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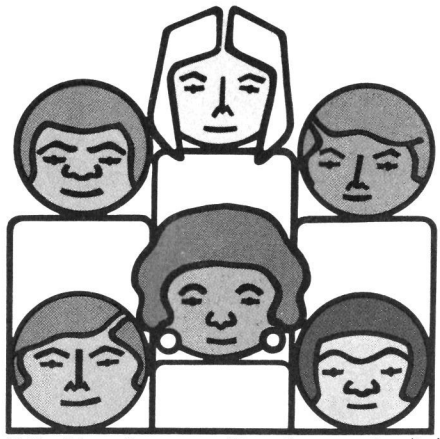


"Working for equality of opportunity"

Discrimination Isn't Unfair . . . It's Illegal

CRC

NEWS LETTER

SPRING 1979

A PUBLICATION OF THE BALTIMORE COMMUNITY RELATIONS COMMISSION

CRC REPORT ON POLICE-COMMUNITY RELATIONS RELEASED

Background

For a number of years the staff of the Baltimore Community Relations Commission has been involved with the Baltimore City Police Department. Staff participate as members of the Complaint Evaluation Board (CEB) and are therefore able to accept, in our office, charges of police misconduct to be passed on the CEB. This involvement made staff very much aware of the feelings which were expressed by some members of the public concerning their treatment by certain members of the police force.

Additionally, various persons requested to appear before the Commission to express their concerns about police-community relations.

Commission members concluded, after much discussion, that a public forum to allow those with concerns, those who are pleased with the police department's relationship with the community and police officers themselves to present their points of view. Therefore, hearings were held on October 19th and 20th of 1978.

Hearing Format

On the first night of the hearings (October 19th), persons from various walks of life presented their concerns about the relationship between police and citizens. On the second night police officers, wives of officers and members of Police Community Councils presented testimony.

Conclusions and Recommendations

Generally, Commission members felt that "the Baltimore City Police Department is performing in an effective manner." However, a number of problem areas were uncovered and to address those areas the following recommendations were made:

1. On-going training for police officers in the areas of intergroup relations, community resources and varying methods of crowd control and subduing offenders should be offered.
2. Frequent and substantive dialogue should take place between the Police Commissioner, members of the Community Relations Commission, CRC staff members and police department staff.
3. A study to determine the "feasibility of creating" an independent "investigatory body to deal with citizens" complaints should be made.
4. Complainants, whose charges reach the Complaint Evaluation Board should be "kept abreast of the progress of their cases and" . . . "allowed to attend meetings at which their cases are being discussed."
5. Community Relations Commission members should become involved in the activities of the various Police Community Councils to bring to those bodies the "problems and concerns which have been presented to them." Included also in their functions will be the development of solutions to the problems which are presented.
6. Finally, an effort should be made to interest the local media in presenting factual information about the way in which the department functions including, perhaps, a "day in the life" of a typical police officer.

Funding should be sought to do two things: one, increase the number of civilian police community relations specialists who can free officers of the responsiblity of counseling, referrals, mediation, etc., and two, increase the number of foot patrol officers who would be able to develop a personal relationship with the people in their precincts.

The Commissioners' findings were presented to Mayor William D. Schaefer and to Police Commissioner Donald Pomerleau. Follow up will be made throughout the coming months in an attempt to realize the various recommendations made in the report.

"GOOD COMMUNITY RELATIONS" IN THE INTERNATIONAL YEAR OF THE CHILD

Over 300 fourth, fifth, and sixth grade students in the Baltimore City public schools responded to the annual contest sponsored by CRC. Poetry and prose entries were submitted in which the students articulated their ideas about what "Good Community Relations" means. Participants were presented with certificates at an Awards Ceremony held on April 25th at the Harford Heights Elementary School. Presentations were made by John B. Ferron, Agency Director, and Earl Jones, Assistant Superintendent for Administrative Services for the Department of Education.

DORSEY, BRACKEN JOIN COMMISSION

Commission members Julian Morgan and George Bereska recently ended their productive service to this Commission. To fill those vacancies, Mayor William Donald Schaefer has appointed Mr. Elias A. Dorsey and Mr. Gerald F. Bracken to serve three-year terms each.

Mr. Dorsey, who holds a Bachelors Degree in Urban Planning and a Masters Degree in Public Health Administration, is the Director of the Northwest Health Project. He has been active in a number of civic activities including the Center City Optimists and the Howard Park Civic Association.

Gerald Bracken, who holds a B.S. Degree and a L.L.B., is employed as an Appeals Referee for the State Employment Security Administration. His civic activities include membership in the American Legion, Federal and State Bar Associations, the Knights of Columbus and the Maryland Law Enforcement Association.

Both new Commissioners expressed their desire to be active, contributing members of the Community Relations Commission. Each pledged to give thoughtful, independent judgment to all Commission activities.

CRC SCOPE

Women College Graduates - A survey conducted by the College Placement Council shows that there were increases in job offers in the business and scientific world and decreases in the humanities and social sciences for women college graduates. Job prospects for these women increased by one percent in proportion to the job offers. Incidently, twenty percent of the jobs offered at bachelor's and master's degree levels went to women.

Handicapped Med Students - The number of handicapped persons seeking to be educated as doctors is growing rapidly. The law protecting the handicapped from illegal discrimination in federally financed programs has caused much controversy among medical school officials. They are debating whether the courses should be modified to accommodate handicapped students.

P.A.C.E. Test Discriminates - The Professional and Administrative Career Examination (PACE) given by the Office of Personnel Management to fill hundreds of federal jobs is presently under fire because it is said to discriminate against Hispanics, Blacks and other racial minorities. In a California court suit, it is stated that the PACE exam has never been properly validated and that its adverse effect on minorities is "so severe that it threatens to segregate the upper and middle levels of the Federal Government." The U.S. Commission on Civil Rights has recommended replacing the PACE test with a less discriminatory alternative.

Sears Suit Dismissed - The Sears, Roebuck & Company's suit challenging federal equal employment opportunity policies has been dismissed by a federal trial court in Washington, D.C. The court ruled that Sears' complaint that conflicting government EEO obligations could result in future liability for the employer was speculative and did not present a "case or controversy" suitable for judicial determination.

