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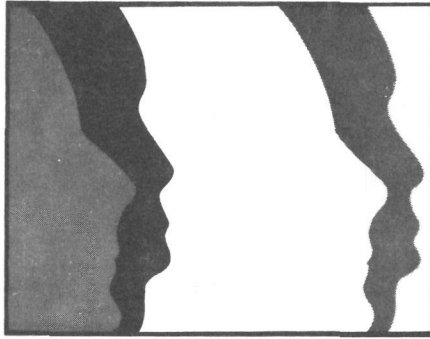
THE BALTIMORE
COMMUNITY RELATIONS
COMMISSION

1971

*Annual
Report*



RESOURCE CENTER
COMMUNITY RELATIONS COMMISSION



COMMISSIONERS, 1971

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**RESOURCE CENTER
COMMUNITY RELATIONS COMMISSION**



CRC To Enforce New Law Against Sex Discrimination

Toward the end of the year, Mayor D'Alesandro signed into law an ordinance, enacted earlier by the City Council, extending coverage of Article 4 to include a prohibition of discrimination on the basis of sex in three areas — employment, public accommodations and health and welfare agencies.

CRC will enforce this new amendment as vigorously as it has always administered the ordinance against discrimination on the basis of race, color, religion, national origin, and ancestry.

An advertising campaign to publicize the new law will get underway very shortly. Meanwhile, even in the absence of publicity, the complaints have already begun to come in, an evidence of the great need for this legislation.

Many people, however, are not yet tuned in to what the new law will accomplish. They fear the attention to sex discrimination will weaken CRC's thrust against racial discrimination which is seen as a much more serious problem. Others tend to see aspirations toward sexual equality as a big joke. As evidence, they cite "frivolous" complaints against stag bars and peep shows and point laughingly to bra burning ceremonies, lady plumbers, male secretaries (in kilts) and, ultimately, unisex.

But sex discrimination is not a big joke. It goes hand in hand with racial discrimination and the black woman is the most oppressed victim of all. Often locked into the lowest paying dead end job categories, she is in a situation where discrimination really hurts; and for her it is doubly hard to escape — because she's black and because she's a woman.

The victim of sex discrimination is seldom that mythical housewife working simply for thrills or luxuries. Most often her income is crucial to her family's support. And sex discrimination destroys her security just as painfully as racial discrimination crucifies the black worker.

When a woman strives for years to prepare herself for the labor market and is rejected because she has no influential friends, extraordinary ability, great beauty, or good luck, and because she does have a husband or young children — and the job is given instead to a man of mediocrity with less to offer — sex discrimination is just as harmful as a parallel case of racial discrimination.

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Survey of City Agencies Documents Disparate Racial Employment Patterns

In July, CRC released a comprehensive survey of black involvement in all City Government agencies which details a glaring unevenness in the distribution of blacks in the City's work force.

The survey covers 41,127 city employees and 54 city agencies whose payrolls are directly met by the City, either in whole or in part, whether or not the City has formal jurisdiction over the agency.

Although 46.18% of city employees are black, more than half of the agencies have less than 25% black employees. Almost half the population of Baltimore City is black; if racial discrimination did not operate on the labor market, it might be expected that the work force, at all levels, in each city agency, would be approximately half black and half white. This is not the case, however. Only eleven city agencies have over 45% black involvement. Moreover, the percentage of blacks in these agencies is so high, that if they were not counted, the overall percentage of blacks would be substantially lower. Other agencies have a large proportion of black employees concentrated in lower level positions. Sixty-three percent of the City's classified laborers and 79.5% of the unclassified laborers are black. On the other hand, only 34% of the officials and managers and 24.85% of the craftsmen are black. The report suggests that "citizens need to consider whether

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Supreme Court Opinion on Employment Criteria Has Powerful Impact on Baltimore

On March 8, 1971, the United States Supreme Court ruled on the case of Willie S. Griggs and twelve other complainants against the Duke Power Company in Draper, North Carolina. The most significant stride toward equal employment opportunity since the Civil Rights Act of 1964, the decision holds that the use of job qualifications, such as minimum education requirements and passing test scores, constitutes unlawful discrimination in violation of Title VII of the Civil Rights Act, *if* these criteria are unrelated to the actual ability to perform on the job.

Prior to 1964, this company had openly discriminated against blacks. The plant was organized into five divisions. Black employees worked in only one -- the Labor Department -- where the highest paying jobs still paid lower than

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NEW LAW *Continued from page 1*

When a company recognizes a woman's ability but pays her less than it would pay a man for similar responsibilities, that company is no less immoral than a company which practices racial discrimination.

In Baltimore today, are women who do more work for less pay; there are secretaries with demonstrated executive potential who remain secretaries; there are women who are promoted so high but no higher; there are companies who refuse to hire female management trainees. Sex discrimination does not afflict women alone. Some employers refuse to hire male secretaries. Some companies allow special privileges such as parking, rest periods, and rest lounges to female employees only. In many establishments, there are much more restrictive dress regulations for men.

