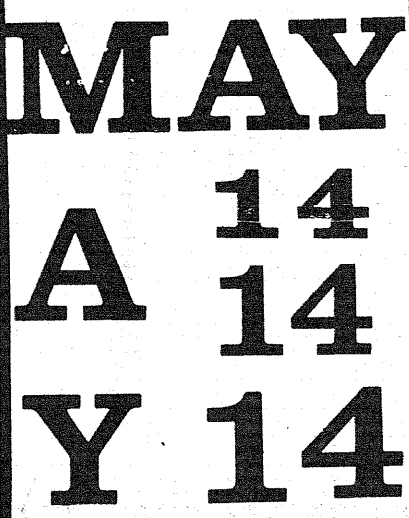
## Geology Exhibit At Library

Beginning May 13 through May 22, 1974 the Department of Physics, Geology and Astronomy is putting on a display of Geological Exhibits in the Library. The exhibits with the following titles will be displayed in two upright showcases on the main floor of the Library and five flat showcases on the upper level of the Library:

1. The Geology of Staten Island
2. Thin Section Exhibit of Staten Island Rocks and Others
3. Flood Maps
4. The Weathering of Igneous Rocks
5. Oil Exploration and Drilling
6. The Origin of Coal
7. Continental Drift

The above exhibits are intended to illustrate a number of academic and applied features and aspects of the geological sciences and should, therefore, compliment and assist the classroom and laboratory learning processes in these areas. Some of the exhibits deal with geological subject matter very much in the news at the present time. Future planned exhibits will, as much as possible, be related to matters of current interest.

Admission is free and everyone is cordially invited to come and enjoy the evening's entertainment. The program is under the auspices of the Performing and Creative Arts Department with the generous assistance of the Day Session Student Government.



## Calendar

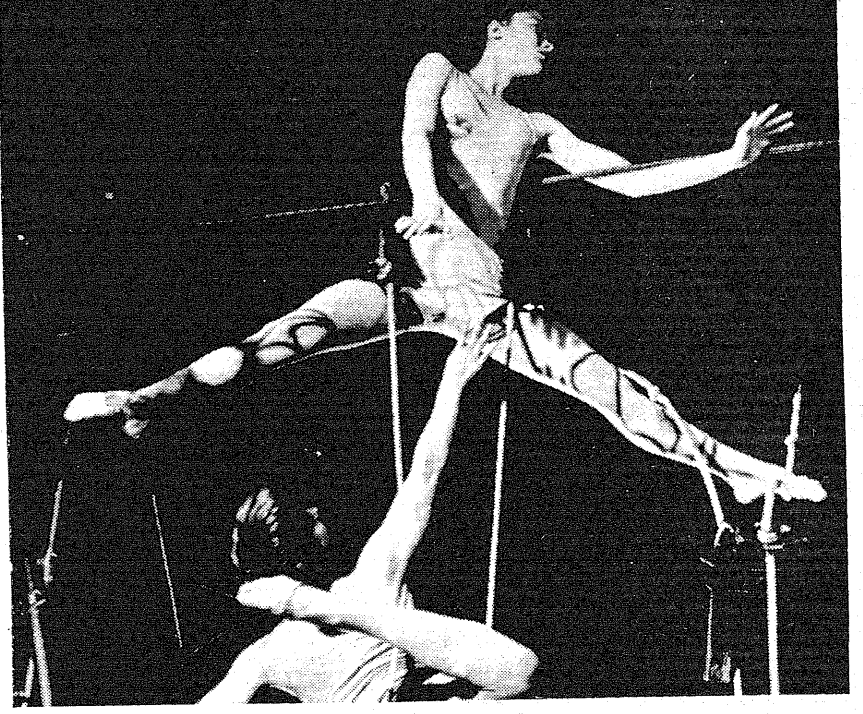
May 13—26 The Art Club of PCA is sponsoring an Art Show. Awards to be presented to the two best entries. La Galerie

May 14 Gladiators sponsored by Kaleidoscope. It deals with crack units from China and the West who tear each other to bits. Generals program their strategy into Swedish Game Computer. Promises to be a bloody battle of heroes and cowards. Theatre

May 15 JAZZ by Paul Jeffrey Octet presented by Kaleidoscope. Lounge

May 16, 17, 18 Tea & Sympathy written by Robert Anderson, directed by Joe Gheraldi, sponsored by PCA. The story revolves around a young man who falls in love with an older woman. Admission is free. Theatre

The Staten Island Community College Commencement is on Sunday, June 9, 1974 at 11 A.M.



According to Deborah Jowitz of the Village Voice the Multigravitational Experiment Group's dance concept "didn't seem to involve multigravity as much as it did antigravity."

## AERODANCE COURSE IMPLEMENTED

An experimental course will be offered in the Performing and Creative Arts Department for Fall '74 that will let you "get off the ground." It's called AERODANCE and takes place in the air by means of a variety of weight-supporting structures hung from a high scaffold. The course will be taught by Stephanie Evantitsky, who teaches dance improvisation in the PCA Department at S.I.C.C. and who is director of the Multigravitational Group, a company of 8 dancers who perform this unique form of modern dance.

People who've never seen the work of the Multigravitational Group assume a likeness to circus trapeze acts. The theatrical experience of AERODANCE is actually quite different. Watching the bodies move in the air through space, rather than in the habitual realm of the ground, evokes a myriad of thoughts and associations. The sensuality of Michaelangelo frescoes, dreams of floating or flying through the air, Blake etchings, weightless astronauts, and

Picassoesque distortions all come to mind. One acclustoms oneself to the structures and unnatural perspectives with surprising rapidity. Unlike the trapeze artist's suspenseful swinging bars, the structures on which the Multigravitational Group dances tend to disappear before one's eyes, forming, in combination with each dancer's particular dramatic content, a uniquely kinaesthetic integrity. While never losing its fantastic, fourth-dimensionality, the world of the air is accepted as normal, or theatrically supernormal. Without the standard orientation to gravity, the choreography possesses a new freedom, and the human form in the air takes on a poetic mystifying quality.

AERODANCE, PCAFXPA004 will be offered as a 3 credit pay course, scheduled Saturdays 3-4-5-6 periods, off-campus at Space, 344 West 36 St., N.Y. S.I.C.C. students interested in the course should pre-register. For further information call Stephanie Evantitsky at 622-6257, or contact the PCA office.



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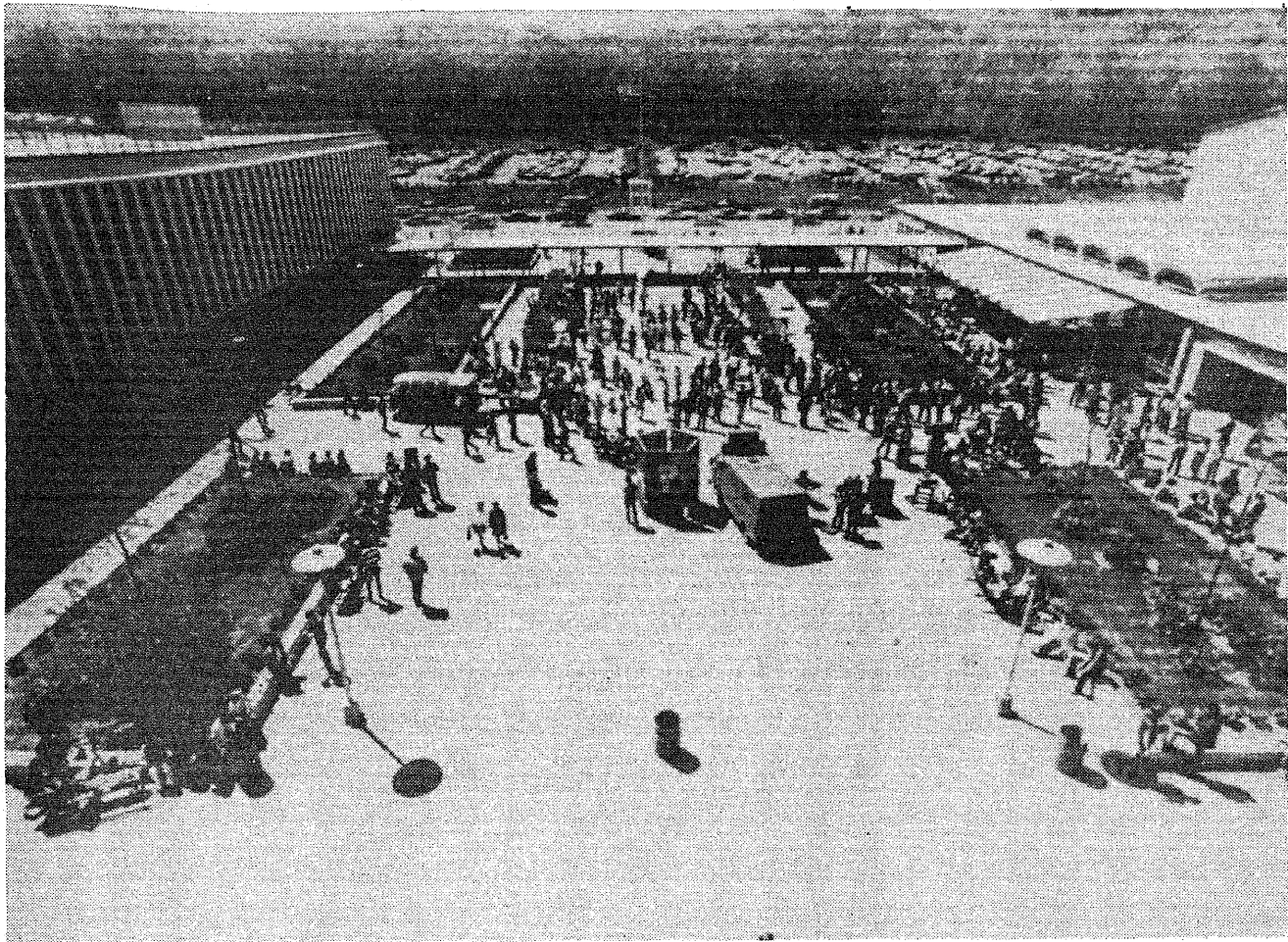
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# MAY DAY 1974

## People's Resolution On May Day

Whereas it has come to pass that "official" celebrations and honours are reserved for "worthy people and causes", as defined by autocrats, bureaucrats and monarch's alike, for their private enjoyment; and

Whereas none of these celebrations honor those common people, the workers, whose labor is stolen from them and later used to further oppress them;

Whereas workers alone are the true productive forces without whom the world could not function; and

Whereas Staten Island Community College in particular is a place where workers are gathered much like concentration camps or jails, and kept until they have acquired a skill useful to "Society" as defined by those in power; and

Whereas Workers commonly achieve freedom through constant struggle and have in fact many having been killed on picket lines even when spared from the fields and factories and mines; and

Whereas throughout the world, May 1st in commemoration of those who were massacred in Chicago back in 1886, is celebrated by workers of all colors and creeds as their day;

Therefore Be It Resolved That The Day Session Student Government declares May 1st a Day of Worker's Celebration at Staten Island Community College and