Deaf Services Expanding - A $25,000 Urban Services grant will enable Baltimore's Deaf Referral Services Program to expand its services. An estimated 19,000 persons comprise the deaf population in the greater Baltimore region. The vast majority of the deaf and hearing afflicted depend on varying degrees of public assistance and, because of their condition, are forced to live in substandard housing which lacks communication and safety devices essential to their well being. A portion of the grant money will be used to help identify Baltimore's isolated deaf population who are presently untouched by existing services. Also a cooperative housing program for the hearing impaired and elderly deaf is currently in the planning stages. Here, residents will not only share in the ownership of the development, but will participate in management decisions. A host of other medical, vocational and recreational services would be offered through this program.

Revitalized City Publication - To get information about Civil Services job openings, City Council actions, public hearings, City meetings and much more, one only has to open *The Baltimore Journal.* Since January, 1979, this official Baltimore publication has once again become a useful means by which Baltimoreans can be kept abreast of the latest activities of City government. For subscriptions call the Assistant City Purchasing Agent at (301) 396-5707.

VOLUNTEERS HONORED BY CRC

For the fifth time, the Baltimore Community Relations Commission has honored citizens of the city for their outstanding individual and group contributions to the cause of good human relations.

An independent panel of judges carefully deliberated over the 70 entries sent in by citizens, parents, friends, schools, churches, etc. Those finally chosen to be honored were:

W.I.S.H. (Women In Self Help) which is a free, anonymous telephone service designed to "help women help themselves by listening and reflecting feelings." WISH received this year's Community Group Award. Volunteers are trained to empathize with callers without being judgemental or overly sympathetic. As the WISH file of community resources developed, the lack of a shelter for battered or abuse women became apparent. In response to the need for such a facility, WISH volunteers played a crucial role in the establishment of the House of Ruth. Former Department of Public Welfare Director, Esther Lazarus, founding member of WISH, accepted the award for the group.

Mrs. Marguerite J. Campbell received this year's Adult Volunteer Award. Mrs. Campbell was chosen for the volunteer time and effort which she has put into the founding of the Carroll Improvement Association, the increase in recreational activities available to persons in the Baltimore/Hilton Street area, the various educational programs of the National Community Education Association, and attempts to revitalize the Edmondson Village Shopping Center. Her nomination form also detailed Mrs. Campbell's volunteer activities with the Cancer Society, Red Cross, NAACP and Urban League.

Miss Aronda Williams is this year's outstanding Youth Volunteer. Miss Williams, who is a student at Archbishop Keough High School, has done volunteer work at the Johns Hopkins Child Life Pediatric Research Unit and Provident Hospital; with the Red Cross Regional Council; as a member of the Marian Association of St. Charles; and as a Student Government Association member. She is also active with the National Association of Student Councils and the U.S. Coast Guard Auxiliary in its Boating Skills and Seamanship Program.

Miss Williams has been honored for her achievement in science, music and athletics, and as an outstanding student volunteer at Archbishop Keough School.

Mrs. Ruth Brown received this year's Public Servant Award. She was honored for work as a Patient Advocate at Provident Hospital. In that job, Mrs. Brown is required to act as a liaison between the formal structure of the hospital and the patient. Her nomination form pointed out that Mrs. Brown gives more than is required of her job so that she is viewed by patients as a loving resource available during their stay at the hospital.

Mrs. Brown is also active with the YWCA, NAACP, and the Maryland League of Women's Clubs.

Mr. Boyce Mosley has the singular honor of receiving both the Baltimore City Government Employee and Theodore McKeldin Memorial Awards. Mr. Mosley was selected for his implementation of the concept of "Magnificent Lake Clifton." This concept resulted in students having a "feeling of respect for him and pride in themselves."

Mr. Walter Howard - This year's judges chose to present a Posthumous Award to Walter Howard for his work as a Vice President and Youth and Community Services Committee Chairperson of the Westside Optimists. Although Mr. Howard was hospitalized much of the time, he planned field trips, picnics and recreational activities for youth in the area serviced by the Westside Optimists. He actively worked to raise funds to provide food, clothing and medical assistance for those in need. Mr. Howard gave an average of 25 to 30 hours per week from 1974 until the time of his death (the end of 1978) to activities of the Westside Optimists.

Special thanks goes to our judges who volunteered to select this year's honorees. They are: Ms. Patricia Thornes who was last year's Theodore McKeldin Award winner; Ms. Selma Gross, Director of the city's Aging and Retirement Education Department; Ms. Sharon Christopher, Public Service Director for WBFF, Channel 45; The Rev. M. Diane Gwynn, Associate Pastor of the New Metropolitan Baptist Church and Mr. Sheldon Baylin of the Classified Municipal Employees Association.

Judge Watts, Evening Speaker - Friends and family of the honorees joined CRC staff and Commission members in applauding the efforts made by this dedicated group of citizens at Baltimore's Waxter Center for Senior Citizens on the evening of March 20th.

The program included an opening by Commission member William Parrish, presentation of awards by John B. Ferron, Agency's Director, and Elizabeth Shipley, Commission member, and a reception catered by the city's Culinary Arts Program. Speaker for the event was Baltimore City's Supreme Bench Judge Robert B. Watts. A closing meditation was presented by Major Milton W. Showell, U.S. Army (Retired). Each alluded to the progress which has been made in the area of intergroup relations over the years, to the hard work needed to sustain past accomplishments and to the dedication needed to make new gains.

The public interest in the Community Relations Commission's Intergroup Relations Awards, as evidenced by the number of submissions, continues to grow each year. We hope that the Sixth Award will be even more representative of the volunteer spirit which makes "Baltimore Best."

POLITICAL MOTIF FOR POLICE SURVEILLANCE

In a lengthy new report, the American Friends Service Committee concludes that police surveillance of groups and individuals for political purposes continues "on a vast scale." The 1979 report is entitled The Police Threat to Political Liberty and asserts further that illegal surveillance has had "a serious impact" on Blacks, Hispanics and other minorities, "thwarting attempts to seek redress of grievances or to effort social change."

It is of great concern to AFSC that the base of the political pyramid is comprised of local and state police who are not subject to the federal Freedon of Information Act, and are usually exempted from state public information laws.

The Quaker-affiliated group's study took 3½ years to complete and covers police intelligence operations in Los Angeles, Baltimore, Philadelphia, Seattle and Jackson, Mississippi, with shorter term studies in Minneapolis, Denver, Detroit and Chicago. The AFSC hopes that their provocative report will prompt citizens and officials in every major American city to ask, "Shouldn't we find out what our police department is doing?"

A. PHILIP RANDOLPH: THE PASSING OF A GREAT LEADER

A. Philip Randolph, the elder statesman of the civil rights movement, died of an apparent heart attack at the age of 90. His death came on May 16, 1979, only one day before the 25th anniversary of the landmark Supreme Court decision ruling that racial segregation of schools was unconstitutional.