CRC hopes such individuals will quickly find their way in to file a complaint. If there is proof of sex discrimination, CRC has the same power to require hiring, promotion, or payment of lost wages as it does in the case of racial discrimination. And far from blunting its attack against racial bias, CRC has tightened up to renew its strength, on every front.

Employers and Manpower Agencies, Common Goals - Common Problems

They came from all over Baltimore, some city and a few county representatives. Their objective: to discuss the mutual problems of businesses and manpower agencies.

It was a formidable task, of course, to provide in a single day, a meaningful program which would inform both businessmen and manpower agencies of the problems both face. But however difficult the job, the Community Relations Commission, with the help of the Voluntary Council and representatives from some manpower agencies set out to improve the situation.

In many ways it was a remarkable conference. The planning committee was swamped with requests to attend. Some two hundred forty-three persons attended the meeting on October 27, 1971 at the Friendship International Motel.

Mrs. Rita Davidson, Secretary of the Maryland State Department of Employment and Social Services, spoke of a greater need to **create** employment. She stated that business must actively provide training for the unskilled and return portions of the profits into new jobs, and

provide promotions for those employed in low-entry level positions.

Panelists for the morning colloquy discussed pre-employment problems:

1. The difficulty of getting people placed after training them to the stated requirements of a specific business.
2. The attitudes of trainees prior to and during work experience.
3. The attitudes of employers which tend to convey subtle racism and doubt of the trainees ability to succeed.

Walter F. Powell, Senior Vice President of the First Pennsylvania Bank, directed his address to the efforts of his bank to recruit, train, employ, upgrade and promote many minority people.

The afternoon colloquy concerned itself with post-employment problems:

1. The importance of the **first line supervisor**.
 2. The importance of giving applicants a chance to succeed through job experience.
 3. The realism of a tight labor market which causes employers to utilize the "best first," and almost totally exclude the poorly trained, unskilled and sub-standard entry-level trainee.
 4. The perpetual defeat built into a training program that has no real jobs available after training.
- The audience yielded many speakers who made additional comments and suggestions.

There is no instant formula to solve the mammoth problems of matching people to jobs, or even to supply the desperately needed jobs, but the conference clearly stated that:

1. A common meeting ground is desired by both businesses and manpower agencies.
2. Smaller group sessions are desired by a majority of the participants, and are likely to yield the tangible results sought.
3. A series of meetings might cover the multiplicity of needs that exist on both businesses' and manpower agencies' sides.
4. No effort is wasted if communication, understanding and hopefully sound solutions ensue.

Humble Oil Company Court Challenge Is Pending

The Humble Oil Company has served notice that it plans to contest a cease and desist order rendered by a CRC Hearing Tribunal in 1970. On July 2, 1971, CRC filed, in Circuit Court, a petition to enforce the Order. Humble Oil, in turn, filed an answer. So, CRC will have another day in court, probably in the late summer or early fall of 1972.

These proceedings arose from a staff finding, upheld by the Hearing Tribunal, of racial discrimination at the Pimlico Esso Car Care Center, owned by the Humble Oil and Refining Company. The issue is differential treatment. CRC maintains that the black complainant, an outstanding tire salesman, was dismissed from the car care center for an alleged but unproved "theft of services," a charge which he has steadfastly and vehemently denied. CRC contends that white employees with criminal records were allowed to remain on the job.

Humble Oil, supposedly "an equal opportunity employer," is strongly resisting the CRC finding and order. It will be up to the Court to decide.

Court Opinion *Continued from page 1*

the lowest job in the other departments. On July 2, 1965 (the date when Title VII became effective), the Company adopted an official policy of non-discrimination, permitting the assignment of blacks to all five divisions. At the same time, however, they began to require a high school diploma and a passing score on a general intelligence test as conditions for assignment to all divisions except the Labor Department.

Even though equally and fairly applied to black and white, these standards were nevertheless tools of discrimination. The old racial patterns in education had wrought deep rooted damage. Many black applicants lacked high school diplomas, and the quality of education provided for blacks had been so poor that the test was screening out a disproportionate number of blacks as compared to whites. The new order of "equality" had done little to reverse the effects of past discrimination.

The Court opinion restates a common sense observation -- that "History is filled with examples of men and women who rendered highly effective performance without the conventional badges of accomplishment in terms of certificates, diplomas

or degrees. Diplomas and tests are useful servants, but ... they are not to become masters of reality." The Court does not question the use of job related tests. The decision does not force the hiring of unqualified persons. It will, however, prevent the use of any test not demonstrably relevant to predicting success on the job.

Already responsible for testing revisions in companies across the nation, the decision will have a powerful impact in Baltimore too, as the Duke Power problems are precisely analogous to local situations all over the city.

Three large Baltimore companies signed agreements pertaining to testing in 1971. Selected as targets for affirmative action because their employment patterns indicated a serious lack of opportunity for minorities, these companies have instituted some important changes which will go a long way toward improving employment prospects for a great many minority persons.

