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1973

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Spring 1973
U.S. Army

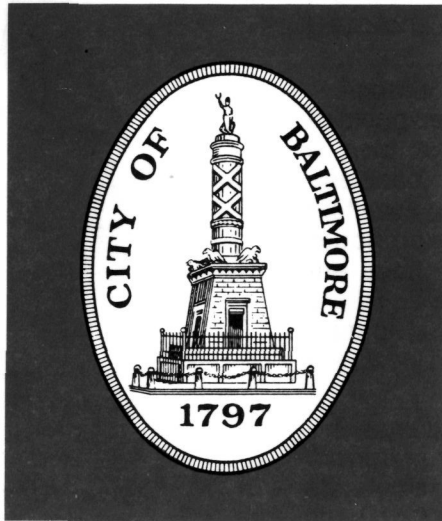


Baltimore City

Community Relations Commission

Annual
Report

1973



City of Baltimore

Honorable William Donald Schaefer, Mayor

Baltimore Community Relations Commission

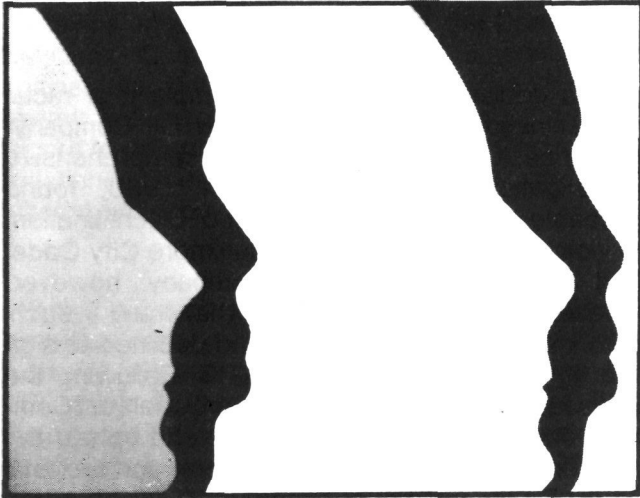
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Honorable Troy Brailey
Leonard C. Butler

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Michael E. Kaminkow, Esquire
Ms. Antonia K. Keane
Donald E. L. Patterson, Sr.
Mrs. Elizabeth M. Shipley

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Marion S. Sjodin, Chief, Education Division
Gloria F. Ueberholz, Acting Chief, Enforcement Division
John M. Wilson, Chief, Community Division
Jerry L. Woods, Chief, Compliance Division



COMPLAINTS DOWN 37% FROM 1972 BUT NUMBER OF COMPLETED CASES DOUBLES

In 1973, CRC concluded 100% more cases than it completed in 1972. Part of this unprecedented increase can be attributed to a reduced influx of cases. Thirty-six per cent fewer complaints were filed in 1973 than in 1972. As a result, staff members had more time available to wrap up investigations already in progress, cutting the total caseload by 40% in just one year.

One hundred ninety-six cases were resolved in 1973. The previous year's record was 98. CRC Director, John B. Ferron, is quick to give major credit for the upsurge to CRC's seasoned team of investigators. The agency hired no new workers in 1973. Staff attrition, fortunately, was minimal, and this fact helped to nurture a sustained coordinated staff effort during a difficult year marked by administrative change, a subsequent period of adjustment, an intense burst of negative publicity, and the introduction of regressive legislation to amend Article 4.

Seventeen and eight-tenths per cent of the cases were concluded with official "probable cause" findings, but 49% were ended in a manner deemed "affirmative." "Affirmative" closures include not only "probable cause" cases, but *any* cases concluded to bring benefit to the complainant or correct an unequal situation, whether or not an act of unlawful discrimination was believed to occur.

"No probable cause" findings outnumbered the "probable cause" conclusions by two to one, a statistic which may help to indicate the care and objectivity which CRC puts into all its investigations. Although the purpose of CRC is to end unlawful discrimination, it is careful to be fair and get all the facts, thereby avoiding the possibility of charging discrimination where there is none.

The caseload was further decreased when CRC simultaneously dismissed 45 cases, all involving racial discrimination in several labor unions, after the matter was resolved by a Federal Court Decision.

Another of the year's substantial inroads into the backlog came early in 1973 when CRC conducted a bold and comprehensive audit of its entire caseload, removing old stalemated cases from statistics and getting an exact count and progress report on each and every open case. As a result of the audit, ten moot cases were removed from statistics and 45 was subtracted from the grand total of active cases, correcting the final count to precisely reflect reality.

Meanwhile, incoming cases slackened off, interrupting what has, over the past years, been a steady rise in the number of cases filed. CRC certified 118 cases in 1973 - 36% fewer cases than were received in 1972. Nineteen seventy three, however, still brought 22% more certifications than 1971 and even more than other previous years. The reason for the decline is uncertain. At the end of the year, however, it was clear that whatever the reason, the let-up was indeed temporary, as the tempo of incoming complaints quickened again.

As usual, employment complaints dominated. Out of a total of 118 cases certified in 1973, 114 involved discriminatory employment practices - three cases concerned discrimination in public accommodations and one case was filed against a health and welfare agency. There were no allegations of discrimination in education.

Ninety-nine cases or 84% of the total complaints certified, alleged racial discrimination. Eleven cases - 9% claimed discrimination on the basis of sex. Age discrimination was charged in four cases. There were two combination race/sex complaints and one case each, alleging discrimination because of religion and religion and ancestry combined.

Most disappointing was the fact that 1973's sex discrimination cases were down 70% from 1972. Clearly, the great majority of Baltimore women are unaware of their rights under Article 4, and a strong advertising campaign to impart this information to the general public is critically needed.

CRC is deeply concerned about the destruction wrought by sex discrimination; accordingly, reaching the women, and the men too if they are victims of sex bias, will be a major effort of 1974.