Born in Cresent City, Florida, Asa Philip Randolph was the son of an African Methodist Church preacher. He helped support his family by working as a tailor in Jacksonville until moving to New York City. There he attended the City College of New York and studied political science, economics and philosophy. Randolph's interest in labor affairs was stimulated by his study of the socialist theory.

As editor of "The Messenger," a magazine he and a group of associates began in 1917, he attacked the country's Jim Crow policies and black participation in World War I. In 1925, he began organizing sleeping car porters in Harlem into what became the International Brotherhood of Sleeping Car Porters — the first black union with an international charter from the American Federation of Labor.

An advocate of non-violent change, Randolph was an activist nonetheless, leading four marches on Washington between 1957 and 1963 and bringing his demands for equality before five presidents. He once said, "My philosophy was the result of (the) concept of effective liberation of the working people. We never separated the liberation of the white working man from the liberation of the black working man." In 1951, Randolph became vice-president of the AFL-CIO.

The activist, labor organizer and civil rights leader who was once denounced by the federal government as the "most dangerous Negro on America" will always be remembered as he was, for more than 40 years, a tower and beacon of strength and hope for the entire black community.

COMMUNITY DIVISION OFFERS TRAINING

CRC's Community Division has begun to offer training in the areas of interpersonal/intergroup communications, problem solving techniques and conflict resolution. The training is available upon request and availability of staff for agencies, organizations and group throughout the city.

During the month of May, the Division completed training for 225 staff persons from the city's Housing Authority. Each individual attend two sessions. "The composition of the groups, which was made up of 20 persons, was very interesting," said Mrs. Lillian B. Jones, Community Division Chief. She went on to point out that each group included managers, assistant managers, maintenance workers, laborers, security guards, interviewers and cashiers.

"This was a very positive experience for CRC staff," Mrs. Jones said. "The feedback which we received from the Housing Authority indicated that they viewed the experience as productive and well worth the time spent."

The decision to offer such training was made as staff realized the importance of improving communications and of increasing problem solving skills of people who work together. More information about this training can be obtained by calling Mrs. Jones at 396-3151.

"GOOD COMMUNITY RELATIONS"

(Continued)

The theme of this year's ceremony was "Good Community Relations in the International Year of the Child." CRC's Education Division attempted to make this a special occasion and incorporated the talents of many individuals in the community. When the curtain first opened, a colorful twenty-foot banner created by art students at the Mergenthaler Vocational-Technical High School awed many in attendance. After a few introductions, the audience was delighted at the talent displayed by the Urban Youth Ballet directed by Annette Holt. This group, which added variety and spectacle to the program, is one of many umbrellaed under the Urban Services Cultural Arts Project directed by Norman E. Ross. Following the festivities, refreshments were available for those in attendance.

Special recognition was given to entries submitted by Earl Stanley of W. F. McMechen School and to Kenneth Crouse of Rosemont Elementary School. United States Savings Bonds were presented to Vernita Thompson and Nicole Vennie, both of Edgecombe Circle Elementary School, Walter Wilson of Arundel Elementary School, Jonathan Thayil of Thomas Jefferson Elementary School, Ronald Meeker of Hampden Elementary School and Mary Amelia Cowan of Rosemont Elementary School. All winning entries were chosen by an independent panel of judges.

CRC was pleased to honor these young students through such an activity and we hope that the response to next year's contest highlighting the talents of artistic youth will be as overwhelming. For general information about our contests, please call (301) 396-3151, Education Division.

STUDENT THOUGHTS ON HUMAN RELATIONS

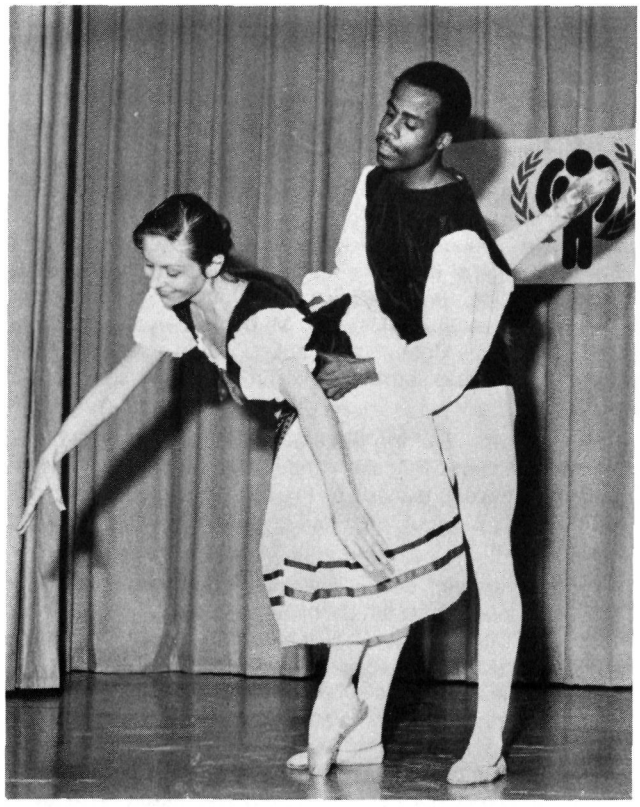
Giving, loving, and sharing.
Making friends, peace, and caring.
Every community should have good relations.
And spread it all over to every nation.

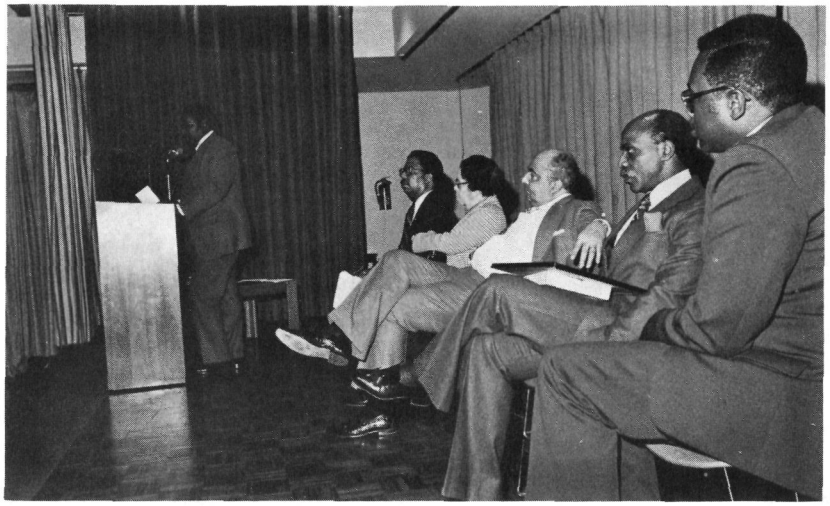
Everybody should love one another.
Even your father and mother.
You should love your relatives and your friends.
You should love them until the world ends.