One company has completely eliminated a general intelligence test for its office and clerical employees. Testing of college graduates applying for management training positions has also been abandoned. Extremely anxious to put their house in order, company officials actually volunteered to establish firm goals and timetables to achieve a more racially balanced work force.

Another company used to give the Wonderlic Test, ostensibly a measure of general intelligence, to applicants for machinist, apprentice and clerical positions. As a result of its agreement with CRC, this practice was discontinued and the company began to actively recruit black applicants. Shortly thereafter, the company hired its first three black apprentices. CRC has allowed this company to continue giving mechanical aptitude tests with the stipulation that they begin a validation study to determine whether or not the tests can predict success on the job. If the tests cannot be validated, their use will be immediately discontinued.

Another company has simply eliminated all tests and educational criteria for jobs in its Baltimore facility.

CRC GOES TO THE FAIR

Because nothing in life is static, and all things by change are marked, Baltimore City sought to change the outflow of its populus to an influx directed to the downtown business area. The Baltimore City Fair was an effort to provide:

1. Wholesome, exciting entertainment,
2. A sharing of community achievements,
3. A presentation of varied services available from assorted agencies,
4. A feeling of safety within the city,
5. A good time available to all.

The color, gaiety and festivity were breath-taking; the sights, sounds, smells and bustle exhilarating; the pageantry and populus unbelievable.

The combined staff joined the Community Education Division in mounting its display and greeting people with warmth and literature. Various members served different shifts so that maximum coverage was afforded the three-day Fete.

Subsequent to the distribution of literature at the Fair, were some complaints filed with our Enforcement Division.

Hopefully, Baltimore Community Relations Commission's 1972 display will be "zingy" and gay to do a greater job of publicizing the work it does as the City's official Human Relations Agency.

PUBLIC HEARING *Continued from page 12*

ordered the W.T. Cowan Company to:

1. Cease and desist from discriminating on the basis of race, color, religion, national origin or ancestry, against individuals with respect to hiring, tenure, promotion, terms, conditions, privileges, or any other related matter of employment, as in-town or over-the-road drivers, and specifically, to stop denying or limiting the employment opportunities of blacks for over-the-road driving assignments; and,
2. To rehire the complainant.

W.T. Cowan filed an appeal of CRC's order with the Circuit Court of Baltimore City. As the hearing date grew near, however, the Company agreed to immediately comply with the order and the case was dismissed on January 14, 1971.

The other court case stemmed from charges of discrimination in the Joint Apprenticeship Committee, Local 122, Sheet Metal Workers'

Union of America. The case involved five black men who were denied admittance to the Union's Apprenticeship Program — one 26 year old army veteran because he was "too old" and the four other men because they failed a portion of the Union's qualifying examination known as "Knowledge of the Trade." On all the other sections of the test, which evaluated aptitude and general intelligence, however, at least three of the complainants made higher scores than a white man who was selected.

The staff finding concluded that the Joint Apprenticeship Committee's tests, which had the effect of excluding blacks, and the maximum age requirement of 25 for a beginning apprentice, were discriminatory in this case.

These findings were upheld by the Hearing Tribunal and also by Judge James A. Perrott who, on January 18, 1971, signed a Consent Decree ordering that the tests and other selection criteria be revised to more objectively measure the applicants' ability to learn to perform adequately on the job and that the Joint Apprenticeship Program begin a vigorous, broad based affirmative action program to recruit more black apprentices in the future.

Rumor Control Center

There may still be some Baltimoreans who have never heard of the Rumor Control Center, but since its inception in 1968, the CRC staff has been transmitting accurate information so promptly that word about this new city service is still being spread.

The primary purpose of the Rumor Control Center is to head off civil disorders which might possibly result from inflammatory unfounded rumors, specifically those with racial overtones.

The center receives many rumors in this category. One came from a terrified elderly lady, who was attending a Bingo game. She had been told by a bus driver that there was rioting and a number of fires at Patterson and Light Streets. A CRC staff member checked out the rumor and found out three houses were indeed on fire. It had started on the back porch of one house and spread to the others. It was also learned that the Arson Squad was investigating it, but no riots had occurred. When the lady learned these facts, she was able to return to her neighborhood without fear.

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Calls also come from troubled mothers who have heard rumors of impending riots, arising from student clashes, and other untoward incidents at various schools.

Several people have called in tales of UFO's sighted by citizens all over Baltimore. These reports were checked with the U.S. Army and it seems these flying objects were planned rocket launches.

The Rumor Control Center is helping the city in other ways too. It is a highly accurate referral service. It also siphons many of the crank calls and flying saucer reports that had formerly clogged police switchboards, thereby giving the police extra time to spend on emergency calls and to cultivate rapport with the community.

The chart below indicates the number and classification of calls received by the Rumor Control Center from January 1, 1971 to December 31, 1971.