1973 STATISTICS

Humble Oil Contested Order

CONTACTS	341
CERTIFICATIONS	118
Employment	114
Public Accommodations	3
Health and Welfare	1
Education	0
TOTAL	118
Sex	11
Age	4
Race	99
Religion	1
Religion/Ancestry	1
Race/Sex	2
TOTAL	118
CASES COMPLETED	196
Probable Cause	35
No Probable Cause	62
Withdrawn	38
Lack of Jurisdiction	6
Affirmative Resolution	45
Not Certified	2
Administrative Dismissal	3
Dismissed with Cause	5
Affirmative Withdrawal (16)	
TOTAL	196
CRC INITIATED	1
CITY CASES CERTIFIED	21
CASES REMOVED FROM STATISTICS	55
ACTIVE CASES - YEAR END	200
SUBPOENAS ISSUED IN 1973	32
<i>Deuces Tecum</i> (For records)	9
<i>Ad Testificandum</i> (For witnesses)	23
TOTAL	32

COURT BACKS CRC BUT PROPOSED CITY LEGISLATION WOULD WEAKEN ARTICLE 4

In a decision which could have a major impact on the future of CRC, Judge David Ross, on September 13, 1973, in the Circuit Court of Baltimore City, ruled that Commission-issued cease and desist orders are subject to judicial review only for the purpose of determining whether or not the record of a CRC public hearing contains enough substantial evidence on which to base a conclusion and a cease and desist order. The defendant is not entitled to a trial *de novo*, i.e., a complete new trial. This decision, unless reversed by a higher court or rendered moot by amendments to Article 4, constitutes a significant clarification of CRC's authority.

This decision stems from a complaint of racial discrimination against the Humble Oil Company, dating back several years. After a comprehensive investigation, the CRC staff, in 1968, found probable cause to believe an act of discrimination, in violation of Article 4 of the Baltimore City Code, had occurred. Humble Oil Company, however, refused to acknowledge that any such discrimination had transpired, and declined to sign the agreement proposed by CRC. Following the subsequent public hearing, a tribunal of Commissioners weighed the evidence and upheld the staff finding of discrimination; whereupon the total Commission issued a cease and desist order, directing Humble Oil to end and rectify the unlawful discrimination.

Still maintaining that no violation had occurred, Humble Oil contested CRC's order in Circuit Court. One of the major points made by Humble Oil in this case, which was heard at the end of 1972, was that it should be given a trial *de novo*. Citing an earlier similar case in another state, *City of Philadelphia v. Price*, in which a *de novo* trial was granted, Humble Oil Company argued that since Baltimore's Article 4 strongly resembles Philadelphia's equal opportunity law, Humble Oil should also have this right.

"Neither Reasonable Nor Logical"

In his opinion, however, Judge Ross wrote that "The Philadelphia decision is not entirely consistent with reason and sound logic" because the Pennsylvania Supreme Court, which likened the city to any other plaintiff seeking the aid of court, "ignored without explanation the fact that the general issue had already been decided, after the defendant had been given a full hearing, by the administrative agency created to make such determinations."

"To equate such a case to that of the typical plaintiff who has never previously offered evidence and obtained a decision of a tribunal," wrote Judge Ross, "is neither reasonable nor logical." Among other points, Humble Oil also noted that Baltimore's Article 4 does not contain any expressed provisions for appeal by respondents and argued that a *de novo* trial is required in such a situation. Judge Ross maintained, however, that "In Maryland, when an administrative agency statute is silent as to scope of review, it appears that the presumption is against trial *de novo*."

This order clears the way for future court

decisions which will finally resolve the Community Relations Commission's case of discrimination against the Humble Oil Company. The Judge's review will involve only an examination of the record to determine whether or not the Community Relations Commission based its order on "substantial evidence."

Important Victory

If this decision is allowed to stand, it will be an important victory - a strong restatement of CRC authority. Future public hearings conducted by CRC could thus proceed with the knowledge that the record of testimony would stand; and that while each case is subject to judicial review, there would be no possibility that it need be heard all over again in its entirety.

"Regressive" Ordinance Would Reverse Gain

On the heels of this advance, however, Ordinance #1047, amending Article 4 to give dissatisfied respondents the right to appeal CRC decisions to court in a trial *de novo* was introduced in the Baltimore City Council on October 9th. On October 17th, the Community Relations Commission unanimously adopted a resolution in opposition of this legislation which it terms "regressive."

"Respondent Protected Already"

Respondents, for the most part employers, which CRC has cause to believe have practiced unlawful discrimination, have a great degree of protection afforded to them already. They can appeal any CRC decision they consider to be arbitrary and capricious, based on insufficient evidence, or based on a misinterpretation of already presented evidence. The present law amply provides for judicial review in all such cases.

Respondents' Dress Rehearsal

A *de novo* trial, however, is an entirely different matter. If respondents could come to CRC public hearings knowing that, if dissatisfied with the outcome, the case could be tried all over, CRC's public hearings could become simply "dress rehearsals" for the respondent - practice sessions prior to the "real" day in court. If cases could be tried *de novo*, witnesses might not be bound by previous testimony offered to CRC; they could add or forget significant details. In the time period between the public hearing and the trial *de novo*, it would be entirely possible that some witnesses could move away and no longer be available to give crucially important testimony.

Would Increase Delay

Equally serious would be the lengthening of the whole process - from the time the complaint is filed, to the final disposition of the case - that would surely result from a *de novo* trial. It is well known that there are already long delays in court cases because of crowded dockets and overworked judges.

It is not difficult to imagine, then, the hapless complainant who, having already waited out an investigation and public hearing, would also have to face a completely new trial in court.

At Year's End Passage Seems Unlikely

By the end of the year, CRC had received many strong expressions of public support from citizens opposed to Bill #1047. The bill had not moved from the Judiciary Committee. No hearing on the bill was in sight either, and knowledgeable sources have confided that the proposed legislation stands little chance of passage.

SUNPAPERS ELIMINATE SEX-SEGREGATED WANT AD COLUMNS

In the wake of the Supreme Court decision on the Pittsburgh Press case, the *Baltimore Sunpapers*, on July 22, 1973, discontinued the use of separate "Help Wanted Female" and "Help Wanted Male" columns in its classified advertising section. These columns have been replaced by a single general "Help Wanted" classification, with the jobs listed in alphabetical order.

The educational impact of this innovation should be tremendous, not only on employers, who should be impressed to see qualified persons of both sexes applying for jobs traditionally reserved for only one sex, but also to the job seekers themselves, who, in the past, have often avoided applying for jobs for which employers expressed a desire to hire the opposite sex.