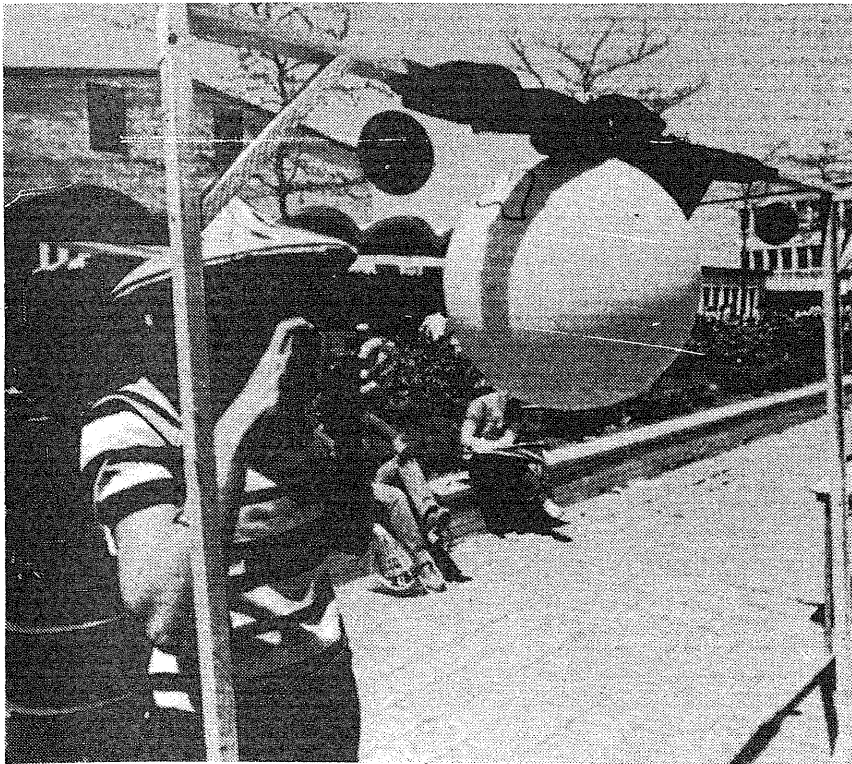
Be It Further Resolved That a sum N T E \$1,600 be allocated for the 2nd Annual May Day Festival to be coordinated by the May Day Committee.

May Day Photos By Abe Rezny



by Fred Moynihan

May 1st, 1974 marked the occasion of the second annual observation of the International Workers' Day or "May Day" at S.I.C.C. May Day, which began as an International Workers' day declared by the Socialists in 1890, was established in honor of American labor struggles. The decision to set aside this day was made shortly after a nationwide strike comprising over 340,000 workers. These workers were protesting poor working conditions and were beginning the fight for the 8 hour day. In one incident involving strikers in Haymarket Square in Chicago, police opened fire into the crowd and the leaders of the 8 hour day movement were jailed and subsequently executed.



Asian Week

Futuristics



Photo by Abe Reznay

F. M. Esfandiary, author of *Upwingers* delivered a talk on "Futuristics, The New Radicalism" here on May 1st. Appearing at La Galerie as part of the Asian Week celebration sponsored by the library, the Iranian-born writer outlined several aspects of the "Upwing" philosophy, which he believes will become the social ideal of the future.

Esfandiary began by making the distinction of "Up-Wing" from left or right wing political persuasions by alluding to the idea that all political and social institutions are outmoded and designed to fill the needs of a society that has ceased to exist. In this vein, the author sees nationalism as well as other ideological stimuli as obsolete since advancements in communication and technology are forcing us to assimilate into a "Global Community". Mr. Esfandiary foresees this as leading to the emergence of new concepts, including those of the family structure, and a new

"Mobile Community" idea which would eliminate monopolistic school systems, industrial technology, survival economics, and bureaucratic government. "I don't think of myself as Asian..." said Esfandiary, "... I think of myself as universal". He went on to say that family systems, marriage and sex roles and parenthood, are all intrinsically disruptive and destructive. We can't do away with monopolistic policies while these exist."

On the subject of education, again the author saw global communication devices such as laser phones and portable audio-visual cassettes, just a few years away. "We must also dismantle old industrial technological systems. They are holding us back since they are not intrinsic to the new, emerging technology." Esfandiary believes that this new emerging technology will facilitate his plans for the "mobile community" which will be limited to 200,000 people per individual community, and function with the same conceptual mobility of a Worlds Fair. The community would emphasize the creation of jobs for its citizens, and direct its energies toward promoting "improved communication, movement, and fun".

Some of the most eye-opening ideas to emerge from the session were those concerning Esfandiary's political perspective. While calling for the dismantling of the capitalist and socialist system (which the author pointed out as being predicated on a finite world of limited food resources), Esfandiary declared that we are moving into an era of an abundance of "everything". "Democratic government is a pre-21st century idea. There is no sense at all in voting for a government every four years. It

is archaic". The author also dismissed the existence of nationalism as being an obstacle when he explained: "This is not the age of nationalism. Twenty years ago the nationalist was a sort of revolutionary - today he is a bore."

Esfandiary sees several factors involved in our "denationalization". Among these are common goals such as conquering disease, providing food and the most advanced medical attention available for those who require it, and overcoming what he called the ultimate injustice to mankind—death. "What was metaphysical a few years ago is now reality", he said. "What we want now is to overcome the tyranny of death and a finite existence."

This, he explained later, would be possible through advancing medical technology and correcting genetic imbalances while improving the quality of life. When asked if his genetic theories were consistent with those of such self-proclaimed genetic authorities as Dr. William Shockley, Esfandiary said that Shockley's theories are too "compartmentalized and counterproductive." The author feels that we are becoming knowledgeable enough to correct genetic recessivity through treatment rather than selectivity.

According to Esfandiary, there is what he termed a "cosmic perturbation" occurring on this planet. "We are no longer confined to our present environment and its tyrannical limitations." Mr. Esfandiary feels that we should be resigned to nothing, and that no human tragedy or injustice is unconquerable. Neither should we rely upon politicians to take the initiative. "Politicians have a whole lot of facts, but no bloody vision" quoted the author. "... but with intelligent planning, commitment, and vision, we can do anything".

CHINESE PAPER CUTOUTS From the Collection of Peter Shek

Paper cutting is a time-honored Chinese art. Some historians think cutouts go back to the Han Dynasty (206 B.C. - 220 A.D.), when paper was first invented. The first written mention of paper-cutting dates to the Tang Dynasty (618 - 906 A.D.).

Cutouts are called "chuang hua" (window flowers), because of their original use as window decorations in the olden times.



Calligraphy

Opening the Asian Week Celebration on Monday, April 29, the Asian Studies Panel presented a calligraphy demonstration given by Master Japanese calligrapher Kampo Harada in la Galerie of the SICC Library.

Mr. Harada gave a two-hour demonstration of the oriental art of calligraphy with an English explanation by Mrs. Kazumi Masada, his interpreter. World famous as a master of his craft, Mr. Harada's demonstration illustrated various techniques of ancient as well as the more modern styles of calligraphy.

Unlike the avant-garde style of calligraphy which is practiced in the United States, Kampo Harada practices a more orthodox style of Oriental calligraphy which is based on the true spirit of "Shodo", and has a close connection with Zen.

Mr. Harada's demonstration consisted of a presentation of several Japanese characters, proverbs and poems written in the various forms of traditional calligraphic style. There are several traditional calligraphic styles

which include Ten-sho (seal style), Rei-sho (simplified seal style), Kaisho (square style), Gyo-sho (semi-cursive style), So-sho (cursive style) and Japanese Kana style. Mr. Harada is the master of all these writing styles.

Due to the warm reception given to Mr. Harada and the friendly atmosphere which prevailed at the demonstration, Mr. Harada rendered a musical translation of two of the poems he illustrated in calligraphic characters during the exhibition. One of the poems was a tribute to New York City and its "Goddess of Liberty", written some years ago upon one of his many visits to New York.

For the past several years Mr. Harada, as the world's foremost teacher of calligraphy and founder of the Nippon Shuji Educational Federation, has been spending six months of the year in the U.S. teaching "a real calligraphy". Mr. Harada's students number in the hundreds of thousands.

After his demonstration, in appreciation for the enthusiastic thanks he received, Mr. Harada presented those in attendance with signed calligraphic characters depicting such themes as "love", "courage", "happiness", etc. which are valued at 300 dollars apiece when bought through the regular channels.