You can love anything and anyone you've seen.
That's what I think good relations means.

David Harris
Carter G. Woodson Elementary School

Dance Presentation begins Children's Award Ceremony.





The Fifth Annual Intergroup Relations Awards were presented at Baltimore's Waxter Center for Senior Citizens. Supreme Bench Judge Robert B. Watts was the evening's featured speaker.

So often those who labor to make Baltimore a better place in which to live are not given the kind of recognition which they really deserve. Five years ago CRC decided to do something about that. Each year since, awards have been presented to adults, youths, community groups and government workers for their attempts to provide a more humane atmosphere for those with whom they come in contact. If you know of someone who deserves to be honored, call the Community Relations Commission's Education Division at 396-3151 for more information.

In the International Year of the Child, the Baltimore Community Relations Commission was pleased to honor so large a number of Baltimore City Public School students. Their ideas about "Good Community Relations" showed imagination and sensitivity.

CRC is anxious to have entries from as many students as possible for this annual event. For information on the 1970/80 contest, call CRC's Education Division at 396-3151.

AWARDS PRESENTED BY SHIPLEY, FERRON

Commission member Elizabeth Shihpley and Agency's Director John B. Ferron presented CRC's Intergroup Relations Awards to Mr. Boyce Mosley, Miss Aronda Williams, Mrs. Walter Howard and daughter, Mrs. Ruth Brown and Mrs. Marguerite Campbell.

W.I.S.H., Inc., also received an award for outstanding community service.

BALTIMORE COMMUNITY RELATIONS COMMISSION

JOHN B. FERRON, DIRECTOR

NEWS LETTER STAFF

ALMA T. BELL, Editor
Tamarra P. Makell, Writer
Brenda D. Smith, Typist

WILLIAM DONALD SCHAEFER, MAYOR

INVESTIGATIVE UNIT BEGINS OUTREACH EFFORT

Representatives from CRC will be reaching out to members of the Baltimore community who have complaints of discrimination. During the next several months they will be available at the Mayor's Stations in Baltimore.

For more specific information, please contact CRC's Education Division at 396-3151.

STUDENTS EXPRESS THEIR IDEAS ABOUT "GOOD COMMUNITY RELATIONS"

Good community relations means you can get along with one another without a lot of arguments and fighting. If you like to help, you will find that you have bettered yourself in the process. Here are some things you can do to help your community:

Encourage people to do things that will help the community.

Try to clean-up your community and think of ways to prevent it from getting dirty.

Start a "Good Community" project. Urge your friends and neighbors to get involved in what's happening in the neighborhood.

Lend a hand. Help a friend or neighbor in need.

Prevent things that cause disruption in the community such as prejudice.

Convince people that you really want to help the community. If you really convince them, they'll probably feel that they should help in any good cause.

Help your neighbors move in. If they have children, invite them over to your home and let them know that they belong to the community and ask them if they would like to get involved in what's happening. Also, you could help them move and lend them the things they need.

Show your new neighbors or visiting relatives or friends around town. Make them feel comfortable. Be sure to make a good impression.

These are just some of the many things you could do to better yourself and the community. You'll probably make a few more friends along the way! You can do more than just better your neighborhood and community. Better yourself. Get involved! Make good community relations a reality not just a dream. You can really do it if it's your dream. Make it come true!!!

Patrice Mason
Carter G. Woodson Elementary School

BALTIMORE COMMUNITY RELATIONS COMMISSION
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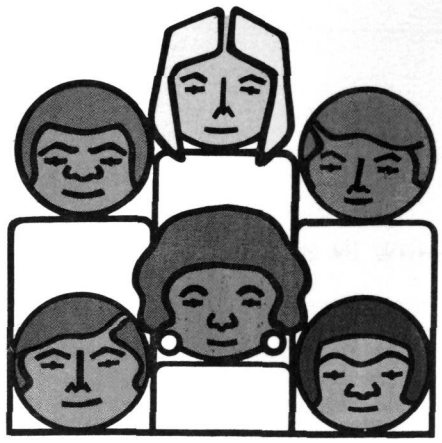

Discrimination Isn't Unfair . . . It's Illegal

CRC

NEWS LETTER

WINTER 1979

A PUBLICATION OF THE BALTIMORE COMMUNITY RELATIONS COMMISSION

ARTICLE 4 PROTECTS THE HANDICAPPED

Several years ago a group of persons with handicapping conditions and those who advocate for them came to CRC to request that "mental and physical disabilities" be added to the list of classes which are protected by Article 4. When that addition to the law was made, staff anticipated hearing from a number of persons for whom other people's attitude about their handicaps had created a problem. To date, however, the number of inquires and charges from persons with handicapping conditions has been much less than we had expected. For that reason, we are taking this opportunity to say:

1. Discrimination on the basis of either visible or invisible handicaps is illegal in Baltimore City.
2. Discrimination against the handicapped is prohibited in all places of employment in Baltimore City which have 15 or more employees. Health and welfare services, educational institutions and places of public accommodation (hotels, restaurants, night clubs, etc.) are also prohibited from discriminating.
3. The services of the Community Relations Commission are free and are confidential. Although our office at 100 N. Eutaw Street is regularly open from 9 to 5, arrangements can be made to see an individual at another hour or in another location if necessary.
4. Charging parties are protected in their right to be free from retalition for filing a complaint.
5. The law provides that employers be asked to make reasonable accommodations so that persons with handicapping conditions who are qualified can be employed.

In summary, we are anxious to hear from you if you would like more information about the handicapped provisions of Article 4. We are more anxious to hear from you if you believe that you have experienced discrimination on the basis of a visible or invisible mental or physical disability. Call us at 396-3141.

CRC IS FOR YOU

One of the brochures which describes the functions of the Community Relations Commission uses the theme "CRC Is For You." "We certainly believe that that is true and applicable to everyone in Baltimore City," said John Ferron, Agency Director. The Investigative Division, under the leadership of Jerry Woods, accepts charges of discrimination from males, females, blacks, whites, members of any religious group, persons whose place of national origin is not the United States or the descendents of such persons, persons with visible or invisible handicapping conditions and persons between 18 and 65 years of age who have experienced discrimination.