Crank Calls	396
Gossip or Irrelevant Calls	563
Rumor Control (Public Relations)	53
Calls referred to other organizations	261
Emergency Calls	13
Speculative Calls, not subject to investigation	207
Rumor Report, Incident requiring investigation	111
Rumor Verification, Information on Hand	1,107
Yearly calls received in office	2,711
Yearly calls received by answering service	5,148
Yearly total for 1971	7,859

Discrimination is Expensive 1971 Cash Settlements Total \$9,039.98

One important feature of Article 4, is that it provides for restoration of wages lost because of discrimination. Although this does not compensate the complainant for the pain and emotional stress discrimination has caused him, it does, at least, help to make up for some of the inconvenience and financial hardship.

One respondent, for example, was required to pay \$3,800 to an aggrieved complainant. The company's only black employee in this position, the complainant had been fired ostensibly for excessive charges to her expense account.

Upon investigation, however, CRC established that white employees' accountings of comparable

expenses were almost double those submitted by the complainant. This was differential treatment: the company allowed privileges to its white staff that it did not extend to its black employee. CRC found probable cause and negotiated an agreement. In addition to paying \$3,800 in back pay, the company also agreed to rehire the complainant. She declined, however, for in the meantime, she had found a better job.

Another case was unusual because the four black complainants felt compelled to resign from their jobs because of the hostility they experienced as a result of their protest against the company's violation of its own policy requiring all employees to have a high school diploma. The complainants had learned that the respondent had not only hired a white person without a high school diploma, but that it was paying this individual the same salary as some of the people already working there. CRC found probable cause and negotiated an agreement for \$1,500 which was divided among the four complainants.

Another case provided a clear and persistent picture of differential treatment.

Harassed continuously by his supervisor, the black complainant was brought almost to the point of an emotional breakdown. One supervisor, constantly on the lookout for an opportunity to chide him, even went so far as to question other employees about his participation in incidents in which he was totally uninvolved. He was the company's "black sheep." Unlike his fellow white employees, he was not allowed to make a single mistake. A minor error for others was a major transgression for him.

Every day brought a new ordeal because almost every day, the routine would be arbitrarily and abruptly changed. The complainant was seldom advised of the new changes; his subsequent inevitable errors were regularly met with harsh, humiliating discipline. When he pleaded that he was following the only directions he had, the supervisor said he was uncooperative and accused him of insubordination. Once, he was suspended for a week without pay. On another occasion, he was assigned the work of three people. Not only did the supervisor instruct fellow employees not to help the complainant in any way, she also stood watch to enforce her order.

In preparation for a relocation in Baltimore County, the company had made plans to terminate all of its employees, but the supervisor, in one final spiteful act, fired the complainant one month early.

CRC Spurs Revision of Firefighters Civil Service Examination

CRC was able to document the supervisor's unrelenting hostile assaults. The result was a probable cause finding and a payment of \$1,539.33 to the complainant for the month he would otherwise have worked.

* * * * *

Cash settlements in 1971 totalled \$9,039.98. In addition to the amounts reported above, this figure also included two other back pay awards, one for \$1,000 and one for \$350.65, as well as an \$850.00 settlement which was not back pay, but money in the complainant's retirement fund which the company released early at the insistence of CRC.

Observation Teams to Monitor Protest Demonstrations

In the early 1960's, when protest marches were at the height of their popularity, CRC routinely dispatched observation teams to almost every demonstration that occurred in Baltimore. In subsequent years, enthusiasm for the demonstration as a tool to stimulate reform subsided, and CRC discontinued this type of surveillance.

At the present time, however, the frequency of demonstrations seems to be increasing again.

September, 1971, a group of 100 persons seeking improved treatment of prisoners were peacefully picketing in front of the Maryland Penitentiary.

According to the eyewitness report of a CRC staff member, the demonstration was peaceful, quiet, and proceeded without incident until the police arrived and began to indiscriminately arrest demonstrators and local residents.

In an effort to head off any such ugly episodes in the future, CRC's Community Division has been working to organize observation teams of clergymen, whose mere presence should help to ensure responsible behavior on the part of both the police and the demonstrators. So far, the clergy's response to this project has been "pretty good."

CRC believes that many demonstrators and several policemen welcome the observers, and feel that their presence has indeed contributed to more positive protest demonstrations.

As a direct result of CRC pressure, the Baltimore Fire Department has a greater percentage of black firefighters in its current class of new recruits than it had the year before.

In 1970, CRC discovered that the Fire Department's force was still only 13.4% black. Many of the white firefighters were (and still are) county residents. And, because of the Fire Department's image as a "white man's job preserve," it was felt that relatively few blacks were applying for jobs there.

In an effort to overcome this situation, CRC counselled the Fire Department in the preparation of a recruitment pamphlet picturing black firemen at work and emphasizing the fact that applications were encouraged from all qualified individuals. This recruitment program increased the black applicants but the new hires were still overwhelmingly white.

The bottleneck, it turned out, was the firefighters' qualifying examination. More than 400 men took this test in July of 1970. Of 150 black candidates, approximately 30 won a place on the Civil Service list. Of 73 men chosen for the October class, only two were black.