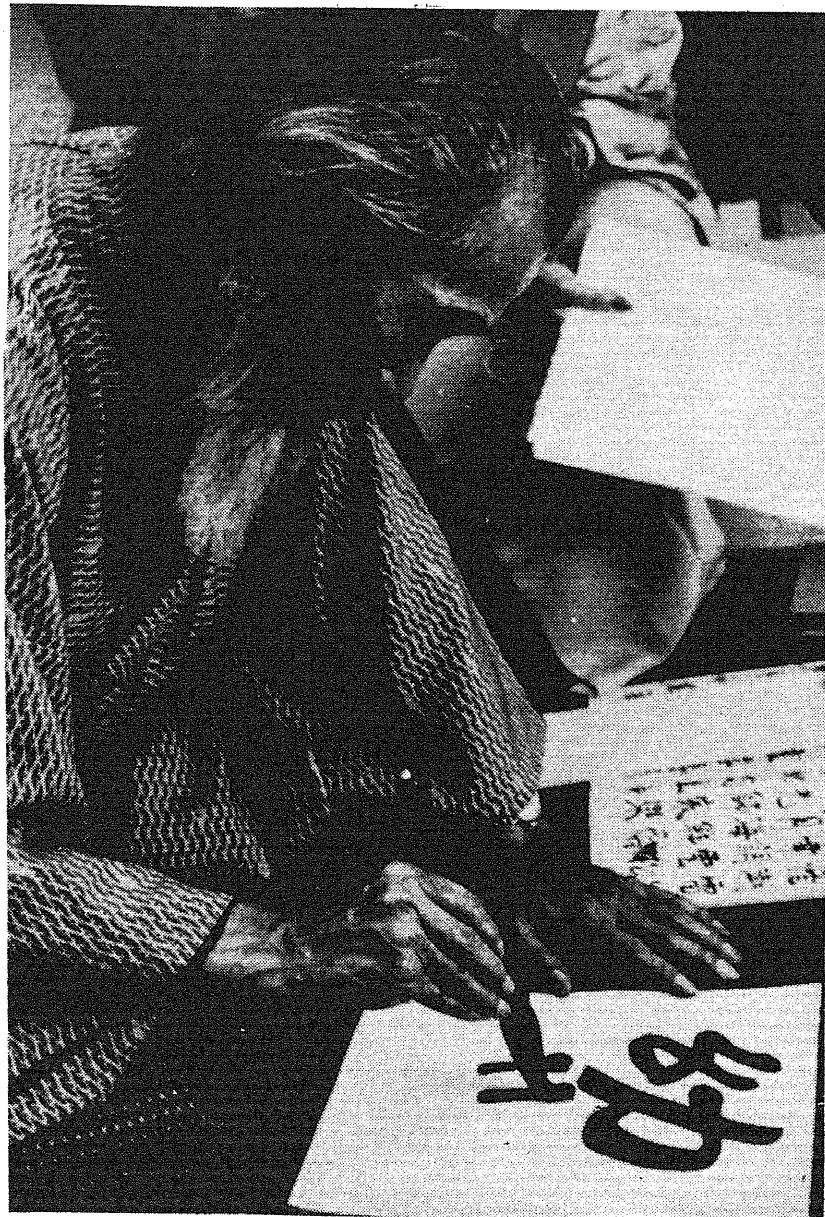
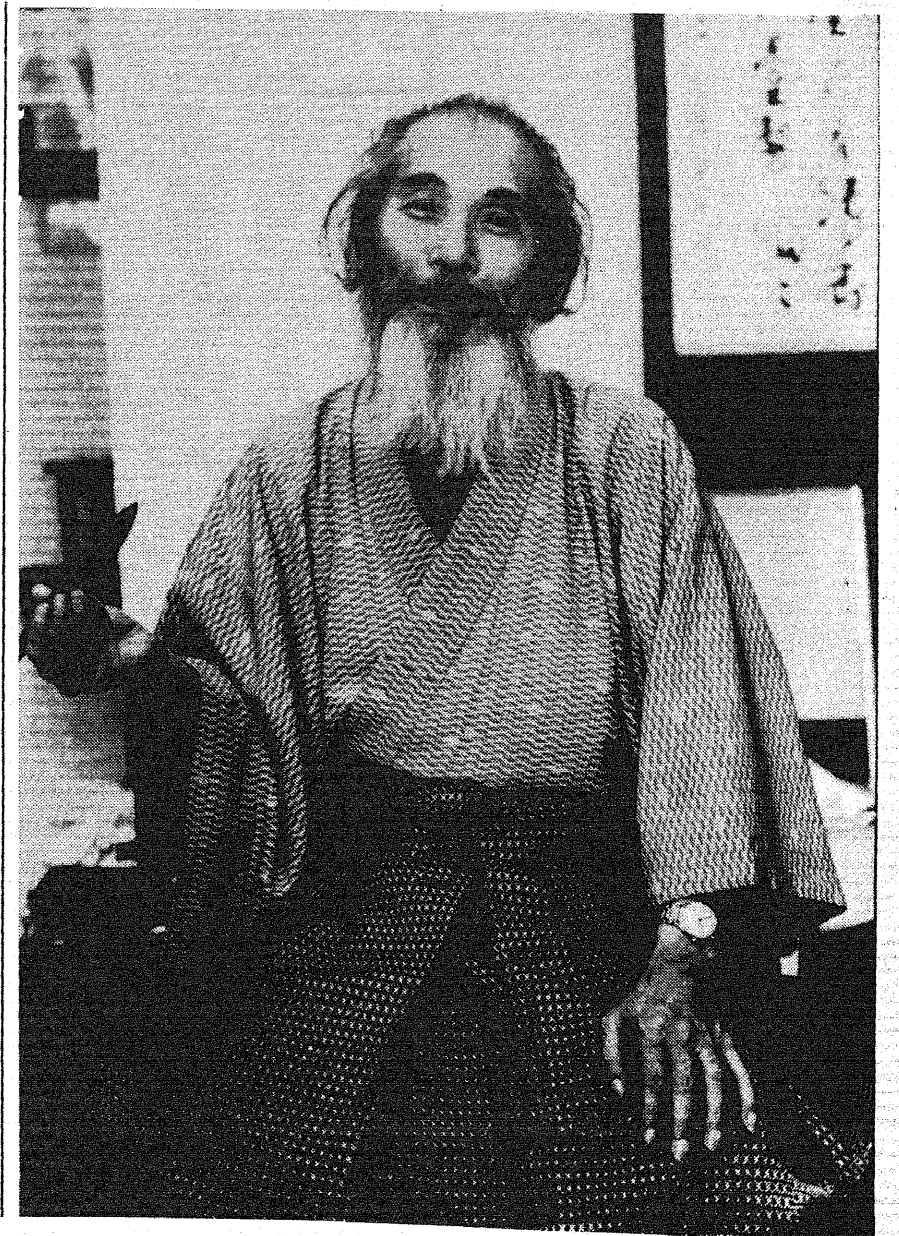


Photo by Randy McGrath



# Tea Ceremony



The ancient and beauty of traditional Japanese culture is often said to be embodied in the ritualized tea-serving ceremony which is still practiced in many Japanese homes.

As part of the Asian Week Ceremonies, Yoshiko Niizuma acted as the Tea Ceremony Hostess while Kazumi Masuda interpreted for the guests who crowded into La Galerie to witness the ritual firsthand and to drink some of the ceremonial tea.

During the course of the ceremony, the interpreter explained that tea was originally brought to Japan by Chinese monks many hundred years ago. The ritualized steps involved in serving the tea as it is done today evolved over the centuries, and there are still different schools of the tea ceremony.

Some time around 1600, at the time of a great battle in Japanese history, one of the famous Masters of the Tea Ceremony promoted the ceremony extensively throughout Japan and succeeded in making it a national tradition.

As demonstrated by Yoshiko Niizuma, the tea utensils and the cold water for making tea are brought in at the beginning by the hostess in a series of elaborate and ritualized motions which are punctuated by bows at the appropriate times. Water is added to the cast iron, charcoal-burning kettle in which the tea is made, and then the utensils are symbolically purified for the guests.



Photo by Randy McGrath

Ms. Masuda pointed out for the audience that silence is extremely important in the ceremony as all of the sounds have symbolic significance; for example, the sound of the tea water represents a mountain stream or a lake to the listener. The long-handled bamboo dipper also has special meaning to those who understand the ceremony - the dipper is held by the hostess as one would hold a mirror and when she/he looks into it, the inner soul of the person can be seen.

While the specifics of the ceremony differ from area to area, school to school, the important point of the tea service, according to Ms. Niizuma is that "When you enter the tea room, you leave all anger and animosity behind. There are no social classes in the ceremony, men and women alike act as hostess. The main point," she said, "is relaxation."



# Acupuncture

Staten Island surgeon Dr. King Ta appeared at La Galerie on May 8th, as part of the Asian Week program, to explain the medical applications of Acupuncture. Dr. Ta, speaking to a "standing room only" crowd, emphasized the need for more of a comprehensive education of the public on the validity of acupuncture treatment.

Citing modern medicine as being practically new to our society, Dr. Ta pointed out the fact that acupuncture has been in use in China for centuries, and is an accepted form of treatment for everything from asthma to Parkinsons disease. The treatment has also been used successfully as an anesthetic while performing head or neck surgery, as well as treating children for problems such as emotional disturbances or even bed-wetting.

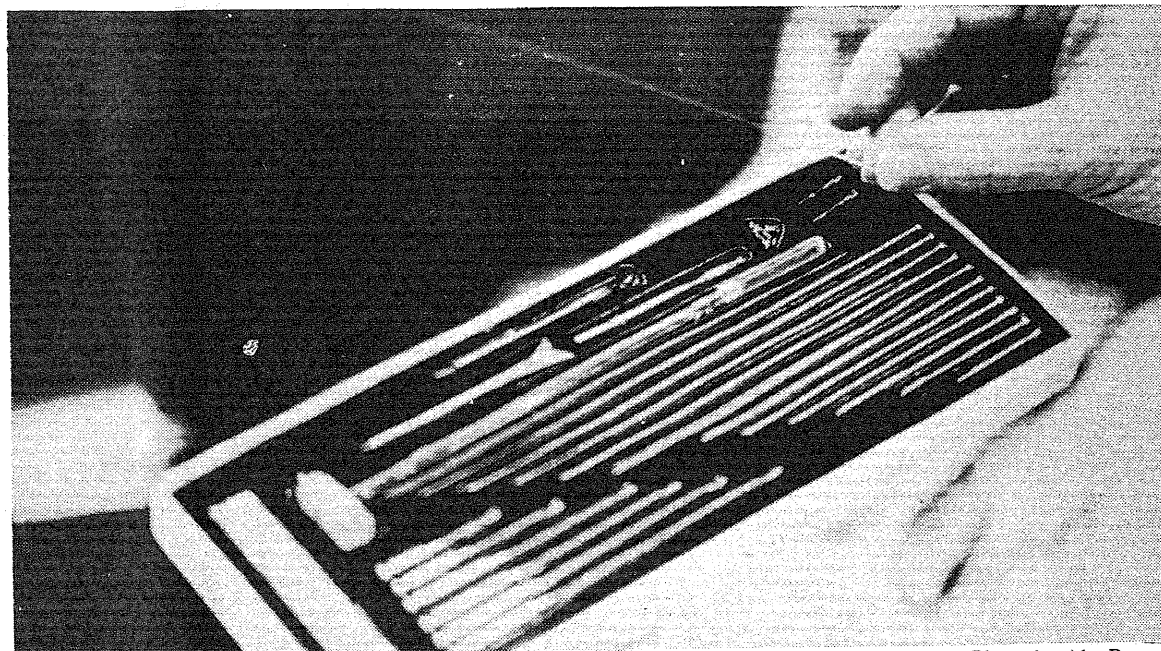


Photo by Abe Rezny

Acupuncture is a means of intercepting or diverting the flow of "energy" within the body, which the Doctor call "Chi". This is accomplished by inserting needles of varying lengths into certain points on the "Meridians" which carry the flow of living energy to every point in the body. There are 669 of these points on the body with 360 designations. About 50 of these points have been confirmed to bear a direct correspondence to certain internal organs and body functions.

According to Dr. Ta, the treatment of drug addiction in China is accomplished through acupuncture treatment involving insertion of needles at specific points in the ear. He sees this as a most effective method of treatment, since it does not involve the substitution of one addictive drug for another, as is the case with Methadone treatment in this country.

Reduction of swelling and pain of sprains and fractures is also possible through Acupuncture, claims the doctor. A combination of heat and the insertions seems to relieve just about every conceivable malady, and Doctor Ta feels that application of the technique will become accepted by contemporary medicine in the near future.

In concluding the discussion, which also marked the end of the Asian Week program, John Owens of the Computer Department came forward as a volunteer for an actual demonstration. Dr. Ta inserted one of the needles in the subject's hand, explaining the process as he worked. Owens claimed to feel no pain or discomfort, but described sensations ranging from muscle contraction to electric shock.

Dr. Ta and his associate Dr. Doon Jack Leung, are currently practising at their offices at 3199 Hylan Blvd., on Staten Island.



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# Walk Together Children



Photo by Abe Rezny

### VINIE BURROWS SHOW

Kaleidoscope, the cultural and entertainment wing of Staten Island Community College, presented Vinie Burrows in a one-woman show on Sunday, May 5th, at 3:00 P.M. in the college theatre. Ms. Burrows has toured her show, "Walk Together Children," through the United States and Europe and holds the off-Broadway record for one-person shows with a five month run of her presentation.

In a program that was funny as well as moving, Ms. Burrows, in her portrayal, "runs the gamut from a courageous Sojourner Truth to Langston Hughes' racy Alberta K. Johnson to Brother Harlem Bedford Watts 'telling Mr. Charlie where it's at'."

In her show, complemented by multi-media slide projections, Ms. Burrows uses the words of ex-slaves and blacks who have made history.

OUR GOAL FOR THIS WEEK-END IS TO CREATE AN AWARENESS AND PRESENCE OF CULTURAL AND HISTORICAL STRUGGLES OF THE THIRD WORLD PEOPLES.

THIS AFFAIR IS DEDICATED TO OUR BROTHER RICKY BODEN, A 9-YEAR-OLD KILLED BY RACIST LAW ENFORCERS ON STATEN ISLAND — AND BROTHERS GEORGE AND JONATHAN JACKSON.