Lillian Jones and the staff of the Community Division are anxious to work with neighborhood groups which are in need of assistance in organizing, in finding out about various city services available to them and how to get them, etc.

The Agency regularly honors Baltimore City public school students and adults, youth, community groups and public servants.

"Everyone in Baltimore is or knows someone who can benefit from one of the services of CRC," said Mr. Ferron, "CRC is certainly for you!"

NEW ASSISTANT CITY SOLICITOR APPOINTED TO CRC

The Community Relations Commission was pleased to learn that Ms. M. Bernardine Myles, Assistant City Solicitor, has been assigned to work with us on legal matters. Ms. Myles is a native of Landover, Maryland. She attended Morgan State University and the University of Maryland School of Law from which she graduated in 1975.

After attending her first CRC Fact Finding Hearing, Ms. Myles said, "I look forward to working with CRC in the challenging area of EEOC law enforcement." Commenting on Ms. Elise J. Mason, former CRC staff member and Assistant City Solicitor formerly assigned to this agency, Mr. Ferron stated, "We certainly want to thank her for the very good assistance she provided to us and we congratulate her and wish her the best in her new assignment in the City Solicitor's Office. We look forward to a most satisfying working relationship with Ms. Myles."

ELECTRONICALLY YOURS

The Community Relations Commission reaches out to the Baltimore metropolitan area each week via radio and television. The services of the Agency as well as general topics of concern to the community are discussed on Morgan University's WEAA (88.9 FM) each Wednesday at 7:30 p.m., WITH (12.30 AM) each Sunday at 10:00 a.m., and Channel 45 (WBFF) each Saturday at 8:30 a.m.

Over the past several months, we have looked at the situation at Provident Hospital, the National Conference of Christians and Jews, the concept of holistic health, the Wolman Report on population trends in Baltimore City and a variety of other subjects.

You are invited to join us at the time most convenient to you and to let us know what you think.

MOST SUCCESSFUL UNITED WAY CAMPAIGN EVER

CRC was pleased to learn that this year's United Way campaign was the most successful ever. Nearly 18 million dollars was raised under the leadership of a dedicated group of volunteers including agency Director John B. Ferron. As General Vice-Chairperson for Government Agencies, Mr. Ferron worked with local chairpersons to coordinate the activities of the campaigns which were conducted by various city and county school systems and local governments throughout central Maryland. He was also responsible for working with state and federal campaign chairpersons in this area. Additional responsibilities included working with the United Way staff and making speeches concerning benefits which come to area residents due to United Way programs.

In discussing his involvement with United Way campaigns over the years, Mr. Ferron says, "The opportunity for intimate contact with the United Way staff and the programs funded by the monies raised has been more than rewarding. The types of activities which make up the United Way vary from the YWCA, Urban League, and Red Cross to the Cancer Society, Sickle Cell Anemia Foundation and the Children's Guild. There is no doubt in my mind that the United Way functions in the interest of all Central Marylanders."

MAKE YOUR VIEWS KNOWN — THEY COUNT

Quite often we see a television program or hear a show on radio which sems to really address the issues which we think are important. When we go back to look or listen again, we find that the focus has changed, the time has changed or the program is no longer being aired. "That always happens," we say resignedly. But what have we done to prevent that from happening again and again? "What can I do?" you ask. The answer is to make your views known to the stations. Phone calls do get attention from radio and television stations; but letters have much more impact.

Letters should be addressed to the Program Producer, Station Manager or Public Service Director by name (those names can be obtained by calling the station). They need not be long but they should say specially what you like, what you don't like, what you would like to see more of, etc. Your letter will be kept by the station and will usually become a part of the public file which you may request to see.

Help the media become more responsive to you. Make your views known because they do count.

NAHRW IN BALTIMORE IN 1980

At its 1978 Nashville meeting, the Board of Directors of the National Association of Human Rights Workers (NAHRW) voted to hold the October, 1980 meeting in Baltimore, Maryland. The decision came after a presentation by CRC Director John B. Ferron. Materials used in the presentation were designed by city departments charged with the responsibility for promoting tourism in Baltimore.

NAHRW's purpose is to keep individuals working in the field of human rights aware of latest developments in legislation and strategies for effectuating equality of opportunity.

Plans for the 1980 conference are underway. The city is looking forward to having the two to four hundred member NAHRW group in Baltimore. Details such as the conference agenda, speaker and social events may be obtained by contacting John Ferron, Director Baltimore Community Relations Commission, 100 N. Eutaw Street, Baltimore, Maryland 21201.

INTERNATIONAL CONSULTATION ON HUMAN RIGHTS HELD

Ottawa, Ontario Canada was the site of an International Consultation on Human Rights sponsored by the Joint Committee on International Human Rights. Those making up the Joint Committee are Carole Geller of the Canadian Association of Statutory Human Rights Agencies, CRC Director John B. Ferron representing the International Association of Human Rights Agencies, and Edward Rutledge of the National Association of Human Rights Workers.

The objectives of the Consultation were to define major human rights issues, the ways in which concerned agencies can respond to those issues and to establish a communication network for sharing information in the human rights field.

Those in attendance at the three-day consultation were greatly impressed by the variety of concrete suggestions which came from study sessions on law enforcement, immigration and emigration practices, multinational corporations, affirmative action, minorities and women in politics, and constituency building by public agencies.

"All participants are anxiously waiting publication of the Consultation's findings," said John B. Ferron. He went on to say "The atmosphere in Ottawa was extremely positive and we look forward to working to implement many of the strategies suggested there." there."

RUMOR CONTROL, SAME SERVICE/NEW NUMBER

Lillian B. Jones, Rumor Control Director, has announced that the Rumor Control Center can now be reached by calling 396-1188. Although the number is new, the service of getting at the truth behind dangerous community rumors remains the same. The Center will continue to operate on a 24-hour, seven days a week basis.

BALTIMORE COMMUNITY RELATIONS COMMISSION
JOHN B. FERRON, Director
NEWSLETTER STAFF
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Brenda Smith, Typist
WILLIAM DONALD SCHAEFER, Mayor

"GOOD COMMUNITY RELATIONS MEANS . . ."

Each year the Baltimore Community Relations Commission honors students of Baltimore City Public Schools for their literary and/or artistic interpretation of the phrase "Good Community Relations."

Submissions for the 1977/78 contest came from most grade levels with the elementary schools providing the largest group. Pictured here and on the inside are some of those in attendance at the'77/'78 Awards Ceremony including Ruth Pratt, Administrative Assistant to the Superintendent of Public Education; CRC Commission member *Elizabeth Shipley*; Agency Director John B. Ferron; staff member Mary Ann Misotti; honorees, parents and friends.