These facts were presented to a horrified Fire Board by a member of CRC's Compliance staff, who recommended a review of the test; this was accomplished with the help of a panel of interested citizens. The inspection revealed that questions tested actual knowledge of firefighting technology rather than potential to learn. The questions gave an advantage to relatives and friends of seasoned firefighters. Since, historically, Baltimore's Fire Department has been primarily white, few, if any, of the black applicants had any firefighting acquaintances. The blacks were competing at a grossly unfair disadvantage!

In 1971, the United States Supreme Court ruled that employment tests must measure the individual's ability to perform successfully on the job. It was clear that the Firemen's Exam fell far short of this standard. Accordingly, the test was recently revised. It was given to a group of 538 men, 172 black and 366 white; 488 people passed the test; 137 of them were black. The new batch of firemen is 20% black, still a long way from 50%, which would be in proportion to the City's black population, but a giant step up from the 2.7% in the previous class.

Probable Cause Findings

An analysis of CRC's 21 Probable Cause findings in 1971 gives some important indications about the nature of CRC's current caseload.

Eighteen of the cases covered a wide range of discriminatory employment practices. It was, of course, expected that the majority of cases would surround employment. But, if it was not a complete surprise, it was, at least, interesting to note that only four* of these employment cases involved an initial failure to hire. All the rest are concerned with a more subtle kind of bias — discrimination on the job.

- *One* case involved discrimination in promotion.

- *Two* others dealt with discriminatory working conditions.

- *One* concerned discrimination in the rate of pay.

- *Six* pertained solely to termination, and *three* others involved termination along with another form of discrimination such as a primarily white hiring pattern.

- *One* case involved discriminatory working conditions along with a discriminatory pattern.

Thirteen of the 18 employment cases were filed by individuals against private enterprises. Three cases were filed by individuals against city agencies. One was filed by a union against a company. Another case was initiated by CRC against two unions, one black and one white. (The unions were required to merge.) Only two cases dealt with discriminatory education practices. One case concerned a place of public accommodations which not only discriminated in its service to the public, but also in its employment practices.

Despite the fact that CRC has advertised its service to the total community, none of these cases involved discrimination on the basis of national origin or ancestry. One case involved religious discrimination. The remaining 20 cases all involved racial discrimination against blacks. These statistics support the general feeling that CRC has had for many years — that black people suffer the most from unlawful discrimination.

All of the probable cause cases concluded with an appropriate agreement to halt the discriminatory practices in focus, and to make suitable restitution to the individual aggrieved complainant. Twenty-one cases may not sound like much, but the employment situation of

hundreds of people, (not just 21 complainants) will improve as a result of CRC involvement.

* Two of these cases were eventually dismissed, because, despite repeated attempts, CRC was unable to locate the complainants when the investigations were concluded.

Case Statistics For 1971

I. Cases carried over from 1970	- 232
II. Cases certified for investigation	
a. Employment	- 91
b. Public Accommodations	- 4
c. Education	- 2
d. Health & Welfare	- 0
Total Cases Certified	- 97
III. Cases Completed	
A. Affirmative Closures-Probable Cause	
a. Employment	
1. Failure to hire	- 4
2. Discrimination in promotion	- 1
3. Discrimination in working conditions	- 2
4. Discrimination in working conditions plus discriminatory hiring pattern	- 1
5. Discrimination in rate of pay	- 1
6. Termination only	- 6
7. Termination plus other discrimination	- 3
Total Employment Cases	- 18
b. Public Accommodations	- 1
c. Education	- 2
d. Health & Welfare	- 0
Total Affirmative (Probable Cause) Closures	- 21
B. Cases Dismissed No Probable Cause	
a. Employment	- 48
b. Public Accommodations	- 1
c. Education	- 0
d. Health & Welfare	- 1
Total No Probable Cause Dismissals	- 50
C. Withdrawn	- 5
D. Lack of Jurisdiction	- 5
TOTAL CASES COMPLETED	- 81
IV. TOTAL ACTIVE CASES AT YEARS END	- 248

Additional Case Data

I. Total cases involving City Government agencies	- 20
II. Total cases initiated by CRC	- 11
III. Subpoenas issued in 1971	
A. Duces Tecum (for records)	- 12
B. Ad Testificandum (for individuals to testify)	- 5
Total Subpoenas	- 17

The Education Division of the Baltimore Community Relations Commission

The division which handles publicity and public relations for the Baltimore Community Relations Commission, designated the Education Division, has ended 1971 with a flourish. In keeping with our purpose of informing the citizens of Baltimore City of the work of the Baltimore Community Relations Commission, we have utilized the skills of artists in designing and silk-screening a brilliantly colored poster proclaiming *Discrimination is Illegal*. This poster has been displayed widely on MTA buses, in public buildings, businesses and on billboards. It was incorporated in a film used with children in Baltimore City Public Schools.

The use of an art design assisted in publicizing the new law against sex discrimination, and an appropriate message was displayed on billboards in various sections of the city.