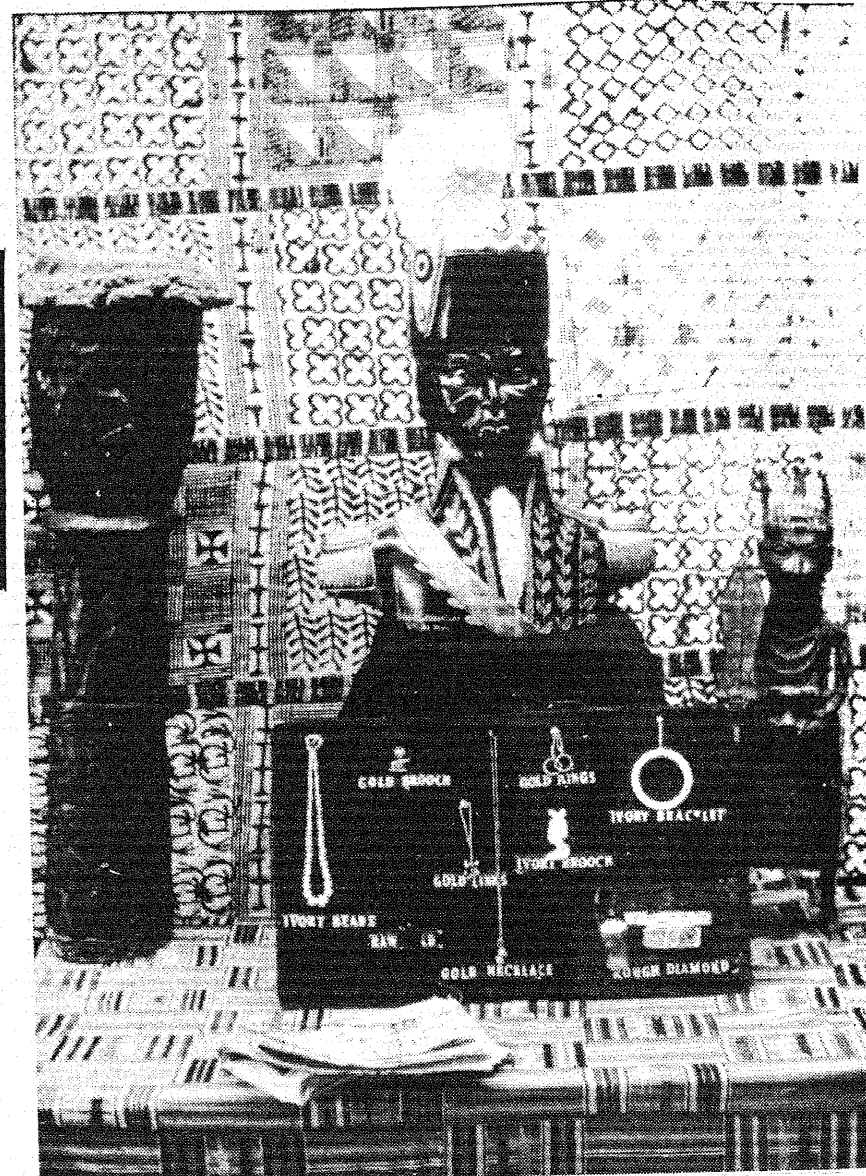


Photo by Randy McGrath



Photo by Randy McGrath

## Sonia Sanchez Writers' Workshop



World  
Prize



## Music, Dance,

## Martial Arts



Photo by Abe Rezny



March 24, 1970

"This monster - the monster they've engendered in me will return to torment his maker, from the grave, the pit, the profoundest pit. Hurl me into the next existence, the descent into hell won't turn me. I'll crawl back to dog his trail forever. They won't defeat my revenge, never, never. I'm part of a righteous people who anger slowly, but raged undamned. We'll gather at his door in such a number that the rumbling of our feet will make the earth tremble. I'm going to charge them for this, twenty-eight years without gratification.

I'm going to charge them preparations in blood. I'm going to charge them like a maddened, wounded, rogue male elephant - ears flared, trunk raised, trumpet blaring. I'll do my dance in his chest, and the only thing he'll ever see in my eyes is a dagger to pierce his cruel heart. This is one nigger who is positively displeased. I'll never forgive, I'll never forget, and if I'm guilty of anything at all it's of not leaning on them hard enough. War without terms.

George Jackson



"We represent the future of the history of the world"

Angela Davis

# First "African Day" Marred by BSU-WMB Confrontation

# AFRICA DAY



President William M. Birenbaum confers with Emmanuel Otuwa African Student Association President and several African students outside disputed entranceway to the student lounge. BSU leaders refused to let Birenbaum deliver his scheduled keynote address.

What was to be an occasion of wine sipping and celebration of SICC's first annual Africa Day Celebration, May 10 sponsored by the African Student Association, concluded in a confrontation between President William M. Birenbaum and several BSU members and supporters led by Donald Jackson (acting President of the BSU) and former AID staff member Marcellus Jones (Jones is also the BSU advisor).

Reports vary, but it appears BSU members had notified the African Student Association that they would disrupt any attempt to allow Birenbaum a platform on May 9. ASA had invited Birenbaum and his wife to the affair, where the President was to give the keynote address. According to a spokesperson for the President, ASA President, Emmanuel Otuwa, had initially cancelled the invitation based on BSU threats but later decided to defend Birenbaum's right to speak and his organization's right to conduct their own event in the Student Lounge.

Scheduled to speak at 4 PM, Birenbaum arrived about fifteen minutes late only to find a reception committee of BSU members blocking his entry to the Student Lounge. Informed by Jackson that he and his aides (Vice President Kaufman and Dean of Faculty Martin Kuhn) would not be allowed entrance, Birenbaum argued briefly for his right to speak. At one point he stated, "I feel so sorry for American democracy," referring to the BSU action, to which Jones jeered "he's starting to sound like he's singing with that line." Referring to the BSU demands presented in the Mayday takeover of a P&B meeting in the Presidential conference room, Jones snapped "You had your chance May 1st" to Birenbaum's request for a chance to speak. Indicating they would countenance no further discussion, Jackson and Jones turned their backs to the administrators outside the lounge.

African Student Association President, Emmanuel Otuwa, attempted to intervene, arguing that the

event was the African Students' and BSU had no right to deny Birenbaum, their invited guest, entrance. He was told that the BSU was "taking a stand against a European (referring to Birenbaum) presenting a speech on African Day," and that the African students should be standing with the BSU rather than against them, to which Jones added, "You're either with us or against us."

Ironically, Birenbaum's invitation was in honor of his efforts on behalf of African students and his confrontation with the BSU was an outgrowth of the Mayday "chrome" controversy (see page one story) and accusations that "There have been many noticeable, overt cases of discrimination on this campus. For the past months the Administration has openly denied tenure to Blacks and has denied but later reversed the re-appointment of a Black faculty member. This, we feel, is a systematic and conscious attempt to deny Blacks on this campus (regardless of position) the independence needed for mere existence" (see Black Student Union Manifesto of Demands and "Studentization" Platform).

Following is the text of the speech the President did not give:

### FIRST AFRICA DAY CELEBRATION

It was the legacy of War in Nigeria which first brought substantial numbers of African students to our College a few years ago. At one time, through very special efforts here, many Nigerians from former Eastern States found refuge and the beginning of a new life on Staten Island.

When I visited Zambia in behalf of the College a year or so ago, I found that the vitality of SICC's connection to Africa was not only well-known in the Western part of the continent, but also in the East, in Kenya, Zambia, and Tanzania.

In fact, I believe that Zambian initiative with SICC resulted from that reputation.

The tremendous importance of the African students on our campus is clear in at least two respects:

1. They have become an essential, living representation here, in many ways, of the rich history and civilizations, and sheer diversity, vastness, and beauty of the African continent.

2. And second, most of the African students here are here to acquire knowledge and skill essential to nation-building — talents they can return to Africa with in order to build nations.

Africans have demonstrated an incredible nation-building skill. No continent in the history of mankind has been liberated so suddenly with so many profound and complicated problems. No people in the history of mankind have shown so much competence and imagination in meeting such challenges — in honoring freedom, stability and due process in the process of nation-building.

Zambia, surrounded by hostile Mozambique, Rhodesia, and South Africa, is a case in point.

That nation, under fire, remains true to law, freedom, and the development of the Zambian resources and people.

Recent decisions in City University which work adversely against foreign students in the institution, and against African students' ability to survive here, are unwise and shortsighted.

As our African friends know, we are trying to change those decisions. Americans of good will, who believe in Africa and the great independence movement there, and who know how important American friendship and understanding for that can now be, should unite to urge City University, The City of New York, and State authorities to reconsider their decisions which impose impossible financial obligations upon our African friends. In this purpose the administration, faculty, and student body of Staten Island Community College should be united.

I congratulate the African students of our college on this occasion — the first celebration of the African Students Association at Staten Island Community College.

## Affirmative Action Conference

Continued from Page 1

mill draws its employees from an area whose population is approximately 57 percent black. Since 1960, American Can Co. also had owned a company town in Bellamy, Alabama. This town provided rental housing for employees of the company's nearby sawmill. The town was totally segregated, only eight of the 122 black families' houses had running water and inside toilet facilities, while every white-occupied house had running water and inside toilets.

There is a wide range of repercussions which unequal employment opportunities have in the quality of employees' lives.

Another major Government contractor, El Paso Natural Gas Company, presents a similarly inequitable system. Most of the company's employees are located in West Texas and New Mexico, areas with large numbers of Mexican Americans. Yet of its 5600 employees less than 5 percent were Mexican American and of the company's nearly 1500 officers, managers, professionals and technicians, less than 2 percent were Mexican American.

Some of the discriminatory acts denying minority citizens equal employment opportunity are personal and overt, but the most significant and omnipresent type is institutional or systemic — discriminatory practices that operate automatically to impede minority access to employment opportunity. For example, when an employer relies for recruitment mainly upon word-of-mouth contact, minority persons, who have less access than nonminority persons to established informal (white) networks of employment information, are necessarily denied equal access to available opportunities. Recruitment carried out through schools or colleges with a predominantly majority group enrollment also inevitably excludes minority group applicants.

By the same token, qualifications not substantially related to job requirements unfairly penalize minority group persons with limited education and little job experience. Also, when a minimum height standard is required for a particular job, this may disproportionately exclude Spanish-speaking people and women. Or minority employees who have been assigned to traditionally minority-held jobs or departments are not afforded equal access to training opportunities or advancement within the organization. These factors, too, represent continuing obstacles to equal job opportunity.

When we turn to the problem of sex discrimination in employment, the situation becomes even more complicated. Sexual inequality is the oldest and most intransigent form of discrimination in human culture, indeed, it has provided a model for the subordination of other oppressed groups. As in the case of racial bias, the individual's status is defined at birth, and legal and social disabilities are imposed by virtue of visible, permanent physical characteristics which identify one's sex. For many purposes, laws and a social customs treat all women as a separate class inferior to that of men. At the same time, however, women are racial or ethnic minority, women are distributed evenly with men throughout the entire population and share the economic characteristics of the men with whom they are closely associated as wives, mothers or daughters. This duality of status partly obscures the pervasiveness of discriminatory treatment which cuts across all classes

and affects more than half of the population. Notwithstanding a total impact which is far more extensive than other forms of bias, there is a strong tendency to minimize sex discrimination, to avoid the moral implications of so vast a social injustice and to afford it greater immunity from public condemnation.

The most obvious inequality to which millions of working women are subjected is economic discrimination. It lends particular force to the argument that women are an oppressed group because it contributes so heavily to the powerlessness to deal adequately with other inequalities. Women have less economic power than men and in a money society personal power is directly related to economic power.