The 1978/79 contest will focus on written ideas about "Good Community Relations" which can be expressed by 4th through 6th grade students. Looking ahead to the 1979/80 school year, we hope to receive paintings, drawings and posters from various grade levels.

More information concerning this CRC/Department of Education Project can be obtained by calling 396-3151.

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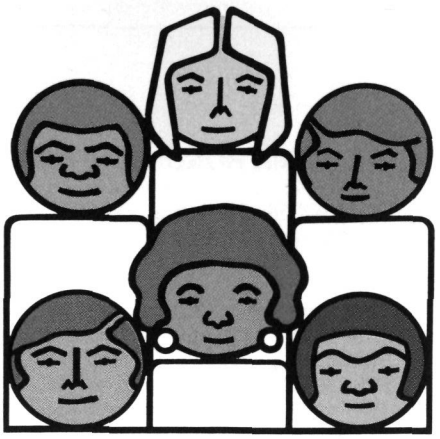


"Working for equality of opportunity"

Discrimination Isn't Unfair . . . It's Illegal

CRC

NEWS LETTER

SPRING 1980

A PUBLICATION OF THE BALTIMORE COMMUNITY RELATIONS COMMISSION

FROM THE DIRECTOR

Baltimore City is undoubtedly one of the most exciting places to be as the 1980's begin. The City continues to reflect its ties with America of the of the 16, 17 and 1800's. Here can be found places of worship for Methodists, Baptists, Jews, Episcopalians and others that are among the nation's oldest. Local government is run from a remodeled City Hall that is one of the country's oldest in continuous use. Our public school system and Department of Recreation are also among the oldest in the nation.

At the same time, Baltimore is a city that looks towards the future. Homesteading, home improvement grants for the elderly and other programs encourage people who have an interest in city living to live here. The National Aquarium is well on its way towards completion. The Inner Harbor is alive with construction; professional sports, great foods, art, legitimate theater and music of all kinds are all here.

Because Baltimore has so very much to offer, I was pleased to suggest it as the site for the 1980 meeting of the National Association of Human Rights Workers (NAHRW). Needless to say, I was even more pleased to learn that our suggestion had been accepted.

The dates for the 1980 NAHRW Conference are October 10-14th. Planning is now underway for both the working sessions and social events. It is now estimated that approximately 300 persons will attend from around the country with representation also from Canada and the Caribbean.

NAHRW is composed of individuals working in the area of human and civil rights law enforcement. Its purpose is to provide a forum for the exchange of ideas and information and to work to improve the quality of equal opportunity law enforcement.

Conference participation is open to all interested persons. Specific information on workshop topics and speakers will be available in the very near future. For further information, contact the Baltimore Community Relations Commission at (301) 396-3151 or the NAHRW officers closest to you. Officers of the Association are:

President Larry Groth	Commission on Human Rights 612 City Hall Annex Philadelphia, PA 19107 (215) 686-4696
President Elect James E. Clyburn	Commissioner State Human Affairs Commission P. O. Drawer 11300 Columbia, SC 29211 (803) 758-2748
Vice-President (Mid-Atlantic) Stephen M. Levinson	Executive Director Human Rights Commission City Hall, Room 309 Worcester, MA 01608 (617) 798-8151 Ext. 315
Vice-President (Mid-West) Charles J. Edmonson	Michigan Department of Civil Rights 1200 Sixth Avenue Detroit, MI 48226 (313) 256-2366
Vice-President (South) Albert Nelson	Director Human Relations Department 440 S. Boone Avenue Orlando, FL 32801 (305) 849-2122/2125
Vice-President (West) William H. Boone	Affirmative Action Officer *City of Pasadena* 100 North Garfield Avenue Pasadena, CA 91109 (213) 577-4316

CRC HONORS STUDENTS

During the Spring semester of each school year, the Community Relations Commission provides an opportunity for sudents in the Baltimore City Public Schools to express their ideas about "Good Community Relations." Those judged to be the most appropriate interpretations of the phrase are presented with Savings Bonds. All entrants receive certificates.

The medium of expression for the 1980 competition was art. Entries were accepted from all middle, junior and senior high schools in the city. For further information, see the next addition of CRC's newsletter.

MEDIATION—A NEEDED COMMUNITY SERVICE

"It is well known and documented that the court system is overloaded and this represents a chance to do something about it." This is one of the many reasons given by Lillian Jones, Chief of CRC's Community Division, for her support of the idea of a funded Neighborhood Mediation Project.

Disagreements over children, the loudness of the stereo, trash and other things often persist to the point of outright hostility. The staff of the Community Division has, over the years, intervened in many such situations to assist the neighborhood in returning to a state of peace. Staff began to realize that the number of such instances was far greater than their ability to respond. From this realization came the research which lead to the idea of a formalized Neighborhood Mediation Project. The next step was to bring together a Community Advisory Board whose purpose was to assist in developing the project.

Defining Terms - A Neighborhood Mediation Project would seek to intervene in conflict situations in neighborhoods. If such intervention is successful, life becomes more pleasant for everyone who was directly involved in the conflict or who was affected by the spill-over effects. Mediation would be done by volunteers within communities who would be trained by local colleges with Community Organization specialities.

Conflict means on-going arguments and in some cases minor acts of violence. The seriousness of such conflict is usually not such that police assistance is called for, but it is serious enough to affect the lives of those involved.

Mediation is a process of obtaining both sides of the story and attempting to develop a solution which would require compromise but would allow conflict to cease or greatly lessen.

Funding Next Step - A Community Advisory Board made up of representatives of Social Services Agencies, the Police Department, Community Umbrella Organizations and various neighborhood groups has been formed. The Board has given its enthusiastic support to the concept of the Neighborhood Mediation Project. The next step will be obtaining funds and the sanction of the City Administration.

Those interested in further information about the concept of neighborhood mediation should contact CRC's Community Division by calling (301) 396-3151.

SMITH, CHIN APPOINTED TO COMMISSION

Community activist and businessperson James Smith was recently appointed to the Community Relation Commission. Mr. Smith, who holds a Bachelor's Degree from Loyola College in Baltimore, is currently President of the Baltimore Subway Systems, Inc. His volunteer activities include work with Center Stage, Harborplace and Baltimore Neighborhoods, Inc.