Now all major newspapers in the Baltimore area - The *Afro-American*, the *News American*, and the *Sunpapers* have erased from their classified employment sections the taint of sex discrimination. CRC hails this important development as one of the significant advances in the area of human rights to be made in the past decade.

FIG. 1 — DISPOSITION OF CASES, 1973

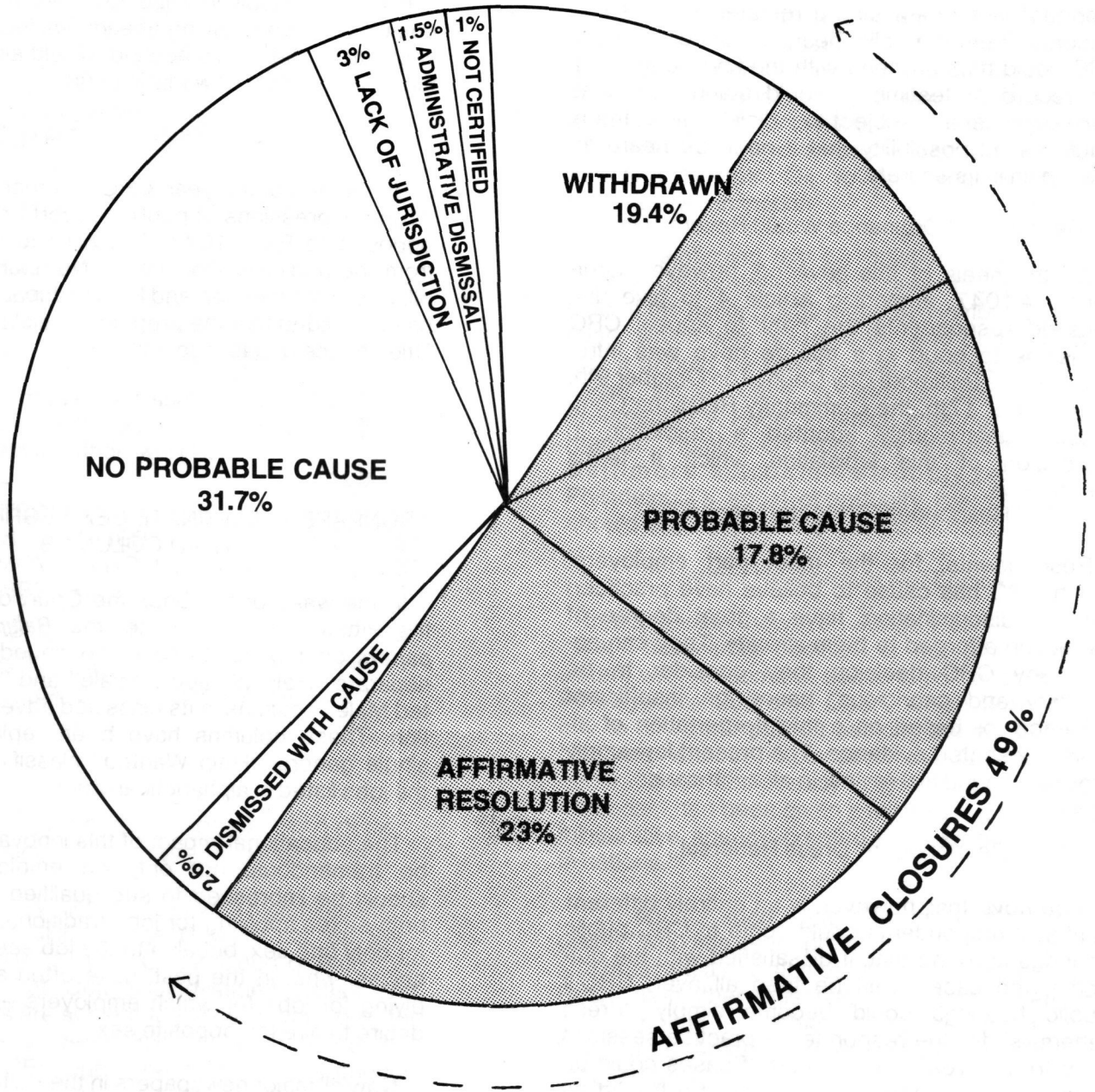
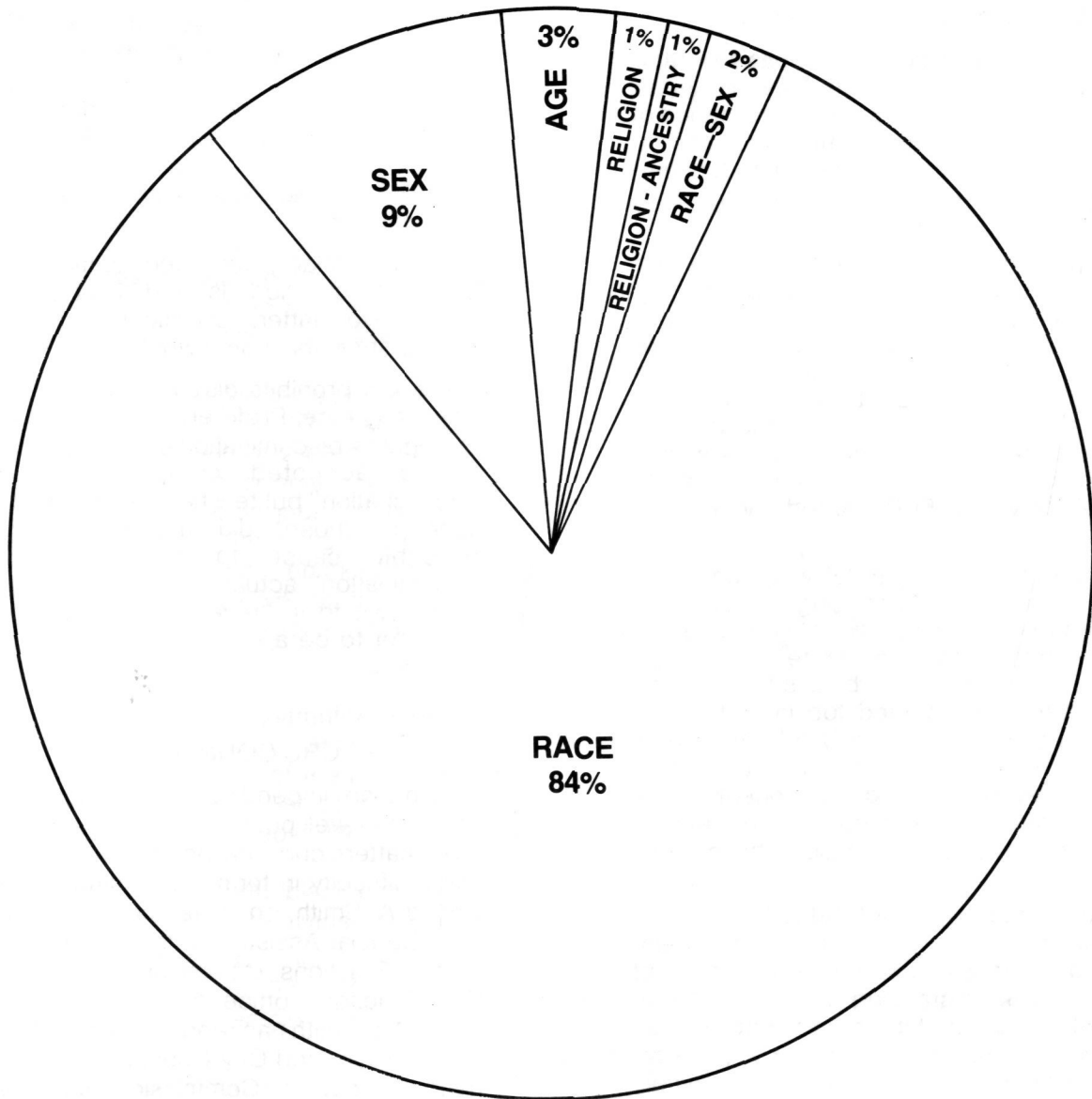