The case for national action in this area was summarized by President Nixon's Task Force on Women's Rights and Responsibilities in 1970. The Task Force pointed out that: Sex bias takes an even greater economic toll than racial bias. The median earnings of white men employed year-round full-time is \$7,400, of black men \$4,800, of white women \$4,300, and of black women \$3,200. Women with some college education, both white and black, earn less than black men with an eighth grade education.

Women head nearly 2 million impoverished families. Black males nearly one million. One-quarter of all families headed by white women are in poverty. More than half of all families headed by black women are in poverty. Less than a quarter of those headed by black males are in poverty. Seven percent of those headed by white males are in poverty.

The unemployment rate is higher among women than men, among girls than boys. More black women are unemployed than black men.

Job discrimination became the focal point of renewed feminist protest during the early 1960's. Underlying this upsurge of feminism are the dramatic changes in women's role in the economic system. In 1920 women represented only 1 of every 5 workers. At the present time, women constitute more than 40 percent of the total labor force. Contrary to the lingering stereotype that "woman's place is in the home," statistics indicate that married women are a permanent and growing sector of the work force.

A second factor in the growing protest is the head-on collision between the rising expectations of a generation of college-trained women and the continuing climate of opinion in which it is taken for granted by many employers that women will be assigned to inferior positions. Traditionally, women are concentrated in jobs which have less prestige and policy-making power than those to which men have access. While women account for more than two-fifths of all white collar jobs, they hold only one in ten managerial positions and one in seven professional jobs. In 1969, less than 5 percent of all full-time women workers earned over \$10,000 per year compared with 35 percent of all male workers.

These figures cannot be explained by differences in education. In 1968, the median number of years of school completed by women in the work force was 12.4 compared with 12.3 for working men. Of the total number of working women, 7.4 percent had completed 4 years of college, compared with 7.7 percent of all working men. In 1969 the median years of school completed for female and male workers in

clerical occupations were identical: 12.6. But the median salary of full-time women workers in clerical jobs was only 65 percent of that of male workers in the same field. The conclusion is inescapable that a principle factor in the inferior economic position of women workers is the persistence of extensive patterns and practices of discrimination based solely on sex in the major institutions responsible for training and employment. In view of the massive public investment in higher education as the chief means of economic advancement, opportunities for women in this area are crucial to their achievement of economic equality.

Colleges and universities play a strategic role in employment opportunity because the educational process determines access to professional training and careers. Undergraduate and graduate programs in universities are analogous to the training and apprenticeship programs of industry. The integral relationship between training and employment has led women and minorities to focus attention upon the paradox of continuous emphasis upon higher education as the gateway to economic opportunity while simultaneously there exists in our colleges and universities a massive, consistent and vicious pattern of sex and race discrimination.

Discrimination against women within higher education falls into five areas: 1) admission quotas in undergraduate and graduate schools; 2) discrimination in financial aid; 3) hiring practices; 4) promotions; and 5) salary differentials.

The charge that women are subjected to higher admission standards than men throughout the levels of higher education is supported by considerable evidence. According to the annual survey of college freshmen by the American Council on Education, women enter college with slightly better high school records than men. This background of higher achievement continues through the graduate level. For example, at Cornell University quotas exist such that the mean SAT scores of entering women freshmen are higher than those of men by 30-40 points.

Restrictive admissions policies against women are applied at public universities as well as private institutions: Many colleges admit fixed percentages of men and women each year, resulting in a freshman class with a fewer women meeting higher standards than it would contain if women were admitted on the same basis as men. At Harvard-Radcliffe, for example, the ratio of men to women remains 4 to 1 from year to year.

One argument frequently used to deny women equal access to higher education is that they will all drop out to get married or have babies. An alternate explanation for the occasionally slightly higher attrition rate for women students is the lack of encouragement and the actual discouragement experienced by women students for their career plans. They are continually told that they will not finish, that women's minds are not as good as men's minds, that the difficulties of combining the career of marriage and motherhood with a career as a professional will be beyond the physical and mental energies of all but the "exceptional woman" (But never, of course, of men, who are presumed to spend no time at all being husbands and fathers). Women are told

that they are welcome first and foremost as decoration for the male academic turf. Even in the university, women are sex objects.

Women are further disadvantaged because they tend to be concentrated in those fields where financial aid is lowest. There is a definite relationship between those fields into which women are channeled by their undergraduate advisers and social expectations and those fields which have lower social and economic prestige as indicated by the funds available in such fields and by the salaries paid to workers in these fields.

Another disadvantage is the failure of scholarship programs to make provision for part-time study. Practically all Federal scholarship and loan aid is for full-time study — a practice that works to virtually eliminate married women with families from receiving such aid, since they usually need a part-time schedule, given the general unavailability of adequate child care centers. Indeed, many schools forbid or discourage part-time study, particularly at the graduate level, thus punishing women who attempt to combine professional training and home responsibilities simultaneously.

With all these factors militating against women's achievement, it should come as no surprise to us that despite the high potential demonstrated by superior achievement records at high school and undergraduate school, numerically women steadily lose ground as they move up the academic ladder. In 1968, women were 50 percent of high school graduates, 43 percent of those receiving B.A. degrees, 36 percent of those awarded master's degrees, 13 percent of those receiving doctorates and 5 percent of those receiving professional degrees. Contributing heavily to this waste of female talent is the failure of male faculty members to take women seriously. Typical remarks which are illustrative of the low expectations of faculty: "You're so cute. I can't see you as Professor of anything." "Why don't you find a rich husband and give all this up?" "There are already too many women in this Department."

"We expect women who come here to be competent good students, but we don't expect them to be brilliant or original."

"Women are intrinsically inferior."

College placement officials have also been charged with acquiescence in the discriminatory practices of private employers. Since colleges and universities are important recruiting centers for employment, the refusal of educational institutions to recommend students to potential employers with a record of sex and race discrimination would have a great impact on their discriminatory practices. It is hard to think of any single action that would have more beneficial effect for women and minorities than for all institutions of higher education to refuse to cooperate with sexist and racist employers.

A particularly egregious example of discrimination in placement is found in the ads labeled "male only" and "female only" contained in the College Placement Manual published by the College Placement Council to which over 1000 colleges and universities belong. This publication is used on practically every college campus as well as by the Department of Defense, regardless of the fact that such advertising violates federal employment law. University administrators who would be horrified if a placement bulletin for their students listed job openings for "whites only", apparently see little or nothing wrong with job openings that read "male only."

Inequities based upon sex exist at every level of the teaching profession. Although teaching in elementary and, to a lesser extent in secondary schools, is commonly considered to be a "woman's field," as in other areas women are concentrated at the lower levels. More than two-thirds of the teachers in the elementary and secondary schools are women, but they constitute only 22 percent of the elementary school principals and only 4 percent of the high school principals. A recent survey by the National Education Association reported that of 13,000 school superintendents only 2 women were found.

At the college faculty level the attrition becomes even more pronounced. Women are not only a small minority but also tend to remain in the lower non-tenured positions, are promoted more slowly and paid less than their male colleagues. It is revealing that while the number of women receiving doctorates is steadily increasing, the proportion of doctorates awarded to women bears little relationship to their

grapevine to fill job openings almost automatically excludes women. The cliché opening "Do you know a good man for the job?" results in continuous but largely unconscious discrimination against women. Most of the men who use this phrase would deny vigorously that they are discriminating and would not also consider a "good woman," but the "good man" is an effective subconscious roadblock because the image we all tend to carry in our minds of a scholar is a masculine one.

Evidence of discrimination in promotions is substantiated by studies of differences in rates of promotion of men and women with similar training who have spent comparable periods of time in their professions. After twenty years of an academic career, 90 percent of the men have reached a full professorship, a goal achieved by only 53 percent of the single women and 41 percent of the married women.

If women fare poorly in academic posts, they fare even worse in college administration. There is a progressive evaporation of women as we climb the

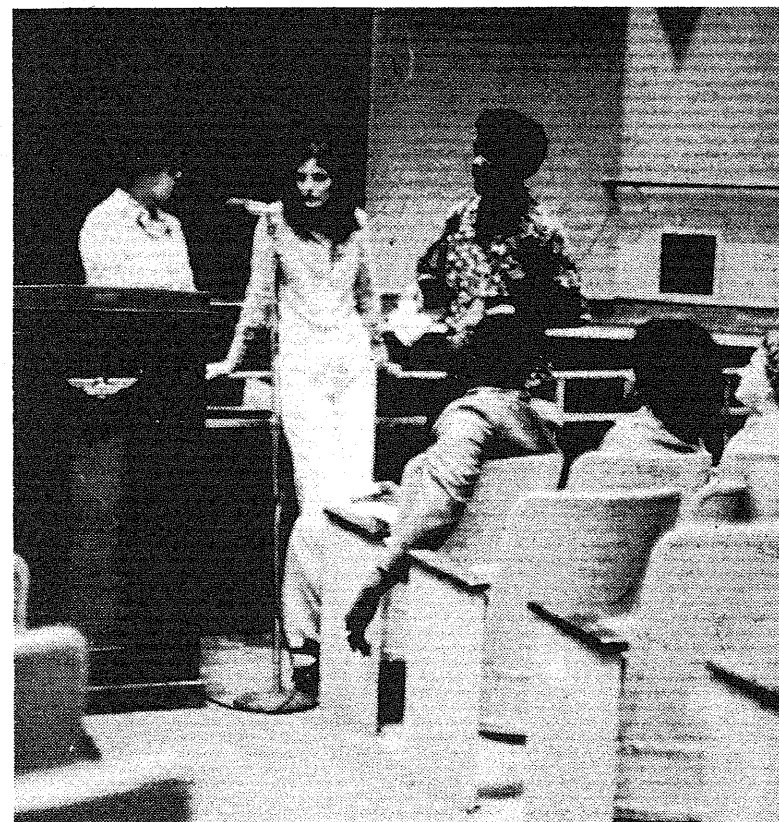


Photo by Abe Reznay

opportunities for faculty positions. For example, in 1968-69, women constituted 22 percent of the graduate students and were awarded 19 percent of the Ph.D.'s in the Harvard University Graduate School of Arts and Sciences, but there was not a single woman among the more than 400 tenured professors of that esteemed graduate school.

As women move from undergraduate majors to the position of department head, there is a downward spiral. Women in sociology, for example, are 43 percent of college seniors planning graduate work in sociology 37 percent of master's candidates in graduate school 30 percent of ph.d. candidates 27 percent of full-time lecturers and instructors 14 percent of full-time ass't. professors 9 percent of full-time assoc. professors 4 percent of full-time professors 1 percent of department heads in graduate soc. depts. 0 percent of the 44 full professors in the five elite depts. in the country.

Prejudice against hiring academic women is manifested in departmental practices as well as in the attitudes of hiring officials. The use of the informal

professional ladder. For example, at the University of Buffalo, while women are only five percent of the full professors at that institution, they are only 1 percent of the top administration. The almost total exclusion of women from visible responsible positions in the administration of all institutions of higher education (with the possible exception of some women's schools) is clear evidence of discrimination against women.

As the evidence indicates, colleges and universities are deeply implicated in the systematic process which prevents women and minorities from fully realizing their potential as individuals in a society which boasts of its upward mobility. These institutions contribute to the vast waste of human resources and must share responsibility for some of the results.

