

Panel: minority groups facing discrimination

By Jim Faddis

Unity among minority groups at UNL is needed to overcome the discrimination faced by minority students, a panel of minority student affairs counselors said Friday.

The panel, Marty Ramirez, multi-cultural affairs counselor for Mexican-American students; Dolores Simpson-Kirkland, multi-cultural affairs counselor for black students and Lloyd Ware, multi-cultural affairs counselor for native American students, discussed "Third World Solidarity" and the problems faced by minority students at UNL.

Racism is the basic problem all minority students face, Ramirez said, and the common denominator of being discriminated against should draw minority groups together.

Simpson-Kirkland and Ware agreed. Ware said that unified minority groups could accomplish more.

"Minorities should be working toward the same goal—to reduce discrimination at the university," Ramirez said.

More communication between racial groups is needed, Simpson-Kirkland said.

"Minorities should be able to relate to each other because of the discrimination they all face," she said.

Ramirez said minority groups are isolated because they are unaware of each other.

"All minority groups know about the white people, but we don't know about

each other," he said.

Classes on different ethnic groups should be a main part of the university curriculum, Ramirez said. But now, ethnic classes stand apart from the main university curriculum so the people who really need the classes don't take them, he said.

Ramirez said ethnic groups would get along better if they knew more about each other.

Another problem minority students have is ignorance of their identity, Simpson-Kirkland said. In a university atmosphere that is dominated by whites, it is hard for a minority student to have a good self concept, she said.

But having a good self concept is important for a minority student, Ramirez said. Both Ramirez and Simpson-Kirkland said minority students need to be comfortable with who they are and what their background is.

Poor academic performance also is a problem for many minority students, Simpson-Kirkland said.

"Many are not prepared for college, and when they get here they feel uncomfortable because they are in the minority, and that affects how they do academically," she said.

She said too many minority students are dropping out of the university and the university should do more to help minority students academically.

All of the panel members said that minority groups need to get together and set goals, and then work together toward those goals.

Cupid's arrows . . .

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"But they were really nice and laughed," Willy said. "They saw my arrows (which were suction type and blunt) were not exactly harmful."

Earlier a woman policeman had stopped him, Willis said, but he shot her too.

Late in the evening, Willy said many women were asking for kisses from Cupid. And in keeping with his desire to spread the feeling of love, Willy said Cupid graciously complied.

But, he said he was careful to retrieve all of his sprung arrows, because "a love arrow is not something to be played around with."

"Someone could use the arrows for, let's say, not exactly Cupid's purposes," Willy said, smiling.

Complaints, whether prankster or genuine, gradually caught up with Cupid during his rounds when two policemen stopped him.

NU regents adopt guidelines for affirmative action plan

By Michelle Carr

The NU Board of Regents Saturday adopted guidelines for a new university affirmative action plan, which opponents said was not stringent enough to be effective.

The regents had a public hearing on the affirmative action policy last December, and many persons then testified that the 1974 affirmative action plan was outdated and ineffective.

According to Jim Raglin, NU director of public affairs, NU must improve affirmative action. He said that 97 percent of NU's 9,000 employees are caucasians.

The university "must increase the job opportunities for minorities and for women in administration ranks," he said.

Elaine Green, a representative of the UNL Commission on the Status of Women, said the new guidelines "lacked specificity to ensure compliance."

Green expressed concern that without a deadline for administrators to formulate an affirmative action plan the plan will not be effective.

Although the regents later included a 90-day time limit for administrators to develop an affirmative action program, Doreen Charles, president of the African People's Union, said that was not enough.

No assurance

Charles said that because the guidelines are general "there is absolutely no assurance that the policy will be carried out."

Accountability is lacking from the guidelines, Charles said. She cited the Girlean Woods case, in which she said a

UNL janitor was fired, allegedly because she was black. Charles said that persons more familiar with detecting discrimination should be included in evaluating affirmative action program.

Charles also said that the guidelines should include a better evaluation system. "I would like to see a statement of the percentages of increases or decreases (of minorities) in hiring," she said.

Regent Kermit Hansen of Omaha argued that the regents' adoption of the guidelines must be general because it is policy. He said the individual campuses must be responsible for implementing a program.

Regent Ed Schwartzkopf agreed with Hansen, saying that the three campuses are unique and that each campus plan won't be identical.

Below regents

However, Paul Olson, chairman of the UNL Faculty Senate Human Rights Committee also criticized the guidelines. In a letter to the board, Olson said that aside from the lack of a deadline, the guidelines place the authority for implementation below the level of the regents.

"This is a weakening and is, as we understand it, not part of the intention of the federal affirmative action guidelines," Olson said.

Olson also criticized the central administration for not developing its own affirmative action plan. However, the regents later directed the Central Administration to develop a separate plan.

UNL Student Regent Bud Cuca criticized the guidelines because of the lack of student and faculty input. He said that the university must make a greater effort to improve affirmative action, rather than just comply.

"I compel the board to implement the guidelines with a high degree of sincerity," he said.

The campuses are required to complete their plans by May 15. Regent Robert Prokop of Wilber said the plans might not be adequately worded if the campuses were forced to "rush into the plan."

However, Schwartzkopf said that the deadline can be extended, "but the work begins now—we have to come up with specifics."

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The Daily Nebraskan is published by the UNL Publications Board Monday through Friday during the fall and spring semesters, except during vacations.

Address: Daily Nebraskan, 34 Nebraska Union, 14th and R streets, Lincoln, Neb. 68588 Telephone: 472-2588.

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