Following the appointment of Mr. Smith, the Commission was pleased to learn that Mrs. Katherine M. Chin had been nominated for a three-year term. Mrs. Chin, who is also Chairperson for the Baltimore Asian Trade Council, holds a B.S. Degree in Food and Nutrition from the University of Baltimore. She is employed in the field of food and nutrition education. Her community activities include membership in the American Dietetic Association, Lonta International Baltimore Chapter, the Board of the American Association of University Women, Directions International and Pathway Project Heritage Study Group.

The current Commission members welcome these additions to their ranks and look forward to the difference in experiences and points of view they bring with them.

VOLUNTEERS AGAIN HONORED BY CRC

The Community Relations Commission has presented its Sixth Annual Intergroup Relations Awards to citizens of Baltimore City.

Those honored were:

CAST PROJECT This volunteer effort by students and faculty of Northwestern High School was honored for the progress which they have made in improving relations between senior citizens in the area surrounding the school and students attending Northwestern. Their work has resulted in an understanding between the school and its neighborhood which did not exist before and which is not always found where teenagers attend schools in areas where older persons reside.

ANNE PARIS Mrs. Paris was cited for her work in the very important area of improving relations and promoting understanding between Americans and those visiting and studying in this country. Her goal has been to see that those with whom she has contact from Africa, Europe and Asia take a "positive American experience" home with them.

LORRAINE PHILLIPS Mrs. Phillips was honored as an example of an outstanding City Government employee. Mrs. Phillips, who serves as Administrative Secretary for the Baltimore City Council, was nominated because of the "tireless effort and continual optimism" which she displays as she provides direct service to residents of the city who don't know where to go for what they need and as she represents the City Administration in various capacities.

DWIGHT R. WARREN Mr. Warren was selected to receive the Public Servant Award because of his dedicated work as Executive Director of the McKim Center in East Baltimore. Mr. Warren carries the responsibility for the administration of the program but he also willingly functions as wrestling coach, bus driver, maintenance person, counselor, etc., as needed. Due in large part to Mr. Warren's willingness to do whatever is necessary, the program is viewed as truly responsive to the needs of the residents of the McKim area.

MAURICE BOONE Mr. Boone was nominated because of the very positive, friendly and helpful attitude which he displayed towards the faculty of Public School #22. He volunteered to work after school and during summers assisting whenever help is needed. He was awarded a Youth Volunteer certificate for his efforts.

HARDEV SINGH PALTA Mr. Palta was selected to receive this year's *Theodore McKeldin Award* for numerous community activities including work with the Greater West Hills Community Organization, the United Way Loaned Executive Organization, the America-India Society and the Baltimore School for the Arts.

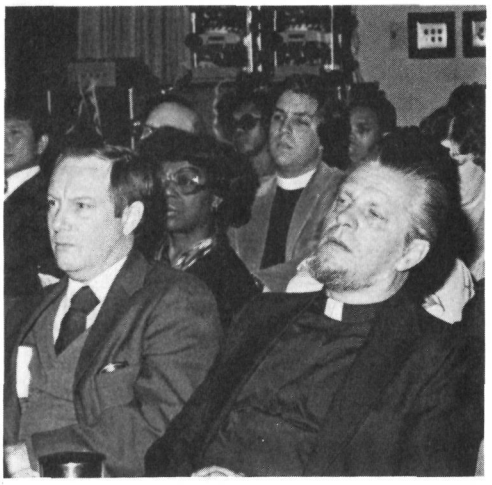
The presentation ceremony was held at the City's Waxter Center for Senior Citizens. The event began with an excellent audiovisual presentation, which was created by Dallas Weigel, to tell the story of Baltimore—yesterday and today. Featured speaker for the event was Dr. Arthur S. Flemming, Chairperson of the United States Commission on Civil Rights. Dr. Flemming reminded the audience, which was composed of friends and family of the honorees and interested citizens, of the importance of civil rights laws and their enforcement agencies. Staff of CRC was pleased to hear the complementary remarks which Dr. Flemming made about the agency and its Director, John B. Ferron.

It is hoped that next year's event will be even more enjoyable than was the Sixth Annual Intergroup Relations Awards Ceremony.

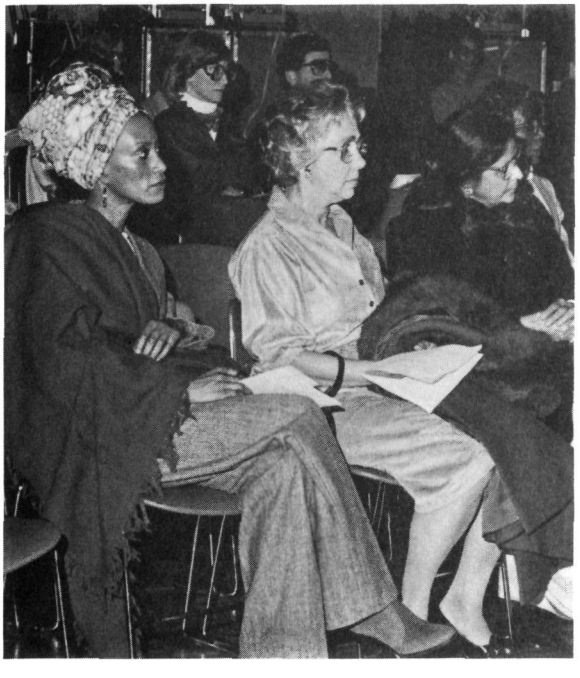
HONOREES SELECTED BY INDEPENDENT JUDGES

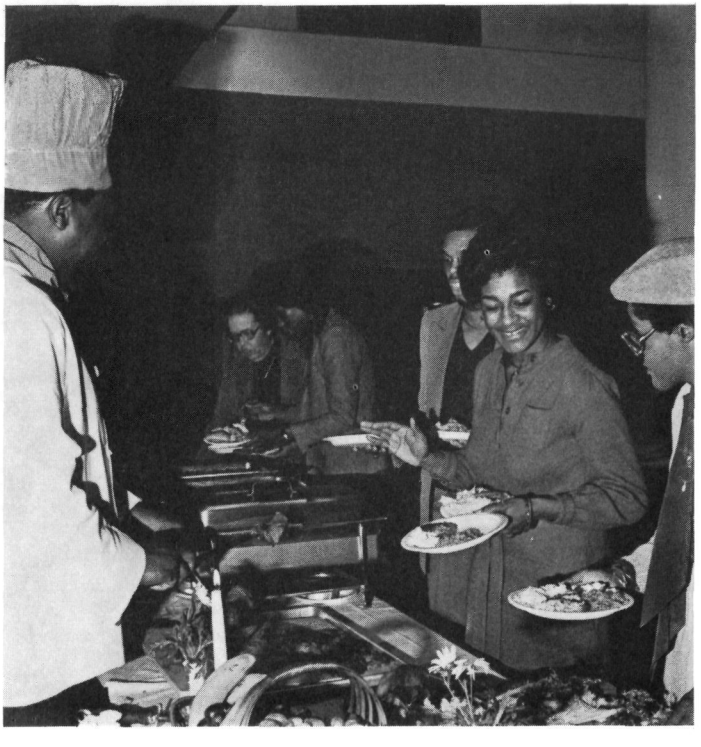
Judges for the Intergroup Relations Awards are persons who are independent of the agency. This year's judges were Mrs. Ruth Brown, Patient Advocate at Provident Hospital, The Rev. Albert Clark, Executive Director, Glenwood Counseling Center, Ms. Sharon Randall, Employee Relations Specialist, Classified Municipal Employees Association and Mr. Walter Morgan, President, Morgan Management Systems, Inc. To them go our thanks.