An obvious result of this cumulative process is that minorities women frequently work at jobs unrelated to their training or for which they are overqualified, or they perform the duties of a higher position without the benefits of advanced rank and higher pay. One study illustrates this point as it applies to women: Of 9 working female former economics majors, 1 reported herself a welfare aid worker, 2

were secretaries, 1 a traffic assistant, 1 a clerk, 1 a recreation aide, 1 a physical education teacher, while only 3 held positions vaguely related to their economics training. Of the 63 male economics graduates who began working that year, needless to say none were secretaries or clerical workers; most were company trainees. In mathematics that year, all male working graduates were in jobs relating to mathematics, of the 7 working female mathematics graduates, 1 reported as a welfare aid and 1 as a waitress.

A more far-reaching result for which colleges and universities are directly responsible is the continued lack of role models to encourage younger women to raise their goals and expectations. The university's commitment to training women, but not to hire them, is puzzling. It is vital for women students to see women engaged in the academic profession as naturally as men are. . . . By the obvious scarcity of women training students, the institution persuades women to accept certain professional guidelines: low rank, low pay, low status, a slower rate of promotion than their male colleagues, and a more difficult tenure hurdle. Thus, the self-fulfilling prophecy continues to operate. Since women have a visibly lower chance of success than men, fewer women are inspired to try, lowering in turn the numbers of women available for academic positions.

We might well ask how the legal system can remedy these severely restrictive policies which daily deprive women and minorities of equal rights to employment and education?

The courts, in interpreting equal employment law, have clearly recognized the existence of "systemic" discrimination, and the need to eliminate it through specific remedial actions. Title VII provides that when a court finds employment discrimination it may "order such affirmative action as may be appropriate" to eliminate it. Consistently, where courts have found that the effects of employment practices — regardless of their intent — discriminate against a group protected by law, they have ordered specific affirmative actions to eliminate present and future discrimination and to provide equitable remedies for consequences of past discrimination.

The present Executive Order 11246 (as amended by Executive Order 11375) requires all major non-construction contractors and subcontractors to conduct their own self-analysis to determine if their employment system has discriminatory effects, and to take appropriate remedial affirmative action, without need of any legal proceedings. The Order requires large contractors to implement written Affirmative Action Plans, and regulations spell out detailed requirements for such plans.

Title VII does not explicitly require affirmative action, but when there is a finding of discrimination through compliance investigation or through company self-audit, the Commission is guided by remedies and requirements outlined by the Federal courts. The courts have ordered comprehensive affirmative action, including numerical hiring and promotion goals, where necessary, to compensate for effects of past discrimination.

It is important to know what the courts have identified as discrimination prohibited by law, and what kinds of remedies have been ordered. The law is developing constantly; however, there is no doubt of the consistent trend in court decisions, developing these basic principles:

o Employment discrimination, by definition, is class-wide discrimination. (Continued on Page 10)



# Angela Davis

Continued from Page 1

you all get involved with the liberation struggles of people all over the world." In Africa specifically, she spoke of the plight of the workers in Zimbabwe (Rhodesia) and South Africa, quoting statistics about the wages of black miners in those countries. Workers in South Africa receive an average of \$10 a month, while South Africa boasts of having the second highest standard of living in the world. White workers, by comparison, receive 13 times that much. The U.N. sanction of the products of those countries supported by over 100 nations, is continually broken by the U.S. "That chrome," she said, "has on it the blood and sweat of our people."

Another country which has been fighting against Portuguese imperialism is Guinea-Bissau which has declared itself an independent, sovereign nation. "I went to Guinea-Bissau and saw the spot where brother Amrica Cabral was assassinated, with the complicity of the CIA. Those people told me that the murder had re-doubled their determination. A month later, they declared themselves independent."

"We must take this occasion to put on international pressure for full economic and political independence," she continued. "You must imagine yourself as part of the global fight. We are the ones who represent the future of the history of the world." Stating that one-third of the people of the world live under socialism and many more are now talking about it, Ms. Davis pointed out that "there aren't many other people left."

She sees the U.N., not an arm of the imperialist nations, but as a body of representatives from "progressive, independent countries all over the

world." The resolution against South Africa for its apartheid policies, the resolution condemning Portuguese occupation of Guinea, the resolution declaring Puerto Rico a sovereign nation—all were passed by substantial votes in the U.N., with dissenting votes only from the U.S., England, Portugal, and South Africa in most cases.

Relating the international fight against imperialism to the present U.S. economic problems, she pointed to "the desparation of the ruling class. They are very frightened that people in this country will get together and that the white silent majority will open their eyes." She attributed the economic crisis to the fact that more and more foreign markets are closed to U.S. industries and that those industries are attempting to recoup their profits in this country.

In conjunction with this, she sees another ruling class effort to intensify racism which is used as a weapon to divide the working classes. "Whites cannot benefit from racism — they cannot see it yet, but they are exploited too. The numbers of the ruling class are shrinking in this country. They understand that if all people in this country struggle against racism, they are out the back door." Whites who call themselves revolutionaries, she said, must go out and struggle among whites.

The mounting racist offensive in this country, she feels, has already shown itself in San Francisco "where they have stopped at least 600 black men on the basis of no information, and issued identity cards for them to carry afterwards. I think we're in South Africa." White people who underdeveloped consciousness see this sort of thing and feel fear, which is what Mayor Alioto and Randolph Hearst

want them to feel, according to her. "If we don't start fighting now, black and white, it will be too late."

Beyond that, Ms. Davis cited incident after incident of political jailings in North Carolina — people who have been arrested and imprisoned on purely circumstantial evidence. There have been innumerable cases, she says, of behavior modification done with laboratories, cases of involuntary sterilization. "I can talk all night, but we've got to go from talking to doing. It's a struggle for your lives."

"I know how it feels," she finished, "on the other side of the walls, but I know that you were all there with me. You've got to get involved now, because if you don't, when it comes down on you, there will be no one there to save your lives."

## V.A.C. Helps SPN Changes

Members of the Veterans Advise-ment Center have been working closely with Rep. Edward Koch in his efforts toward the removal of Separation Program Numbers (SPN's) and re-enlistment code numbers from all discharge papers.

The Department of Defense has refused to issue new discharge papers to all veterans. They claim that it would be administratively impossible to correct all separation papers issued since the fifties.

The V.A.C. has devised a system which will enable any Vet who wishes to have his SPN number deleted, to do so. All that is required is for he or she to bring a copy of their DD214 to B-7, and the V.A.C. will do the rest. If they don't have a copy of the 214, they will be assisted in obtaining one. The V.A.C. urges ALL Veterans to request a new discharge which doesn't show the illegal SPN number.

Brian McDonnell  
Veterans Advise-ment Center

# Community Scholar: Wooten Claims Racism Behind Veto on F/T Line

by Kevin Lawrie

After being turned down in his second attempt to acquire a full-time position, Professor James Wooten of Psychology-Sociology has resigned from his part-time status in that department for the coming semester. Wooten's resignation came as a result of "extreme pressures" exerted upon him to complete his Ph.D. dissertation. Due to these pressures he has informed the department that he can no longer work full-time during the day as director of The Community Scholar Program and teach part-time in the evening, but he would be available to teach full-time.

Professor Wooten attributes his refusal to be reappointed on a full-time basis to racially discriminating hiring policies practiced not only in his department, but throughout the University in general. Wooten claims, "It's ironic that the University is granting degrees of higher learning to increasing amounts of minorities each year, and yet they are refusing to hire them to teach in the University."

Wooten's primary obstacle in securing a full-time departmental position has been two key persons in the department who have been persistently adamant concerning his reappointment. According to Wooten, "they feel intimidated by my outspokenness. I don't consider myself to be a traditional educator, but in any university there should be room for different points of view and the fact that I'm Black causes me to see things in a slightly different perspective than my colleagues."

Professor Wooten feels that the low amount of minority instructional staff at SICC leads to quite a serious problem concerning the quality of education

here. He pointed out that approximately 20 percent of the total enrollment at SICC are black and Hispanic, and many of these students are very much interested in the fields of psychology and sociology. "For these students to witness the same type of learning situations they experienced in high school," claims Wooten, "is appalling."

In his six years at SICC Wooten feels that he has proved himself to be a highly qualified and effective educator. His student evaluations have been, in past years, among the highest in his department; and just this past

semester, the highest. Student support of Wooten's bid for reappointment came in the form of a petition organized by several students. Up to the present this petition has acquired over 400 signers in support of Wooten. According to the organizers of the petition: "Professor Wooten has been teaching on a part-time basis for over five years in the Sociology Department. During that time he has offered a rewarding, stimulating, intellectual experience to all the students who have taken his classes. He is well respected by all his students, Blacks, whites and browns and has taught us many things that has made us more sensitive to America's and our own problems."

"Very flattered" with the expressed student sentiment concerning his resignation, Professor Wooten feels "rather pessimistic" as to its overall effect. "This is not the right climate that people will do something in, not because it's right and just, but because they are pressured," exclaimed Wooten.

Professor Howard Stanton, chairman of the Psychology-Sociology Department, agrees with Wooten that hiring policies practiced throughout the University are sometimes discriminatory. Stanton stated that he would very much like to see James Wooten appointed to a full-time position in the department and that he has been working with Wooten in regard to this possibility since last October.

Professor Wooten stated that his case has been just one in many that he has had knowledge of while teaching at SICC. He claims that "it is time that the various departments sat back and evaluated themselves and make a sincere attempt to correct themselves."



Photo by Abe Rezny

James Wooten, professor of Sociology and director of Community Scholar Program cites discriminatory hiring policies as the reason he has been denied a full-time appointment.

# Traboulay Named Distinguished Professor

Dr. David M. Traboulay of the Department of History at S.I.C.C. has been named as Staten Island Community College's Distinguished Teacher of 1974. This nomination, which reflects the opinions of his students, faculty colleagues, and the college administration, cites Dr. Traboulay for the indispensable job he has done for the community and the City of New York in helping its young people to become educated and responsible citizens.

Dr. Traboulay's reputation as both an outstanding teacher and warm human being have been a matter of common knowledge within the college community for years. The long awaited and well deserved recognition his work merits is met by everyone who has had the good fortune to be enrolled in one of his classes or associate with him in a professional capacity, with their gratitude and congratulations.

The presentation of the award will take place on Wednesday, May 15th, 1974 at the Graduate School Auditorium at 5:00 P. M. A copy of Chancellor Kibbee's letter of April 30th follows.

Dear Dr. Traboulay:

It is with genuine pleasure that I write to inform you of your nomination as Staten Island Community College's Distinguished Teacher of 1974. As you know the college itself makes these nominations, so that the judgment reflects the opinions of your faculty colleagues, your students and the college administration.

My congratulations are all the warmer because of the purpose of these awards. In establishing the awards, the Board of Higher Education wished to recognize the primacy of undergraduate teaching in the City University. The University now stands, as it has for over a century, on the one indispensable job we do for the City: helping its young people to become educated and responsible citizens.

For your part in this demanding task I should like to say "thank you" for myself, for the Board of Higher Education and for the City itself.

The presentation of the award will take place at the Graduate School Auditorium on Wednesday, May 15, 1974, at 5:00 p.m. We would be honored to have both you and your spouse attend.