On TV, our commercial "Balloons" reminded the public that recourse can be sought from the Baltimore Community Relations Commission, whenever a person feels he has experienced unlawful discrimination.

Radio listeners were reminded of help awaiting, through spot announcements read sometimes by CRC personnel, and at other times by the disc jockeys themselves.

The Education Division has participated in many public events by making speeches, distributing literature, appearing on panels, sponsoring human relations workshops, manning booths at several fairs, arranging sessions for foreign visitors which included ethnic drama, dance, political discussions, health and drug-prevention talks, and art.

One new addition to the activities of the Education Division was the program for city school children centered around the recognition and eradication of prejudice, propaganda and discrimination.

The prognosis for 1972 is an expansion in publicity of the work of the Baltimore Community Relations Commission, broader presentation of human relations ideas through community service, speeches, workshops, distribution of literature, program development for youngsters and adults, and new areas of exposure for all segments of the community so that a better over-all understanding of CRC may result.

Recession Could Thwart CRC's Affirmative Action

CRC's "Affirmative Action" programs to increase employment opportunities for blacks and other minorities have continued to pick up momentum. The Compliance Division's efforts have wrought some permanent significant changes in many industries which will markedly brighten the employment prospects for minority group people.

That is, unless the recession gets worse.

Lurking in the shadows of the economy, however, the recession has already caused thousands of layoffs. It threatens to undermine much of the recent progress toward fair employment. Job freezes, layoffs and hold-the-line budgets mean limited industrial growth and fewer jobs to go around. This means that many newly hired, recently promoted employees, less entrenched and tenured, have precarious job security. And, since blacks and other minorities have only recently begun to penetrate industry in a meaningful way, their employment futures are the shakiest of all.

One of CRC's affirmative action agreements has already been subverted by the state of the economy. The company had a work force of 107. It planned to hire 16 additional people, nine of whom were to be black. In the meantime, however, the company has been forced to cut back, through attrition, to a staff of 89. So, although committed to the same percentage of new black hires, the company will have significantly fewer black employees than CRC had originally anticipated.

Another company reported that, in 1971, two-thirds of its new hires were black. It sounded good at first until CRC learned that the two-thirds represented only two people.

In still another company, the black work force had been practically wiped out. In June, 1970, the company reported a staff of 126 employees, including one black manager, two black salesmen and five black semi-skilled workers. By the end of 1971, this business had experienced a 32% decline in employment. Reduced to a staff of only 86 employees, the company reported no black managers, no black salesmen and only two black semi-skilled workers.

All over Baltimore, large companies have cut their work forces, some by as many as 200 people. Inevitably, some of the hard won positions

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for blacks have also been lost.

Historically, recessions have been times when, even more than usual, blacks are the "last hired and first fired." CRC fervently hopes that this recession will pass. In any event, with "affirmative action" and a vigorous enforcement of Article 4, CRC will continue its efforts to curb discrimination in hiring and firing - recession or not.

Flower Mart Violence Causes Concern

In previous years, the month of May has marked one of Baltimore's loveliest annual events for 58 years.

Nineteen hundred seventy-one was Baltimore's 59th Annual Flower Mart, held for the first time in the Charles Center Plaza. The "May Flowers" of 1971 were marked with many turbulent activities.

According to a report given by a CRC staff member, many arrests were made during the course of the day. There were a number of small incidents involving encounters between black youths and whites, also black youths and the police.

Another staff member on the scene felt the news media's advance speculations had a definite influence on what happened at the Flower Mart. "I know that I personally heard and read reports looking toward the Flower Mart and all the while wondering if there would be as much trouble this year as there was last year. To me this pointed up in the minds of the public, their expectation for trouble and this was proven when so many kids were present to observe the trouble that everybody was watching for."

One of CRC's clergy observers felt that the physical setting of the Mart seemed to invite trouble. The overwhelming presence of policemen in riot gear was highly provocative; their actual behavior, however, was generally restrained.

The 1971 Flower Mart fiasco has spotlighted many community relations problems and CRC, in its role as an agency working to restore and maintain harmony, feels that the observations and opinions reported above deserve serious consideration. The '71 Flower Mart has taught an important lesson, which, if heeded by everyone, can help to preclude such unfortunate events from repeating themselves.

Publicity Disrupts Police

CRC Relations

Early in July, CRC was jolted by the sudden barrage of publicity given to a statement made many months earlier by Police Commissioner Donald D. Pomerleau, that the Community Relations Commission was "polarizing the community" and "consorting with revolutionaries."

Commissioner Pomerleau made these startling remarks during a panel discussion at a conference on Violence Against Society, held by the National Chamber of Commerce, in Washington, on October 29, 1970.

The whole thing might have gone unnoticed, except for a conference summary published in July which a reporter happened to see. The delayed publicity was still news, however, because, in the past, CRC had expressed dissatisfaction with the state of police-community relations in Baltimore. Additionally, CRC had called for an alternative to the existing Complaint Evaluation Board, recommending a review panel with significant citizen representation.