SIXTH ANNUAL INTERGROUP RELATIONS AWARDS CEREMONY



Following a presentation on the importance of Equal Opportunity Law Enforcement by Dr. Arthur Flemming, Commissioners Elizabeth Shipley and the Rev. Friedemann H. Penner, nominators Ernestine Uncles and the Rev. Arthur Lillicropp, friends, family members, the honorees, CRC staff including Alma Bell, Brenda Smith and Tamarra Makell all enjoyed the delicious culinary items prepared by Chef Jonathan Edgers. The meal was a pleasant ending for the Sixth Annual Intergroup Relations Awards Ceremony.





Mrs. Mildred Forehand, Community Relations Commission Chairperson, presented the Sixth Annual Intergroup Relations Awards to Dwight Warren, Maurice Boone, Anne Paris, Lorraine Phillips, Hardev Palta and the CAST Project.

U.S. Commission on Civil Rights Chairperson, Dr. Arthur Flemming, and CRC Director, John B. Ferron, participated in the ceremony which was held at the Waxter Center.

THE STATE OF CIVIL RIGHTS: 1979

In its 37-page year end report entitled *The State of Civil Rights: 1979*, the U.S. Commission on Civil Rights reviews national civil rights progress in the areas of education, employment, and housing, while also calling attention to voting rights, police practices and immigration policies as civil rights issues of importance to all Americans.

The report was critical of civil rights progress in education and charged that "Congress has aided and abetted the obstructionists (to desegregation) by attempting to make it increasingly difficult to enforce desegregation policies."

In assessing gains in the 1979 equal employment opportunity effort, the report cites federal attempts to implement legislation impacting on displaced homemakers, minority business firms, religious discrimination and employment in the federal government itself. It notes, however, that a significant disparity still exists between the employment status of white males when compared to that of blacks, Hispanics and women.

Federal efforts to ensure that America's poor and elderly (a disproportionate number of whom are minorities and women) have access to adequate housing was another concern in this Commission report. The Department of Housing and Urban Development and other federal agencies with enforcement powers were criticized for their failure to move more quickly in enforcing the existing regulations. Further, the 1980 budget request for public housing was viewed as a severe blow to the housing prospects of millions of families headed by minorities and women. This budget would provide for less than half of the 600,000 low and moderate income units established as an annual goal by Congress.

The Commission warns that "segregated school systems will continue to operate in many communities" and "widespread discrimination in employment and housing will continue in the 1980's unless concerted action is taken now by Congress, the federal government and concerned Americans throughout the land."

ALMA T. BELL, Editor
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Linda Cotton, Writer
Brenda D. Smith, Typist
WILLIAM DONALD SCHAEFER, MAYOR

CRC SCOPE

WEBER CASE REMANDED The U.S. Supreme Court has mandated that the U.S. Court of Appeals at New Orleans remand the *Weber* case for further proceedings. This action reverses earlier determinations invalidating a voluntary affirmative action training program (Weber vs. Kaiser Aluminum and Chemical Corporation).

Circuit Court Judge Thomas Gee, obeying the Supreme Court's directions to remand the case, noted his personal conviction that the "decision of the Supreme Court in this case is profoundly wrong." In his view, the Supreme Court's approval of voluntary racial preferences in *Weber* was a mistaken course, although "not an evil one."

BAKKE AGAIN The lawyers for Allan P. Bakke are seeking triple fees for the momentous law suit that led the U.S. Supreme Court to strike down racial quotas in school admission policies. Last May the California Supreme Court ruled that the loser in the Bakke case, the University of California, should pay the victor's attorney fees. Under a state statute the court can award attorney fees to "private attorneys general" who litigate an "important right affecting the public interest." The lawyers, in this case, have therefore filed a motion to be paid $437,295 which reflects a triple fee figure because of the novelty and difficulty of the case, among other factors. Court Judge James Roach is expected to rule on the case later this year.

LIBEL AWARD Forty-four thousand dollars in damages was awarded to a white former medical school physician who sued four of his black students for libel because they charged him with discrimination. Attorneys for the defendants called the case an important test for affirmative action programs. The verdict could affect such programs and the rights of minorities to complain.

TEST BIAS New York City's use of a written examination to select police officers discriminates against blacks and Hispanics according to a brief filed by the Justice Department. It charges that the Police Department's test is not job-related and attempts to measure IQ. Based on the June, 1979, examination, only 17% of the blacks and 20.5% of the Hispanics taking the test were selected for the eligibility list, compared to 46% of the whites. New York City's police force is now 8% black and 3.5% Hispanics.

INDEPENDENT LIVING Two million dollars has been awarded by the Department of Health, Education and Welfare to ten state vocational rehabilitation agencies to help severely disabled persons to be independent and reduce their need for institutionalization.

The Rehabilitation Services Administration of the Office of Human Services will administer this new Independent Living Program. Initial counseling, advocacy to insure receipt of entitled benefits and services, assistance in locating housing and transportation, and other needed services will be provided.

COLLEGE EDUCATION REVIEWED In a survey released by the Bureau of Labor it is revealed that more than one out of every three workers has completed at least one year of college. The same level of education had been reached by only one in four workers in 1970.

The proportion of black workers with some college has risen to 29%. In 1970, only 16.3% of black workers had some college education. Among black workers, more women than men have completed some college. In the labor force as a whole, men remained more likely than women to have completed at least one year of college.

Hispanic workers averaged 12.0 years of education, compared with 12.7 years for whites.

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