FIG. II — CERTIFICATIONS, 1973



CRC EXPLAINS POSITION ON AFFIRMATIVE ACTION AND REVERSE DISCRIMINATION

What do you say to an angry white man who feels he has been beaten out of a job by a black or a female competitor and claims he is a victim of "reverse discrimination?" You can advise him to file a complaint with CRC. Before he does, however, he should ask himself if he really did experience discrimination.

Employment discrimination on the basis of race has been historically practiced in America and is so deeply entrenched that, despite the existence of well publicized fair employment laws and a significant reduction of blatantly discriminatory employment practices, unequal racial employment figures are plentiful.

For example, in Baltimore, according to the 1970 census, the unemployment rate for minority workers - 7.1% - is almost double the white unemployment rate of 4.0%. The median income for white families is \$9,800; for black families it is \$7,200. Twenty-six per cent of all the black families in Baltimore are living below the poverty level, while only ten per cent of the City's whites subsist on a comparable income. A white family earns \$100 for every \$60 earned by a black family.

Statistics will make it easy to tell when equal opportunity is achieved, but changing the statistics will take more than good intentions. These figures will never improve without deliberate remedial action. There is no other way for blacks to catch up; whites have been advantaged too long. It is not enough for an employer to simply reform; a fresh non-discriminatory start is impossible. Discrimination will be a basic component of the economic system until today's inequalities, predestined by past discrimination, have been eradicated.

Goals and timetables, target dates by which a company should hire a given number of black employees at specified levels, are the only means of correcting such long-standing injustice. Unlike quotas, goals and timetables are not against Baltimore's equal opportunity law; they are legal affirmative action tools. In no way do they imply hiring or promotion of an unqualified, or even a less qualified, applicant. They mean only that if a company's present workforce is composed primarily of white males, or if white men hold the lion's share of its most desirable jobs, that company needs to change its pattern. Employers may claim that blacks and women are hard to find, but CRC has data to show that the companies with the best records are the companies that try the hardest.

As an employer seeks to increase his company's black involvement, he may need to shed

some myths and gain a precise understanding of the term "best qualified." Here, Alfred W. Blumrosen, a thoughtful authority on equal employment opportunity is helpful:

"The concept of 'hire the most qualified' must be carefully understood. It was never meant to be taken literally. At the maximum, the concept referred to the 'best' man an employer could get considering the state of the labor market, the information available concerning jobs and employees, and the price he was willing to pay. Where an employer practices racially exclusionary recruitment, he has failed to consider an entire segment of the labor market. No employer, least of all one guilty of discrimination, can claim to hire the most qualified.

"And finally, the identification of the 'best qualified' is a difficult and subjective matter. 'Qualification' is not the talisman that some would make it."

The law prohibits discrimination on the basis of race - any race. Preferential treatment to blacks is as illegal as discrimination against blacks. CRC has always accepted complaints of "reverse discrimination" but few have ever been filed, and in none of those, did the investigation reveal probable cause to believe that "reverse discrimination" actually occurred. When it comes right down to it, "reverse discrimination" usually turns out to be a euphemistic lament for lost advantages.

CRC COUNSEL RESIGNS

Citing an impending involvement in "litigation which may well put me in a conflict situation," and "two matters currently pending which may present some difficulty in terms of continuity of Counsel," Gerald A. Smith, on November 9, 1973, resigned as a Special Assistant City Solicitor to the Community Relations Commission. Assigned by the City Solicitor's office to CRC for the past four years. Mr. Smith has represented CRC in the name of the Mayor and City Council at numerous public hearings before Commission tribunals and in hearings in the Baltimore City Circuit Court and the Maryland Court of Appeals.

John B. Ferron, Acting Director of CRC, says that Mr. Smith's departure leaves a frustrating void in the agency. "CRC has always been grateful for its productive and compatible relationship with Mr. Smith," commented Mr. Ferron. "He is a totally committed public servant and an aggressive companion of human rights. His wise, sensitive and ready counsel is already missed."

CRC'S EEO AGREEMENTS GET BLACKS IN HUNDREDS OF JOBS

If a company has no affirmative action program, no goals or timetables to bring minorities into the mainstream of its employment pattern - it can make equal opportunity pronouncements all day long and still remain all white and male dominated.