Prior to this burst of publicity, the Police Commissioner had maintained a conspicuous public silence on the whole issue.

CRC Director David L. Glenn explained the Commission position by stating that in order to fulfill its mandate to promote harmonious human relations in Baltimore, CRC must keep its lines of communications open with all segments of the community and that far from polarizing the community, CRC is striving to bring it together. The whole episode was, in the words of Mayor D'Alesandro and a newspaper editorial, "regrettable."

By the end of the year, the publicity had subsided. CRC's Commissioners have met with Mr. Pomerleau. The staff continues its contact with the Police-Community Relations Division. CRC, however, still maintains its stand favoring more adequate machinery to review civilian complaints against police. On this subject the two agencies are at an impasse.

Racial Patterns *Continued from page 1*

any job category should be filled primarily by members of any one racial group."

A case in point is the Department of Public Works where 42.3% of the employees are black. The majority of these workers, however, are assigned to the Bureau of Utility Operations which is responsible for much of the City's "dirty work," such as garbage collection, sewer maintenance, and street repairing. There is a particularly high concentration (64.06%) of blacks in the Bureau of Sanitation. At the same time, other administrative units in the Department of Public Works remain largely white. In some units, black involvement goes as low as 1.29%.

"...It is heartening to know that job opportunities for blacks have improved in the Division of Sanitation," the report admits. But, "the fact that they are not represented in anywhere near as high a percentage in other divisions of the Department of Public Works, carries the uncomfortable connotation that the City is allowing blacks to assume the bulk of its dirty and unpleasant jobs while access to more desirable jobs remain limited."

Other departments where black participation falls far below the proportion of blacks in the population include the Police Department (16.56%), the Fire Department (13.40%), the Finance Department (18.83%) and the Department of Planning and Zoning (11%).

It is interesting to note that two large city agencies have high percentages of black professionals. The Department of Education's work force is 62.85% black. Black employment in the Department of Social Services is 54.22%. These departments, the report observes, "have offered opportunity to able blacks and blacks have taken advantage of it." The experience of these two departments strongly suggests that if other city agencies root out all their discriminatory employment practices, intentional and unintentional, and begin to actively seek black employees, their lopsided racial statistics will also improve.

In three departments, Model Cities, Community Action Agency, and the Concentrated Employment Program, the overall percentage of blacks is 91%, 85% and 98% respectively. Established specifically to improve the quality of life in central city ghettos, these agencies have actively sought black staff members who could give help and inspiration to these black communities. These agencies, however, have no

stated policy of excluding whites. There are a number of whites in professional positions in all three of these agencies, and no white person has yet filed a complaint of racial discrimination against any of them. It is also important to remember here, that these three agencies account for only 680 city employees and the fact that they hire a high percentage of blacks in no way offsets the lack of black employees in the other agencies.

In conclusion, it may be of interest to record the racial employment pattern at CRC. The Director is black. The Office Manager is black. Of the four Division Chiefs, two are white and two are black. At the time of the survey, CRC employed 33 individuals -- 17 were white and 16 were black.

CRC offers an excellent example of a labor situation unclouded by racial discrimination. Unlike many agencies, CRC has no history of discrimination to live down. Special efforts to recruit black employees are therefore unnecessary. CRC gets a wide variety of applicants from all segments of the community and its only consideration is to select the best person available for the particular job vacancy. The result is a staff that is half black and half white. And when other agencies can rid themselves of any taint of discrimination, they too will experience a similar freedom from most worries about race.

CRC Calls for Comprehensive Court Watching Project

In 1971, a group of students at Johns Hopkins University reported the results of a court watching project in 1970. CRC believes that this study strongly indicates the need for an objective and thorough analysis of courtroom proceedings.

It has been noted by both Hopkins University and CRC, that at the Municipal Court and the Supreme Bench levels, judicial decorum may be race related and tends to be less acceptable in cases involving members of minority groups.

Some judges seemed to lean toward harsher sentences for apparently poor defendants. Harsh sentences and unacceptable judicial decorum tend to go together.

CRC believes that a sweeping detailed court study will prove a useful tool to spur other necessary reforms. We are hopeful that the Bar Association and the Governor of Maryland will give serious consideration to conducting a definitive analysis of the courts in the near future.

CRC - A Short History

1956 - Present

Although discrimination is not as overt as it used to be, it is still an integral, if sometimes disguised, component of life in Baltimore.

Far from "working itself out of a job," CRC is uncovering more and more territories where, for years, bias has flourished, unchecked and unnoticed, even by some of its victims. Every year brings a reaffirmation of the fact that discrimination is deeply imbedded within the roots of society. And it is so fundamentally a part of the economic system that mere good intentions, like the simple passage of an equal opportunity law, will not make it go away. Twenty years ago, only the sophisticated recognized this; today it should be obvious to all.

The history of CRC is itself a mirror of the growing understanding of the serious complexities of discrimination.

