

University administrations all over the country were forced by uncompromising, anti-racist workers and students to implement Aff Act Programs, but these have been continuously co-opted into what is now a well-paid layer of bureaucratic fat that, on call, can be trotted out to "prove" that the "U" has 'Equal Opportunity' and to cool-out or ridicule minority and women workers who fight discrimination. At the same time those programs that do serve minority and other working class students are cut to the bone or eliminated.

INCAR is fighting back in two specific cases of workers who recently have taken the brunt of segregationist practices. One case is that of a secretary, Rosalind White, the first black woman ever hired by the Dept of Genetics and Cell Biology. She was fired three months after being hired. Within one month after being hired her supervisor was convinced that she was unable to learn her job, one of the lowest paying jobs in the "U". This is patently false. Incredulously, the supervisor and the department claim that the question of desegregation never occurred to them.

The second case is that of a black international worker-student, Victor Ndubisi, who was fired from the "U" hospital after two years on the job, and shortly after he had complained about racism on the part of his supervisor. Victor was not allowed to schedule his work-time around his classes, as the white students were allowed to do; he was also passed over in favor of white students with less seniority; he was commanded to speak only English with other international students; and he was threatened with his job if he complained about discrimination of his supervisor. He complained; he was fired.

Both Rosalind and Victor filed grievances, and it is from these grievance procedures that one gets the full flavor of the re-segregation process. When cutbacks and racist supervisors don't finish a job, the "U" administration steps in, making certain that no minority or woman will ever effectively grieve discrimination. To make their system work, the administration hires a bevy of "neutral parties," often women and minorities, who administer the grievance proceedings, and who always side with the "U" and against the worker. The names, positions and roles of these "neutral parties" are being compiled by INCAR, and these will comprise the basis of a grievance against the "U." We invite any further information that anyone has on this subject.

Finally, we must compare the pious utterances of the Deans, Department Heads and supervisors with their practices. Administrators and supervisors speak as if the great danger of Aff Act is the 'decline' of excellence and competency; they never explain the dangers of racism and segregation, nor do they ever come up with workable plans for integration. Instead of Aff Act, the administration has concocted the lie of 'reverse discrimination' to cover its tracks of segregationist layoffs and cutbacks.

We invite workers, students and faculty to come with us to the office of Lillian Williams, on May 4, to begin the process, once again, of pressuring the "U" Administration to stop its racist segregation practices, and to enact real Affirmative Action.

INCAR demands that the "U" Administration, 1) Release the statistics of minority employment at the "U" -- 2) Provide the names of all Aff Act bureaucrats, their salaries, goals and accomplishments during the past 5 years -- 3) Provide details of all discrimination grievances filed during the past 5 years, complete with win-loss records -- 4) Make all third-step grievance hearings open hearings -- 5) Publish a 3-year prospectus of goals and plans for desegregating all job categories at the "U" -- including real programs for job upgrading, on-the-job training and recruitment -- 6) Rehire Rosalind and Victor -- 7) Fire all racist and sexist supervisors -- and 8) Educate the "U" community on the dangers of racism, sexism and segregation.

Over the past three years, INCAR has made, and will continue to make, the following related demands: 1) Roll back tuition and implement open admissions -- 2) Demonstrate commitment to Equal Opportunity by divesting investments in South Africa -- 3) Hire more minority workers; stop layoffs and speedups by way of a shorter work week...30 hours work for 40 hours pay.

FOR INFORMATION CALL:
646-3268, 871-2032



To Stop World-Wide Fascist Surge: Join INCAR!

As a renewed economic crisis emerges in the Western nations, governments and ruling elites are stepping up their efforts to build racism, especially its most nakedly violent form—Fascism. But as a new period in modern history dawns, workers and their allies in the rank and file are picking up the torch of anti-racist struggle. What are these developments, and what do they mean for us in INCAR?

The economies of the major "free enterprise" nations—the United States, Canada, Great Britain, France, Germany, Italy and Japan—never fully recovered from the economic crisis of 1974-75. Unemployment in all these countries hovers at levels unheard of since the Great Depression of the 1930s. Inflation also remains at record levels. While profits of the huge multinational corporations made a limited recovery in 1976 and the first part of 1977, investment spending—the construction of new factories and machines—remains weak, while the international monetary system teeters on the brink of bankruptcy.

The danger for the ruling elites of the major powers is that these economic crises may soon erupt into political crises. Already rank and file people around the world are starting to focus their anger and frustration over attacks on their standard of living on their nations' rulers. In Lackawanna, New York, steelworkers take over a plant manager's office demanding, "No Lay-offs!" In Israel tens of thousands of workers from all industries strike to protest government-ordered price increases, tying the state of the economy to the Israeli government's racist policy of continued occupation of the West Bank territories. In Quebec French Canadian workers strike against plant shutdowns and the Ottawa government's attempt to foment a civil war between English and French speakers.

To deal with these mounting crises all the Western governments are relying on their "number one tool to divide and rule"—racism. While they shed crocodile tears over the latest increase in oppression in South Africa (though they still secretly support the apartheid regime), the Western powers nurture the same beast at

home. In England thousands of police line the streets to protect marches of the fascist National Front. Similar right-wing organizations are sprouting all over Europe to whip up racist hatred of immigrant workers from Africa, Pakistan, India and the Mediterranean countries. Here in the United States fascist groupies like the Ku Klux Klan, the American Nazi Party, the National Socialist White People's Party and others are crawling like a plague of vermin out of the rot produced by this system, attempting to organize a mass base for racism. We can make no mistake about these scum; they are serious and determined. They preach racism, anti-semitism, and anti-communism, and boast of their murderous, genocidal intentions. They are organizing to do exactly what they preach.

That means that the International Committee Against Racism must organize to do exactly what we preach as well: multiracial, rank and file led, anti-racist struggle. From the garment district of Los Angeles, to the steel mills of Gary, to the college campuses of New England, thousands of average people have invariably responded positively whenever we have put our principles into practice. What is most needed is our own understanding and willingness to do what has to be done.

The nature of this new historical period demands that we intensify our efforts to build INCAR into a massive anti-racist organization. If we start from 1000 members today, we must have 2000 by June, and must double and double again in the coming years. The colleges and high schools are key battlegrounds, because they are the places where the power structure generates racist ideology and tries to pump it down the throats of young people. But we must fight to build our main base of support among the most multiracial and potentially the most militant people: working people, where life itself organizes them—in the factories at the point of production. Our breakthrough in building a CAR chapter among transit workers in Chicago shows that it can be done. That's what it will take to defeat racist unemployment, wipe out the fascist punks, and build a better life for us all. That's what INCAR intends to do, and that's what INCAR will do!

(reprinted from the InCAR Arrow)

Jan. 17, 1978