Thus, for almost a decade now, CRC has been active in the employment community - conducting education programs, monitoring and updating agreements, evaluating progress and initiating complaints when necessary - thereby bringing Baltimore, a city with a historical tradition of segregation, to national recognition in 1973, by the Urban Institute of Washington D.C., as the major American City which has made the greatest improvement in equal employment opportunity in recent years. In an evaluation on national scale, this study ranks Baltimore as the fourth highest American city in equal employment opportunity.

CRC's contribution to Baltimore's prestige in this area has been substantial. One CRC affirmative action project involves efforts at 24 large Baltimore companies where black involvement was minimal in all but the lowest echelon jobs. In 1969, the collective work force, in these companies, was 29,968. At that time, black employment constituted only 4,363, or 14.5% of that total. In 1973, the figure showed an increase to 33.7%, or 10,113 black employees.

Since, by law, CRC must guarantee anonymity to all employers up to the public hearing stage, the names, exact size and nature of the business are not detailed in the following list of encouraging examples of progress measured in 1973:

- * In one manufacturing firm, black employment increased from 13 to 126, almost ten fold.
- * The total work force of another manufacturing company decreased by 25%. At the same time, however, black employment *increased* by 25%.
- * In a medium sized industrial concern, 1973 figures show black employment has more than doubled, from 16 to 34 employees.
- * Black employment has more than tripled in a large primarily clerical operation, from 70 to 260. Several years ago, this company's black employees held only service positions.
- * In a light manufacturing establishment, black involvement continued to rise at all levels, going from 156 to 220.

There is, of course, plenty of room for more improvement and CRC maintains a constant guard against the temptation to allow progress toward equal opportunity to create the delusion that it is already here. Still, the gains are significant and encouraging. They were not easy to come by.

COMPANY COMPLIES AT ELEVENTH HOUR

On July 13, 1973, CRC cancelled a public hearing scheduled for the following Monday, when the respondent employer, after exhaustive negotiations, finally signed an agreement.

Earlier, the staff found *probable cause* to believe the company had practiced unlawful discrimination. Charging that he, along with other black employees in the company, had been victimized by a deeply ingrained pattern of discrimination which went back many years in company history, the complainant said that, as a result of this situation, he had been denied promotion into a special category of desirable jobs. Among other advantages, these positions carry with them, good base salaries and higher promotional vistas. The company had 370 of these positions, none of which were held by blacks.

CRC's staff investigation indicated that the complainant had long been qualified for the promotion. The company, while conceding he had superior skills, had maintained he was nevertheless unqualified for promotion on the basis of his attendance record and his knowledge and experience. However, the staff's examination of company files revealed that the complainant's employment record was similar to or better than the records of some whites who had received promotions. Staff further felt the company's requirements for "supervisory ability" were too vague, opening the door to subjectivity and bias.

The terms of CRC's negotiated agreement called for an immediate payment of over \$700 to the complainant, compensating him for the salary he lost by not receiving the promotion sooner. He will be promoted at the next available vacancy or within six months, to a job even better than the one for which he bid originally. In addition, CRC will continue to press for a breakup of the primarily white employment pattern and for an increase in black involvement at all levels.

The investigation and resolution of this case took two and one half years, a considerable investment of staff time, but well worth it considering the final outcome.

CITY GOVERNMENT STRIDES TOWARDS EEO

In a little publicized two-man operation, CRC, in 1973, continued to lead the City Government toward its longstanding goal of truly equal employment opportunity. Despite plenty of room for improvement, City Government has a "much better" equal employment pattern than private industry says Jerry L. Woods, Chief of CRC's Compliance Division.

Paradoxically, one good barometer of this progress is that the number of complaints against City Agencies continues to be high. Twenty-five employment complaints against City Agencies were certified in 1973. Four involved sex discrimination; seventeen concerned racial bias; two alleged age discrimination. There was one case of religious discrimination, and one case dealt with a combination of sex and race discrimination. The complaints are not necessarily against units practicing the most discrimination but from departments where CRC has already been active and demonstrated its capacity to eliminate discriminatory practices. In other words, when employment opportunity seems foreclosed already, people do not apply for jobs in that area - that way they do not become direct victims of discrimination. On the other hand, when opportunity becomes visible, it creates a climate of hope. Expectations rise, and the complaints begin to come in. Seen in this light, then, a multiplicity of complaints does not necessarily reflect negatively on the City at all. It is, rather, a paradoxical sign of progress.

CRC is currently conducting affirmative action programs in a number of City Agencies. More will begin in 1974 and these important efforts, involving recruitment, pre-employment evaluations, selection and on-the-job conditions are expected to provide a major key to the City's survival of its present economic crisis. When discrimination is present, morale and efficiency are low. If the City can tighten up its labor force with no disproportionate burden imposed on minority groups, and if all City employees are working harmoniously together in an atmosphere of fairness, morale, and thereby efficiency, can be preserved.

MAYOR SCHAEFER ENDS HIATUS IN CONTRACT COMPLIANCE PROGRAM

Reaffirming the City Government's commitment to equal employment opportunity, Mayor William Donald Schaefer in November authorized a one-year pilot project to check female and minority em-

ployment in all companies seeking to do business with Baltimore City.

Earlier in the year, CRC reluctantly discontinued its existing contract compliance program in the hope that the suspension would be only temporary, emphasizing that the action was taken only as a last resort to cope with an extenuating staff shortage.

Initiated in 1968, the contract compliance program was designed to put teeth into a Board of Estimates Resolution requiring all bidders for service and supply contracts with the City Government to enumerate their female and minority employees at all levels.

Checking compliance is a Herculean task; the City lets thousands of contracts every year. Compliance review is well worth the effort, however, as it gives companies competing for contracts a strong incentive to strengthen their affirmative action endeavours.

The project, to begin in 1974, will involve the hiring of three staff members -- one senior representative and two assistant intergroup relations representatives at a total cost of \$30,000.

SUPREME COURT DECLARES MALE-FEMALE EMPLOYMENT ADS DISCRIMINATORY

The United States Supreme Court, in the case of *Pittsburgh Press v. Pittsburgh Commission on Human Relations*, ruled that sex captions over employment want ads did not violate the First Amendment.