Sincerely,

Robert J. Kibbee

# BSU Takeover

Continued from Page 1

In the first place, the BSU delegates claimed that they had attempted to see the President and that they had been refused admission by one of the secretaries — a charge which was adamantly denied by Dr. Birenbaum. The secretary who had allegedly refused to admit them was never found; and a letter from the administrative secretaries has since gone out to the Advance in which the signees claim that "St no time during that day was the office left unattended; and at no time was a woman with gray hair present to whom they referred specifically."

Another major bone of contention was the demands themselves — President Birenbaum made the statement that "at 10:30 this morning, no demands were presented to me — I had no idea what you wanted." Beyond that, he claimed that many of the demands were not within his power to act upon, saying further, "I represent the system; sometimes you wish to deal with it and sometimes you don't. I am not God on this campus." He did, however, acknowledge "the truth of your grievances," saying that, since coming to SICC, he had hired several blacks in a variety of positions.

Speaking for the black students, Marcellus Jones, who lost his job in the January AID re-shuffling, told the President bluntly that, "We didn't come to hear about what you've done for blacks. That's a paternalistic habit and a bad habit. Ever since you got kicked out of L.I.U., you've been cracking the whip. We didn't have a chance to get down with you even when you did have chairs."

From that point on, tensions rose quickly. The Blacks brought out several instances of denied re-appointment or re-appointment "with reservations" of black faculty members, a list which included James Wooten (Community Scholar Program), Cynthia Belgrave (PCA), Steven Moore, Dean Joseph Harris (CD), and Mr. Jones.

Another demand for rescission of Ms. Saunders' suspension brought a counter-demand from the President that the BSU return the table and chairs, whereupon Sharon and Marcellus stormed out, leaving a generally chaotic situation in the conference room.

In the aftermath of the melee, President Birenbaum reiterated the point that "I have yet to meet with the Black students on these demands. I merely picked up a document purporting to be a set of demands." On the issue of Ms. Saunders' suspension, he says that he did so because "she seemed to be assuming leadership," although both he and Dean Kreisman admitted that no other students were suspended because they could not be identified. The President does not, however, intend to press any further charges.

On the subject of the chrome, Dr. Birenbaum stated that "no one knows for a fact that the chrome comes from Rhodesia or South Africa. This is crucial," he said, "I do not wish to hurt those workers, but political action without facts is not educational. I am interested in the proposition, and we have agreed to investigate the matter."

He has received a communication from the BSU asking that the suspension be dropped. "I responded by saying that I wish to see an amiable, co-operative relationship restored." In his view, this type of relationship is one which is defined by the "laws of the land" and by the CUNY by-laws. "I am eager to be re-assured," he said in closing, "that laws and contracts will not be violated."

The complete list of BSU demands, reprinted below, were voted on by the Day Student Government later that week, and the position was passed by a vote of 11-1-0.

## The Black Student Union Manifesto of Demands and "Studentization" Platform

We, the members of the Black Student Union of Staten Island Community College, are impelled to continue our relentless struggle against RACISM, DISCRIMINATION, and REPRESSION ON THE CAMPUS, IN THE COMMUNITY AND THROUGHOUT THE WORLD. We are wholly convinced, there are crimes against "THE PEOPLE", perpetuated by the controlling capitalist of these institutions. We are equally convinced these crimes attempt to impede self-determination. We firmly believe any attempt to impede self-determination must be resisted.



Photo by Abe Rezny

President Birenbaum considers BSU proposals at a meeting following the morning incident.

We recognize the need for changes in the EDUCATIONAL SYSTEM in general and in Staten Island in particular. We seek to enhance the quality of the Educational Experiences by assuring that "SELF-DETERMINATION", a universal right, is a part of the educational process.

Since coming to Staten Island Community College, on the sheer strength of the students who made open admissions possible, we have witnessed an all out attack on the students Victory Open Admissions. This attack generally shows itself in the form of budget crisis, authoritarian work-study, deficient financial aid, under budgeting of student government, and the historical attempt to pit student against students.

Discrimination is an overt manifestation of Racism. The unwillingness of the administration to disavow Racist Shockley to this campus, in violation of student pressures, must be fought. There have been many noticeable, overt cases of discrimination on this campus. For the past months, the Administration has openly denied tenure to Blacks and has denied but later reversed the re-appointment of a Black faculty member. This, we feel, is a systematic and conscious attempt to deny Blacks on this campus (regardless of position) the independence needed for mere existence.

A student commission must be formed under the Purchasing area of the Business Office which will function in cooperation with the Campus Architect to immediately desist in the purchasing of all chrome products.

5. Mr. Frank Allen, the College Business Manager, must be given a two year re-appointment effective as of July 1, 1973. In addition we demand that:

(a) the Business Manager be an active member of the College Personnel and Budget Committee with a vote.

(b) the Business Manager be responsible only to the President of the College, and should be accountable for his performance only to the College President, as is stated in the BHE by-laws; Section 11.2.

(c) the Business Manager be a voting member of the College HEO Screening Committee.

(d) the Business Manager be officially designated an Associate Administrator and should be recognized as being the equal to a Full Dean.

6. The Affirmative Action Program for Staten Island Community College must be changed in terms of the following:

(a) the use of the term "minority groups" must be changed to specific terms, i.e., Afro-American, Puerto Rican, Chicano, American Indian and Oriental.

(b) the Advisory Board be dissolved and a legal board be established known as the Affirmative Action Board.

(c) the composition of the Board be revised in terms of "minorities" and student membership using the following specifications:

(1) 25 percent Afro American  
(2) 25 percent Puerto Rican  
(3) 25 percent Student  
(4) 25 percent Women

The College Community must elect the Affirmative Action Board using these specifications.

(b) the Business Manager be responsible only to the President of the College, and should be accountable for his performance only to the College President, as is stated in the BHE by-laws; Section 11.2.

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(d) the Director of the Affirmative Action be chosen and appointed by the Affirmative Action Board, reporting directly to the Affirmative Action Board.

(e) the Affirmative Action Program policies be strictly adhered to by the College.

(f) Article IV, Section B and D concerning "Dissemination of Policy" must include students.

7. Students must be given the right according to Article 15 of the BHE by-laws to exercise their powers as specified. In addition we demand:

(a) the release of C-109 permanently to the Black Student Union,

(b) the complete control of "C" building by student government, including the auditorium.

8. The Media Production Center must be dissolved. All of its resources and electronic communications media must be owned by the Office of Telecommunications, which is operated administratively, programmatically and technically by a student group.

9. There must be a "studentization" of all monopolies on campus specifically the cafeteria and the bookstore. This must be adhered to in the following ways:

(a) complete control of profits immediately,

(b) provisions be made immediately to facilitate the overall control and maintenance of both of these monopolies.

10. A large portion of the College assets be transferred to a Black owned bank.

# ESG Resignations

Continued from Page 1

a. not adequately publicizing the need for new Student Representatives and by not actively seeking these nominations from the Student Body at large.

b. not reaching out to the Evening Student Body for input regarding the new constitution.

c. failure to fill vacancies in council as soon as they occur.

The Constitution of the Evening Session Student Association represents the governing doctrine of the ESSA and as such the ESSA Council is bound morally to the spirit and legally to the letter of this Constitution and

Inasmuch as The ESSA Council has violated the spirit of the Constitution as set forth in the Preamble by our failure "to promote interaction between Evening Students and the Faculty and Administration" by:

a. refusing to communicate and interact on behalf of the Evening Student with the Dean of Evening Session

b. refusing to recognize the Aid Center and by such action further isolating the Evening Student from the resources available through this center.

Inasmuch as the ESSA Council has violated the letter of the Constitution by such illegal actions as:

a. failure to hold one closed Executive Board meeting every calendar month

b. failure to keep Standing Committees activated at all times

c. electing Student Representatives without benefit of Election Committee and without ascertaining whether all candidates had the necessary qualifications as delineated in the Constitution

d. failure to nullify the election of 9-21-73, in which the President of the Council voted illegally

We, Anna Schraml, Executive Treasurer, and Toni Mara, Executive Secretary, as members of this Council feel that because of our minority position in this council, we cannot affect any meaningful change as continuing members.

Be it known that we, Anna Schraml and Toni Mara, tender our resignations effective immediately and

Be it known that we invite any other members of this council who also feel that they no longer can associate themselves with the above failures and illegal acts of the present council to tender their resignations.

— Anna Schraml

— Toni Mara

The next move came from President William Birenbaum who addressed a memo to ESSA Council President Lorraine Ercolano, expressing his "deep concern" about the "allegations and issues raised in their statement." He further expressed his feeling that a resolution of the charges was essential "to the conduct of my own office, given

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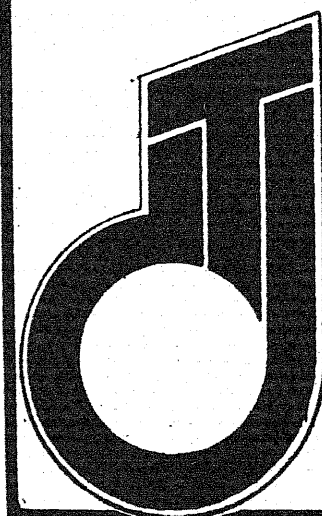
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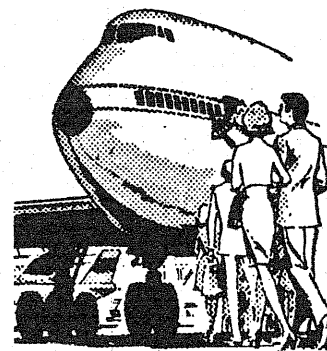
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NF: Diane Crothers is the new head of the Affirmative Action Committee of Staten Island. Diane, would you give a brief personal history?

DIANE: Before I went to Law school in 1971, I had worked for a number of years with women's groups and with Black and poor white community projects. I had worked in the south doing community organizing. I worked in Birmingham and North Carolina on community organizing voter registration and then I became involved in the Women's Movement in 1968. I began to work on various projects with it. In 1971 I organized the first national conference on women in the law. I was the co-founder of the Women's Rights Law Reporter, which is the only national periodical which reports, discusses and analyzes developments in women's rights. In 1971 I felt that I needed to take a different approach to the kinds of problems I had been dealing with. I wanted to be trained in the law, for a number of reasons. I wanted to be able to defend myself in legal situations, I wanted to know where my individual rights were being violated and what steps to take to correct them.

NF: What legal background do you have outside of law school?

DIANE: My first summer in law school I was an intern for the Law Students Civil Rights Research Council. This is a group of basically minority people, minority law students who try to set up projects around the country, to have input of law students into minority legal problems. Rutgers has a program where you can do a lot of your work in clinical seminars so that you are actually working on legal cases. My second year I worked on cases on constitutional litigations, on the abortion decision in New Jersey and the public accommodations law, women's access to public accommodations is not guaranteed at that point. Through law school I studied women in minority rights. I spent a lot of time in civil rights courses in national law and human rights and employment discriminations, workers in their unions and sex discriminations.

Last year I wrote an article on the ATT settlement. This was a nationwide law suit on the basis of race and sex discrimination against the phone company. They came down with the consent, the phone company settled out of court last year. I wrote a piece on that in the Women's Rights Law Reporter. A lot of my interest in employment discrimination stems from that point because there is a lot of employment law. If the stuff on the books were ever enforced, this world would be a lot better. People would actually have enough money. People who are deprived of economic access and economic well being would have enough money if it were ever enforced. Also, I really like to win. I like to be able to win for a group that has been deprived of access before. With employment law you have the two things come together. Employment discrimination law effects women and minorities. It tries to bring them up to parity with the rest of society in terms of their rights. Also, you can win because the law is good. The law is very sophisticated and has been developed in a way that is just almost revolutionary in its impact if it ever gets enforced.

