No Problem in Penna.

Whenever you mention affirmative action, you are bound to get quizzical stares — but not in Pennsylvania.

By Ralph Mason

Affirmative action programs have undergone tremendous pressure, both pro and con, since they were introduced over a decade ago. But the State of Pennsylvania has a different concept — and it is working.

It was all brought about by the Secretary of Administration, James N. Wade, who was appointed to this high post in January 1975.

ministrator, Secretary Wade sets policy for 110,000 state employes and oversees a general fund budget of more than \$5 billion.

The Office of Administration is the nerve center of government in the state and includes the central bureaus of personnel, labor relations, financial management and affirmative action, in addition to the management science center, cost reduction office and central computer operations for data communications.

Wade heads a staff of 400 professionals, and cites his top priority as bringing efficiency and humanism into government bureaucracy.

His most important accomplishments so far, are his efforts to bring equal employment and advancement opportunities to minorities and women in the Pennsylvania State Government.

In the late 1960s, Wade was a political activist, and a veteran of the Erie, Pa. Urban League's fight for civil rights. And so, he understands racism, the forms it takes, as well as how to combat

"Discrimination is not just a black problem, not just a women's problem, it is detrimental to the entire society. When competent people are overlooked for employment or advancement within the state government, the public suffers.

"Citizens lose the services of PAGE 18



James N. Wade, secretary of administration for the state of Pennsylvania.

talented individuals. Therefore, solutions can't be black solutions, or female solutions—any solution must benefit all people."

Getting the state's affirmative action program working required a radical new approach.

Bureau of Affirmative Action does not set quotas."

Quotas look good on paper, he indicates, but they really don't help to solve anything. Quotas help people over blocks to employment equity, but the blocks need to be knocked down.

Second, the Bureau identifies areas of the work force that underutilize minorities and women because of intentional or institutional discrimination.

Then, through a program of aggressive hiring and promoting of qualified minorities and

of qualified minorities and women, a correction of the imbalances in the work force is achieved.

The Bureau identifies practices that are discriminatory and impede the development of an open and equitable system. Some of the practices include hiring and promotion decisions based on racism, sexism, or cronyism. All too often, decisions are not made out of conscious discrimination, but in most cases, out of sheer habit.

Many people don't see minorities as individuals with distinct qualifications and abilities.

Next, the Bureau had prepared job descriptions for all positions. This way, all hiring, firing and promotion decisions must be justified in terms of each individual's abilities and performance. This helps to prevent arbitrary decisions based on discrimination.

UP 40%

In the past three years, the hiring and promotion rates for minorities and women have increased nearly 40% compared to a one percent decline for white males over the same period. And this came at a time when the state was hiring fewer people.

Wade cites one of the basics in achieving true affirmative action. Before there can be success, the realization must dawn that

ped out of the state government by the roots.

The personnel, especially those with power over others' careers, must be made aware that the problem exists, but that isn't enough. Efforts must be made to correct the imbalances, and the employment and advancement systems must be reworked to make equity the norm, not the exception.

Secretary Wade brings to his position a wide and varied background of management and social - oriented skills.

Prior to entering government services, he compiled an illustrious and enviable record of accomplishments in his fourteen years of work which included eleven years in Philadelphia working as a youth counselor, community consultant, policeman, taxi cab driver, junior high school teacher, before going to Erie, Pa. for three years, where he won national recognition for directing the Erie Urban Coalition.

While in the city of Erie, Secretary Wade also lectured at Gannon and Edinboro Colleges, created and hosted a TV talk show. He was also admitted to the Erie Rotary Club.

Secretary Wade is a graduate of Voorhees College, Denmark, S.C. and St. Augustine's College, Raleigh, N.C., where he received a B.A. degree in sociology, 1956.

He received his M.S.W. degree from Howard University, and is currently completing course work for his Ph.D. at the University of Pittsburgh.

He was born in Paterson, N.J., and currently resides in Philadelphia, Pa.

-'Sweat Hog'

(Continued from Page 14) star and not only that, to millions of female fans, a heart throb.

The TV series is going into its fourth year and Jacobs feels it's going to be his last.

"After this, I don't know what is going to motivate us," he said. "I think we did what we all set out to do. All of us now have other avenues and I want to get deeper into my music and movies."

NATIONAL ROUNDUP

By Larry A. Still and Art Carter

Add the National Association of Counties to the list of political organizations where black leaders are attempting to make their voices heard . . . the traditionally conservative force is now jumping on the funding bandwagon for government grants and demonstration project monies . . . and they need more help from the brothers . . . Here is a chance for county and state officials to begin to exercise some clout in seeking local improvements . . . by talking turkey on municipal bonds . . . Law Enforcement Administration Assistance funds and upcoming energy proposals which are coming out of the congressional hopper at last . . . While everyone is excited over urban policy, don't overlook the five million in rural planning Grants and the new \$400 million in funds under the Rural Development Act. A proposed Rural Housing Act of 1978 would also establish a new home ownership loan program . . Write Reps. Stan Lundane (D -N.Y.) and Less AuCoin (D-Ore) for information on H.R. 11712. and get more info on H.R. 11504 (Rural Development Act) . . while you're asking.