Claiming protection under the First Amendment, which guarantees freedom of the press, Pittsburgh Press insisted that the segregated columns were maintained for the convenience of its readers because "most jobs generally appeal more to persons of one sex than the other." The Court held, however, that sex designated columns are an aid to illegal discrimination, thus not protected by the First Amendment.

Comparing these ads to hypothetical columns headed "Prostitutes Wanted" or "Narcotics for Sale," the majority opinion held that while "the illegality in this case may be less overt . . . we see no difference in principle here."

At the same time, however, the opinion reaffirmed "unequivocally the protection afforded to editorial judgement and to the free expression of views on these and other issues, however controversial." In other words, the freedom of speech principle remains completely intact.

NEW SEX GUIDELINES EXPECTED TO STIMULATE REVISED EMPLOYMENT PRACTICES

In its new guidelines on sex discrimination, adopted December 19, 1973, the Community Relations Commission cites only one occupation - acting - in which an individual's sex might be considered a legitimate job qualification.

No other examples are given because the Commission can't think of any others. "There certainly can't be many," observes Jerry L. Woods, Chief of the Commission's Compliance Division, "and all other jobs must be open to everyone."

The guidelines will be widely publicized throughout the employment community, and they should go far toward exploring myths about sex-linked skills which have, over the years, been unquestioningly accepted by nearly everyone - educators, employers, and even women themselves.

The guidelines are expected to spur employers to abandon excuses traditionally offered to justify the selection of male, instead of female, employees. Specifically rejected are the notions that men are less suitable for performing monotonous chores and that women are more vulnerable and therefore unfit for physically dangerous jobs.

It must be acknowledged that most men are physically stronger than most women. It is also the right of every employer to hire physically strong workers if that's what it takes to get the job done. These facts, however, cannot lawfully be used to disqualify individual women who are sufficiently strong.

Some businessmen say their customers demand to be served by employees of a particular sex. A female hospital patient, for example, may prefer to be attended by female nurses. A man buying clothes for himself may have greater confidence in a salesman. In like manner, a department of all male employees may resist the intrusion of a female co-worker, possibly because her performance could threaten their concept of masculinity or because her presence could inhibit their locker room dialogue. But customer preference and staff attitudes provide no license to break the law.

"Do you have children? What arrangements have you made for their care if you work?" It's a rare man who ever gets a pre employment inquiry like this. Yet such questions are routinely asked of women.

The law forbids such differential treatment. If such questions are appropriate for women, so are they revelant for men. If an employer rejects a woman because she has young children, he must, for consistency, also exclude fathers with young children.

Pregnancy, abortion, child-bearing and recovery therefrom must be treated in the same way as any other temporary disability or illness.

CRC staff members are making preparations now, for the wave of sex discrimination complaints that will probably result when citizens become aware of these new guidelines.

CREDIT COMPLAINTS BRING NEW FAIR CREDIT POLICY

Department stores used to require a married woman to maintain charge accounts in her husband's surname, not her own, regardless of her individual ability to pay. No more. Now if a woman meets regular credit criteria, she can keep her accounts in her own name if she marries. If she wishes to separate herself from a current joint account situation, she can do that too. Again, however, she must meet the requirement for independent credit status.

These important improvements were made in 1973 as a result of pressure from several women's groups who also brought several credit complaints to CRC the preceding year. Now in effect at all major retail establishments, the new fair credit policy came down in the middle of CRC's negotiations with a single company on its sexually discriminatory credit practices. As this and the other similar respondent companies hastened to implement the new rules, CRC accepted the positive approach taken in an effort to reconcile the problem.

The policy is more than just words; credit application forms have been changed to reflect the change and employees, too, have received appropriate instructions for processing credit applications. This welcome revision is just another example of how a single complaint can work significant wide scale changes. It has the potential to raise thousands of women to a state of autonomous financial responsibilities.

DIRECTOR, DAVID L. GLENN RESIGNS
JOHN FERRON APPOINTED
INTERIM SUCCESSOR

In April, 1973, CRC was jolted by the sudden announcement that David L. Glenn, Director for eight and one-half years was resigning to take a post in State government. John B. Ferron, Chief of CRC's Enforcement Division for five years, was named Acting Director for the transitional period until a permanent executive could be selected.

DAVID GLENN,
A WISE, FAITHFUL ADMINISTRATOR

Commissioners, staff and community leaders acknowledged a debt of gratitude to Mr. Glenn for his wise and faithful leadership through the tumult of the sixties. His dedicated commitment to human rights will long be remembered in the annals of Baltimore History.

NEGATIVE PUBLICITY
DISRUPTS TRANSITION

As the staff began to gird itself to adjust to the change, a sudden barrage of negative headlines assaulted the public:

- "Community Relations Chief Resigns"
- "Dave Glenn's Successor to be Schaefer's Man"
- "Mayor May Cut Powers of Race Relations Body"
- "Schaefer, CRC in Clear Conflict"
- "CRC Remark Puts Mayor in Hot Water"
- "Anti-Bias Panel's Record Not Zealous"
- "State Bias Body to Check City's"

It is impossible to assess the damage wrought by the inaccurate impression the articles created; however, one fact is certain: the climbing number of individuals seeking CRC's assistance was abruptly plateaued. CRC feared its community image as an effective champion of human rights might plummet to an all time low.

RECOVERY IS SWIFT

The tide turned quickly after the two newly appointed Commission members took hold of their new role and when Mayor Schaefer met with the Acting Director, appointed him to the Mayor's Cabinet, issued several public statements affirming commitment to the *total* citizenry, and avowed strong support of CRC.

The Mayor's words were soon followed by some encouraging governmental actions:

Thawing of a City-wide printing freeze to allow publication of two CRC newsletters, two informational pamphlets, the 1972 Annual Report and the new Sex Guidelines.

- Relaxation of a City-wide hiring moratorium to enable the hiring of new CRC employees.
- Approval of a one-point upgrading for all of CRC's professional staff members, effecting a raise in pay.
- Authorization of a one-year pilot program to insure EEO Compliance from holders of City contracts.

By the end of the year, CRC had regained its equilibrium and appeared to be picking up momentum fast.