NF: What is the main problem with the enforcement of that law?

DIANE: It is a complicated series of both federal and state statutes. The state statutes are enforced by civil rights agencies in many states. The

civil rights agencies are overwhelmed and understaffed. They don't have any way for people to remain in them and proceed through their careers. The promotional opportunities are nil. They are headed by political appointments. They are not people who know anything about what the agency does. There are exceptions. Eleanor Holmes Norton is an obvious exception in New York. But most places it's a bureaucracy on the state level.

On the federal level, the Secretary of Labor is supposed to enforce many of these employment problems and they don't. The office of federal contract compliance is supposed to remove federal contracts from employers who are proven to discriminate against women and minorities, this has never happened. The Department of Defense has some jurisdiction over this, they have never done this.



Photo by Abe Rezny

NF: Is that because there have never been any suits brought?

DIANE: Certainly not. There have been lawsuits galore. They have a backlog of several years at this point. They have had class actions. I think in '68 or '69 there was the Women's Equity Action League which brought a class action lawsuit against all colleges and universities. It had enormous statistics. I read a quote the other day by a labor department official who said that we are not going to enforce this law, affirmative action law, against universities on behalf of women's employment rights. We then hope that by the lack of this enforcement that women will stop filing these charges and then we won't have any problem.

Almost all the universities in the country are covered by the affirmative action law, because they have federal contracts of more than ten thousand dollars. That puts a legal obligation on the university to write up its own affirmative action plan, to develop goals and timetables, to start to implement these goals and timetables, to do a really extensive revamping of the recruitment, promotion and hiring—every sort of thing that enters into the

# Diane Crothers Putting Action in the Affirmative

employment picture.

Almost nobody has done this yet. Staten Island is one of the very few places that has really pursued an aggressive affirmative action plan, and written it up by the effected classes, that's also very important. Affirmative officers are often chosen by the company which is discriminating and by the university, which is discriminating. These people are basically like a company union and they say the most outrageous things. They are very sympathetic to the company's problems.

gets someone at a vulnerable point in their life when they don't know what they are going to do, what they are going to be, how they see themselves occupationally, and they take one of these tests and it tells them who they are. So this is an enormously important area that will be changed under Title 9, the Federal Education Law against sex discrimination.

There is that, and there are the usual problems in any employment situation with accessibility of adequate child care. This tends to make so much of a difference that it would just be in-calculable if tomorrow every employer in the country had to run a free or low cost parent controlled day care center.

A lot of the things too, I think in terms of the educational process and what kinds of things are taught to students about sex roles and about race are absolutely central in their own self image and what kinds of things they will aspire to. I hope to have an equal employment opportunity committee, with one representative from every department, every program, and 20 students. This committee will be doing a lot of data gathering for affirmative action.

But one of the things I would like to do with this committee is to set up a subcommittee on text books to try to deal with some of the persistent problems of racism and sexism in text books. To develop creative solutions to these problems so that they don't necessarily involve banning the book and having to deal with First Amendment problems, but finding supplementing material, working some kind of a way out so that students do not receive extremely negative visions of themselves constantly in the material that they study.

NF: On the area of recruitment policies on this campus, knowing the structure of the college government, how can employment recruitment discrimination be avoided?

CROTHERS: Well, the law on this requires that there be an open advertising policy and the only people that would have preference would be in-house women or minorities who have been stuck in positions, have not been promoted. They have been given a preference over outside employees, say non-city university or non-Staten Island people.

But one of the things that the law requires is that in the hiring process, the hirer must write down in very specific form why the person was hired, why the person was the best qualified, and then must also detail the number of women and minorities who came through the advertising, the proportion that made it to the interview, the proportion that made it to each step. To the testing, to the references, whatever, goes through the recruiting process to the particular job and must detail in writing. These are all forms that I will be monitoring the reasons why, if minorities or women were not found to be acceptable. And I think that just having to think about these things and having to write them down is going to be an extremely educational process for everyone involved.

For instance, say two people applied, one from Harvard, a male, and one

from Jersey City State College, female, and the employer, the head of the department, would say well the person from Harvard is probably better qualified, it is a much better school. That would be, and so he would write that down on the form and turn that in to me. That, by itself, is discrimination because women have been on the quota system at Harvard and women is much, much smaller. The relation of women to men, it's a situation that is not conducive to female achievement. Jersey City State College used to be a teachers' college and it has been open to women for many, many years. So there is a thing that isn't on its face obviously discriminatory. A person from Howard University or a person from a small Black college from the South would be the same thing. When you have a whole history of being blocked and excluded from particular institutions we cannot allow the status of these institutions and perhaps their educational merit in any objective sense. That still cannot be taken into consideration because it will always benefit the most privileged person and not the woman or the minority.

NF: What about the appointment and reappointment system within Community? Do you think this kind of system will ever allow for fair employment or reappointment practices, or do they just have to be changed completely?

CROTHERS: Well, if we were in court on that issue the statistics of the fact, when you have Grievance Committees that are all male, which has recently been changed, or P&B Committees that are all male or 98 percent, whatever — this creates what they call a "strong showing". Strong because part of the race showing discrimination to a woman or a minority presented with the other group totally in the hearing process is not going to be fair given the slanting that already exists in the City University on these powerful committees in terms of race and sex.

These things do have to be changed, the law requires that they be changed.

It is important for us all to be able to work together on finding the least abusive and offensive ways of changing these things so that we actually have adequate representation of all effective groups. It doesn't have to be a nasty push and shove battle. It can be a really exciting creative process. The best minds throughout history have been attracted to this problem. And it is a very sophisticated one, it really challenges the intellect.

NF: The Black Student Union has, in their list of demands, presented a proposal that the Affirmative Action Advisory Board, be dissolved and that a new one be elected comprised of 25 percent Afro-American, 25 percent Puerto Rican, 25 percent students, and

25 percent women. What do you think of this proposal, and how can you see it being put into effect?

CROTHERS: Well, first of all the basic problem that I have with it as a lawyer is that it is just patently illegal. Quotas are illegal. There is no way that this plan could survive any Federal scrutiny at all. There is a lot of confusion in peoples minds between quotas

and goals. Quotas are absolutely illegal. There is no way they can be enforced and they also offend everybody and I think rightly so. I mean they can note an absolutist approach, a simplistic approach, to problems that have been going on for thousands of years and it doesn't help to just say that 25 percent must be this. I suppose we could have goals, it all

kind of conflict. It makes the women appear to be racists and that is a horrible thing to be called. It makes the blacks ineffectual. It's a wonderful thing to have that argument. One of the problems too is that among white women there are problems of sexism. And there is no way to have a sort of cross interpolation or whatever to be able to educate each other about these



Photo by Abe Rezny

depends. The Affirmative Action Advisory Board is currently working on revising the plan for next year and has taken the Black Student Union's demands under advisement in that manner and hope to meet with them in the future to work out some specific proposals that they would want to have come before the committee.

NF: What about the clash, which to some seems inevitable, in lumping the problems of middle class white women with the problems of minority groups? In some senses they are very different. Do you think that logically they can all be sort of put together under a general Affirmative Action plan?

CROTHERS: Well, first of all not all white women are middle class at all. I was just imagining your question in a reverse form. How will the problems of women be hurt by being compared to middle class minorities? There is something offensive about that kind of characterization, offensive to me. One thing that has been said about that supposed conflict is that every woman, I would have to amend it to say every heterosexual woman, is one man away from welfare. I think that this is an important point. If a woman is middle class, to a great extent, her current opportunities are based largely on her relation to a man which is her job security in a sense. So it's not like there is some sort of extremely privileged white women, of this class, that is so privileged.

I think that it always has to be kept in mind that the people who run things, the white males, would love to have this

fighting when everybody is always fighting about one job. And that is the thing we have to avoid, is settling for this one job that we will all kill each other for.

That's not what's up for grabs. Many, many jobs are up for grabs. Many, many opportunities are going to be opening up and are going to have to be fought for. But to settle for fighting horizontally and attacking each other will just close the whole ball game. It's like what happened to women in the abolitionist crusade. They were told that they should not want to speak in public, that the women's cause could wait until after the Black man got the vote. He got the vote and it took women 50 years of unending struggle to get the vote for themselves and for Black women. This would be horribly tragic if this were allowed to keep happening if women or minorities were allowed to be pitted at each other's throats because it will just maintain the entire system we have which has hurt so many people for so long.

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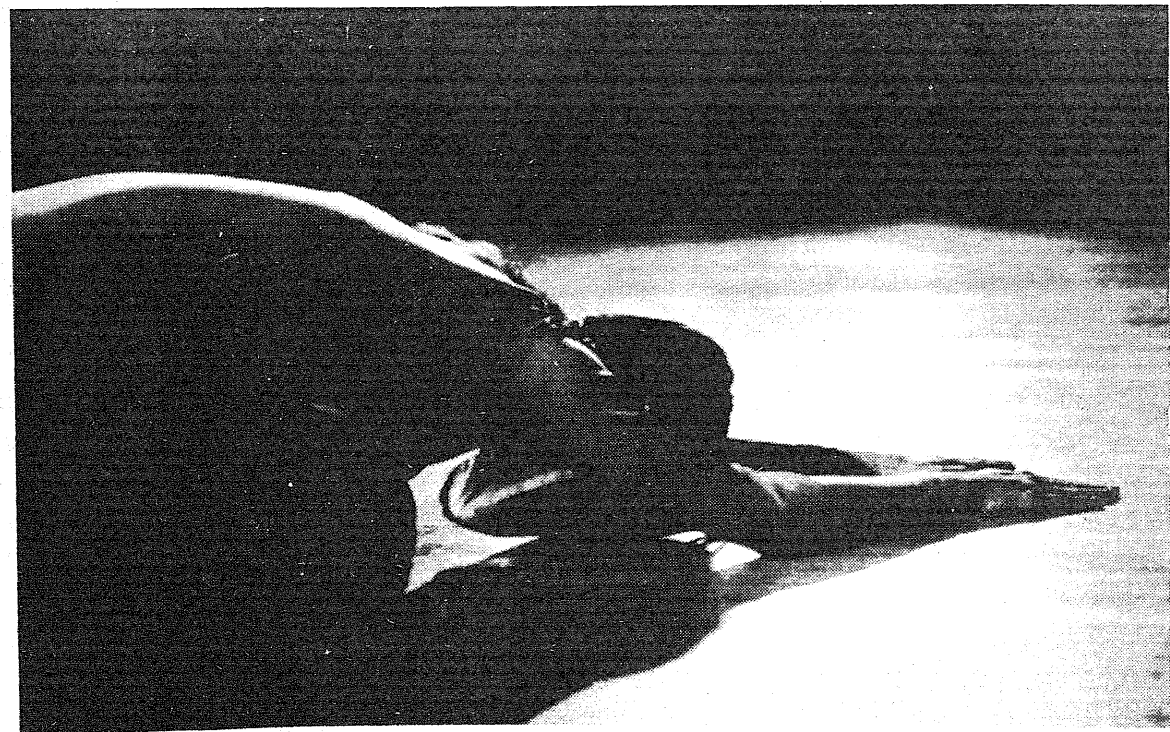
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