If you are part of that 45% drop in black farm land ownership by deserting the rual areas, maybe you should take a second look at what's happening down on the farm . . You can do this by getting information from NACO (National Association of Counties) 1735 New York Avenue, N.W., Washington, D.C., 20006 . . . Its convention was scheduled for July 8-12 at the Georgia World Progress Center in Atlanta.

We don't understand the latest strategy for support of final



A. Philip Randolph Nicholas Katzenbach Ralph Bunche William Hastie passage of the Humphrey - Hawkins Full Employment Bill (Senate 50) in the upper house before summer is over. . . . After months of plotting the measure as a benefit for all Americans, labor forces are now pushing the national legislation as a civil

The influential Leadership Conference on Civil Rights, still masterfully handled by the NAACP's Clarence Mitchell and counsel Joe Rauh with staffers Marvin Caplan, Yvonne Price and J. Francis Polhaus, are going all out for full, congressional representation for the nation's last colonial area, the District of Columbia. . . If the civil rights coalition is successful in backing D.C. Congressional non - voting delegate Walter Fauntroy this year, it could mean the greatest political advance for minorities and the country since the beginning of the second Reconstruction . . . with two more senators and up to three or four more brothers in Congress . . . The impact on legislation for the poor and outcasts is obvious . . . if we survive.

rights issue instead of an economic measure for the benefit of

most Americans. . . .

However, it doesn't have to happen Supporters sadly fear that ratification for the Equal Rights Amendment for women may be dead for now . . . where are your tears??? the Rights movement and ERA forces could be a strong coalition, if

More and more attention is being focused on disarmament and the growing conflict in Africa as shadows of Vietnam loom larger in the background . . . It's the same old scenario . . . as the nation's sincere leaders attempt to focus on the domestic bread and butter issues, the military - industrial complex supporters begin screaming for more guns and planes . . . only the war merchandisers are trying to make communism in Africa the new bogey man as they seek to trade armaments for development in the emerging nations.

Sen. George McGovern's plans to hold hearings on the

national security issues to determine who is developing the latest Red scare may reveal some curious behind the scene maneuvers for Africa's black gold . . . And there are still some of us who would rather be Red than dead. . . Talking about getting hysterical over Communism . . . And they call us an emotional people???

The secret, official J. Edgar Hoover files regarding Federal Bujeau of Investigation surveillance tactics on the late Dr. Martin Luther King Jr. and other prominent and not so prominent black leaders is one of eight confidential reports already released to the public . . . by the Center for National Security Studies, which is not the right wing group its name sounds like . . . There are 158 more of these reports which may contain even more explosive details on how the Justice Department organization worked to discredit the civil rights movement . . . The secret FBI report by Mike Deloach, Hoover's right hand man, suggests that a key black leader call "a meeting of James Farmer, A. Philip Randolph, two or three top black judges, such as Judge James Parsons, of Chicago; Judge William Hastie, of Philadelphia; and two or three reputable ministers such as Robert Johnson, moderator of Washington City Presbytery; and 2 or 3 other selected officials from public life such as the attorney general from one of the New England states. (Sen. Edward Brooke was attorney general of Massachusetts at the time of the Dec. 1, 1974 memorandum from FBI deputy director J. A. Sizoo to a top Justice Department official).



James Farmer J. Edgar Hoover



Mitchell, Sr. Carl Rowan

The shocking memo, revealed by CNS, went on to state that "inclusion of such U.S. government officials as Carl Rowan or Ralph Bunche is not suggested as they might feel a duty to advise the White House of such a contemplated meeting . . . It is believed this would give us an opportunity to outline to a group of influential black leaders what our record in the enforcement of civil rights has been. It would also give them on a confidential basis, information concerning King which would convince them of the danger of King to the over-all civil rights movement.

This group should include such leadership as would be capable of removing King from the scene, if they, of their own volition, decided this was the thing to do after such a briefing . . . The group should include strong men to control a man like James Farmer and make him see the light of day. This might have the effect of increasing the stature of who is a capable person and is ambitious . . . "Other information contained in the files helps to pinpoint the FBI information which has not all been revealed. I onced received a letter of commendation from DeLoach and Hoover for providing information in the James Chaney, Michael Swerner murder case in Mississippi, but I am ashamed of it now . . . If you want to find out information possibly contained about you in the FBI files, contact the Center for National Security, 122 Maryland Ave., N.E., Washington, D.C. 20002 . . . A copy of the top secret FBI document is included for information . . . on how our nation's top sleuthing worked against your rights . . . under Hoover.

In another memo, the Justice Department revealed that conversation between Cassius Clay (Muhammad Ali) and Dr. King was monitored and that Atty. Gen. Nicholas Katzenbach, civil rights attorney general, also approved surveillance coverage on King's white staff member, Stanley Levinson and Harlem Attorney Clarence B. Jones.