NEW COMMISSION CHAIRMAN ELECTED

The Chairman of Baltimore's Community Relations Commission, Dr. John S. Thomsen, is not a newcomer to the field of human rights. For many years before his election as chairman in January, Dr. Thomsen was a faithful and conscientious veteran of many years of service as a commission member. A native of Baltimore, Dr. Thomsen is a product of two of the City's most celebrated academic institutions - Boy's Latin School and Johns Hopkins University. He is now a physicist at Johns Hopkins University and remains a resident of the City along with his wife and four children.

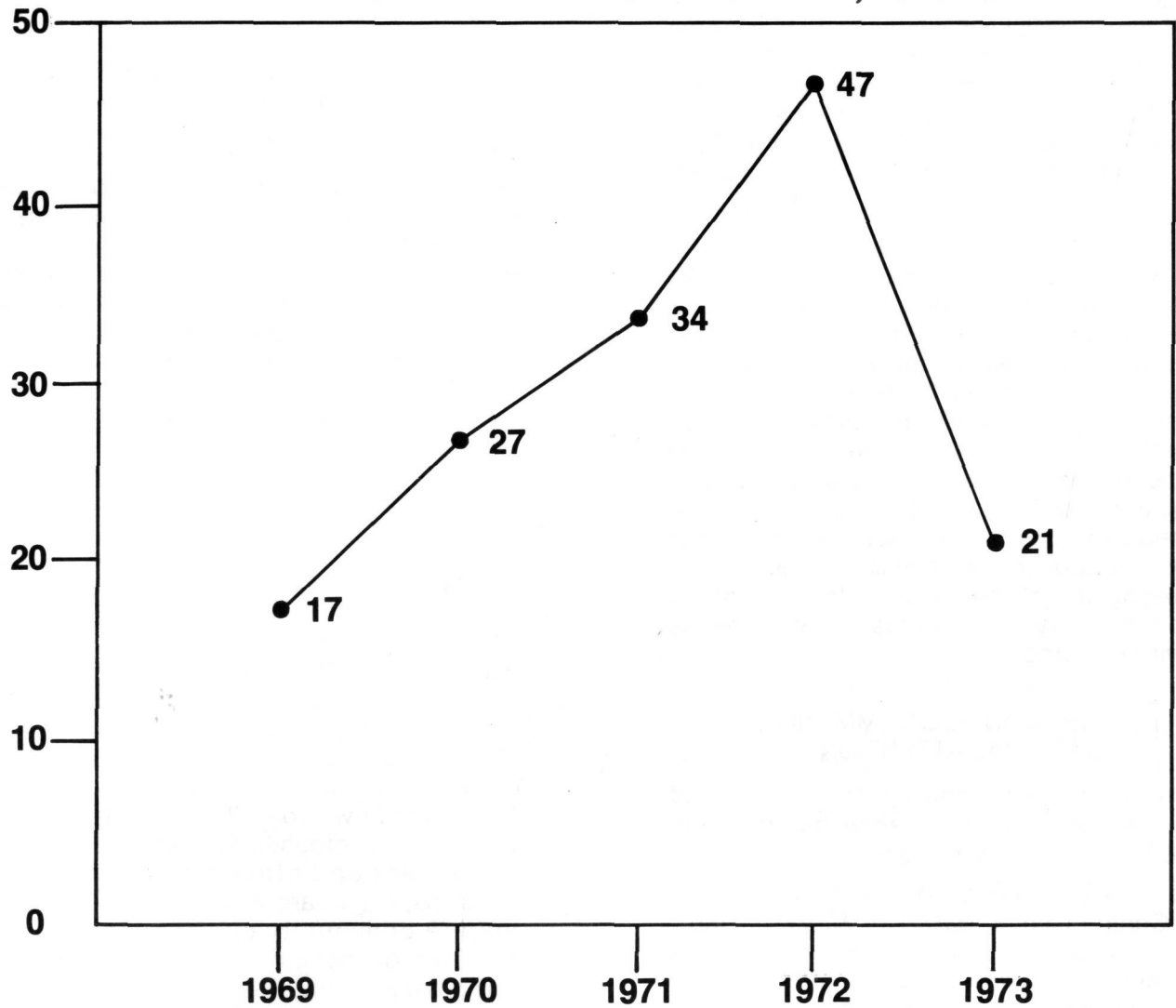
Dr. Thomsen loves Baltimore, "I always have," he declares. "I've moved out of town a couple of times, but I always come back." Discrimination, he believes, is one of Baltimore's most serious problems, as the difficulties it can create in specific areas - such as housing and employment are often major contributors, directly and indirectly, to low community morale which, translated into negative action, becomes a primary source of the City's financial woes.

Dr. Thomsen is optimistic that discrimination can be controlled. He recalls vividly the days when restaurants, hotels, department stores and even the old baseball park were segregated. Today, open public accommodations are taken for granted and Dr. Thomsen is looking forward to the day when truly equal employment opportunity is also a reality.

CRC, says Dr. Thomsen, has had a significant impact on the City, especially on the area of employment. "We are an active agency and our law has teeth. The staff is conscientious; and the serious effort exerted by the Commissioners, who serve without pay, is impressive and heartening."

Dr. Thomsen's other civic involvements include membership on the Board of the Baltimore Street-Car Museum, of which he is a vice-president.

CONTACTS DURING MONTH OF MAY, 1969-1973



Note: For four years, the number of contacts during the month of May increased steadily each year. In May of 1973, however, the number of persons seeking CRC assistance dropped sharply. This decline occurred coincidentally with a burst of newspaper articles casting doubt on the future of CRC.

SEX DISCRIMINATION STILL PERMEATES WANT ADS

Separate "male" and "female" help-wanted columns are now a thing of the past, but this does not stop employers from publicizing their preference for a "mature woman," a "girl Friday" or a "strong young man."

At its November, 1973 Commission meeting, CRC staff reported the results of a Compliance Division survey which indicated that 11% of all the help wanted ads in the September 23rd *Sunday Sun* specified either a male or female employee wanted. However objectionable they may be, not all of these ads are in violation of Article 4. Companies located outside the City limits and employers of less than 15 individuals are beyond CRC's jurisdiction.

The *Sunpapers* management feels that the solution to this problem rests with the individual employers placing the ads. CRC maintains that the paper could refuse to accept any specifications relating to sex, much as it presently rejects all solicitation for applicants of a particular race. It has been many years since Baltimoreans have been assaulted by ads seeking a "nice Negro gentleman," and "industrious colored girl" or an "experienced white man." CRC believes that a listing of sex preference is equally insulting and discouraging for job seekers. At the end of the year, the issue was far from resolution. Hopefully 1974 will bring progress.

RUMOR CONTROL COMMANDS NATIONAL ATTENTION

For the second consecutive year, the number of calls to the Rumor Control Center has dropped. This is because the City has been relatively calm.

As a result of continuous publicity for the Rumor Control Center, *Baltimore Magazine* ran a five page story dealing with both the humorous and the serious aspects of our Center (i.e., the little old lady who thought we handled "roomer" control, and of course there's always the individual that wants the rumors about him stopped).

A large percentage of our legitimate calls fell into two categories:

1. Concerns regarding the school system
2. A last resort referral service

In 1973, Rumor Control also caught the attention of a UPI feature writer. His resulting story appeared in newspapers all over the country. As a result, we've had requests for information from California, Florida and Missouri about our oper-

ational structure.

In addition, three staff members, during their office day, have been phoned from Louisiana, St. Louis and Washington D.C. to be interviewed live (on the radio) about Baltimore City's Rumor Control Center.

Despite 1973's drop in phone calls our City's Rumor Control Center seems to have set a precedent from coast to coast.

CRC AND POLICE END COMMUNICATION RIFT

In 1973, the Community Relations Commission and the Baltimore City Police Department began a cautious exploration into areas where their complementary activities could improve the Police Department's relationship to the community it was established to serve. CRC initiated this dialogue, which ends a longstanding period of strained communication between the two agencies, in the hopes that it will produce more sensitive, thus more effective, law enforcement for the total community and create a confidence in the Police Department among a diversified cross-section of citizens in whom it is presently lacking.

Commissioner Donald Pomerleau promised CRC's Acting Director, John B. Ferron, that the Police Department will work cooperatively with CRC to correct this destructive situation. In keeping with this new spirit, the Community Relations Commission, on December 19, 1973, voted to rejoin on a six month trial basis, the Police Complaint Evaluation Board, which examines allegations of police abuse. In 1969, CRC withdrew from the Complaint Evaluation Board on the grounds that, without community involvement and other significant functional revisions, the Board was ineffective and failed to inspire community confidence. That action, however, did not stimulate the desired reform. By going back on the Board, the Commission hopes to create pressure for whatever change is necessary from a knowledgeable inside position. Concurrently, the Compliance Division began to focus attention on the need for more black representation at all levels of the Police Department. An affirmative action program directed at both hiring and promotion is strongly indicated.

CRC approaches its newly established dialogue with the Police Department with guarded optimism, confident that if the ultimate goal - equal justice for all citizens - is always kept in sight, that more effective and perceptive law enforcement can happen in Baltimore.

CRC COMMUNITY INVOLVEMENT CONTINUES

With the acquisition of two new Community Division staff members, CRC has increased its effectiveness in the communities of our city.

Fairfield - The progress in the sewer and sidewalk construction in Fairfield is getting off to a slow start. City government has assigned a construction company to the problem; however that ever present problem of money is at issue. It seems Fairfield's allocation is one million dollars short, and the City Finance Department is seeking State and Federal aid to make up the difference.

Fairfield residents still have the on-going concern about their inadequate facilities, police protection, sewerage, sanitation, and public agency contacts.

Mt. Winans/Westport - The residents of this community have expressed a desire for the establishment of its first black owned and operated shopping center. Conflict between the home owners and public housing residents has declined because the Civic Interest Group, the Mt. Winans Tenant Association and the Westport Tenant Association are working together (with CRC as a consultant) for the general improvement of the area.

Steuart Hill - CRC staff finds the same problems present in many neighborhoods. Steuart Hill is no different; it just happens to be a racially divided section with inadequate recreation facilities, a constant transition of residents, impersonal attitudes of some agencies located in the neighborhood, and the lack of community resident participation. CRC, working in conjunction with Echo House, Model Cities, Department of Social Services, Community Action Agency and concerned citizens groups, is planning meetings to disseminate available services in the area and a campaign to get total neighborhood participation.

Brooklyn - With CRC help, the community of Brooklyn has been provided with the services of a decentralized Department of Social Services. There is, however, opposition from some homeowners in lower Anne Arundel County and Brooklyn because the Department of Social Services Center, in their opinions, would provide a settling place for poor whites and blacks.

Northwestern High School - School/Community Interest Group - A staff member has worked with

students and administrators of Northwestern High School, representatives of various neighborhood associations such as Cross Country Improvement Association, Mt. Washington Improvement Association, the Cheswolde Improvement Association, and the Fallstaff Improvement Association and members of the regional office of the Department of Education. This group is concerned about the tensions between students of Northwestern High School and the surrounding community. CRC endeavors in this area involve facilitating communication between these groups. CRC's staff member embarked on a project of video taping the feelings of Northwestern High School students about themselves, the school, and the surrounding community. These tapes are to be shown to neighborhood associations, at which time the responses and concerns of the neighborhood associations will, in turn, be taped for presentation to the high school students. The aim of this project is to allow groups who view one another as adversaries to get to see each other as just people.

This process will serve as an icebreaker. To get two conflicting groups together may result in controversy and conflict at first; however, media will allow them to learn something about each other in the absence of a conflicting situation. The desired end would be to have the two groups engage in face-to-face dialogue.

Human Relations Workshop

Skepticism about the effectiveness of human relations workshops is widespread, but once an individual participates in such an activity, more often than not, he feels the experience has been beneficial. CRC's Community Division staff conducted a number of highly successful workshops, in a variety of situations, in 1973.

Community Problem Solving

Without giving specific details and locations, it is important to note the fact that Community Division efforts enabled many Baltimore neighborhoods to emerge from potentially difficult situations with minimum damage. In some areas, neighborhoods were actually left strengthened. *Ad hoc* community problem solving occupied a lion's share of Community Division attention in 1973. As a result, Baltimore City has experienced such diverse improvements as cleaner communities, better community rapport with the police, closer liaison between schools and communities, and more enlightened service from City employees to City residents.