From 1956, when it was first established by the City Council, to the present, the CRC staff has grown from two to 34 paid staff members, plus its ten Commissioners, making it one of the largest commissions of its kind in the Country. CRC's area of responsibility has been extended to cover not only employment, but public accommodations, education, and health and welfare agencies - a much broader area of intergroup relations. This thrust toward a broader concern is reflected in the change of title from "Equal Employment Opportunity Commission" to "Equal Opportunity Commission" in 1962 and, finally, to "Community Relations Commission" in 1964.

From 1956 to 1959, the bulk of the work of this agency was in the area of public education because the lack of public knowledge of the agency and its role resulted in few complaints being filed. In 1959, advertising costs took up 81 per cent of the small general expense budget. During this period, it was extremely difficult for the Commission to deal effectively with problems of discrimination, especially in employment, because the lack of enforcement powers made it necessary to rely primarily on persuasion and the threat of exposure to secure compliance. Any successes were limited to the resolution of individual complaints, rather than to the basic problem of discrimination in the broader area of general employment practices and policies. Moreover, the staff of three was far too inadequate to make more than a small dent in a discrimination problem so pervasive and so well

entrenched.

By October, 1959, the terms of all the Commission members had expired and no new appointments had been made to fill the vacancies. The Commission then became inactive until February of 1960.

Meanwhile, repeated recommendations were being made to give the agency enforcement powers, as it was becoming apparent that moral suasion was a relatively ineffective force in changing business practices. In 1961, the Commission acquired these tools and was empowered to subpoena records and witnesses, to conduct investigations, to hold public hearings and to negotiate agreements with respondents designed to give restitution to individually aggrieved complainants and, even more important, to institute change to preclude the possibility of discrimination in the future.

The enforcement powers went a long way to improve the image of CRC: there was a definite change in the public attitude toward the law. As confidence in the Commission increased, so did the number of cases filed and successfully completed. By 1965, progress was noticeable. The staff had increased and was able to branch out into the community to resolve problems of tension there.

In the early days, CRC resolved many complaints of discrimination in places of public accommodations, i.e., hotels, motels, restaurants, retail establishments. As a result, discrimination is now no longer a general problem in this area; most places of public accommodation are open to everyone regardless of race. Today, the vast majority of CRC's caseload deals with employment practices, where discrimination is much more subtle and difficult to document.

In 1971, the law was amended to enlarge the definition of discrimination to include differential treatment on the basis of sex, as well as race, religion, color, national origin and ancestry, in three areas: employment, public accommodations and health and welfare agencies. Bars and taverns, formerly exempt from coverage, are now included in the law as places of public accommodation where discrimination is illegal.

Although the staff has grown, CRC's responsibilities have also increased. At the close of 1971, through an affirmative action employment program, begun in December, 1968, CRC was taking active steps to initiate change on its own, rather than waiting for a complaint to be reported. It is now recognized that to be truly effective, a

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human relations agency needs not only to reshape public opinion on the basis of fact, to resolve individual complaints of discrimination, or to put out brush fires in the community, but also to fundamentally change circumstances or relationships which prevent many people from fully participating in society.

"Human Relations" Activity Offers Positive Alternative to Coercive Control

September 1971, was the beginning of a new school year and new school problems for the parents, teachers, and students of two Baltimore City public junior high schools. CRC's staff intervened in some of these crises.

While community leaders argued causes (hoodlums or a racist society) and solutions (coercive control vs. more "human relations" activity), CRC staff members were working in Southwestern Junior High and Northern Parkway Junior High Schools on the theory that while "meaningful dialogue" for its own sake is worthless, the right kind of talk sessions are sometimes more beneficial than anything else.

One member of the Community Division, worked with Southwestern Junior High School and initiated a "parent-input group" (not a PTA). He brought black and white parents together — not simply to express themselves, not to confess guilt or hostility, not even to enjoy each others' company, but to decide what they could do that would help build a more cohesive school and community.

Of course there were flaws; there were extremists of both sides — troublemakers — and those not interested in these meetings; but the group was well integrated and seemed serious about getting down to the business of accomplishing something good for all their kids.

As the sessions ended, some people still felt that integration was impractical.

"I think this school should have shifts...the white people have the early shift and black people have the late shift," said one refractory student.

However, one young man spoke for many others when he commented, "I think we should go on trips together and get acquainted with each other. This would improve both races' conduct."

Another staff member handled the tensions at

Northern Parkway Junior High School. These problems were approached on a different level. At Northern Parkway Junior High, it seemed that 7th graders coming together for the first time in an integrated situation, brought with them an enormous amount of racist stereotypes.

Clearly, Northern Parkway needed better human relations. After meetings between school administrators and CRC staff members, it was decided that the program should focus on 7th graders.

Thus, the 7th grade was first divided into small groups for caucusing, role playing and discussion. The sessions began with an effective catalyst — a film which made many students uncomfortable and uneasy. Second, each group was divided again according to race, so the students could formulate questions to ask students of the other race.

Upon coming together, group leaders found a considerable reduction of fears and anxieties. At this stage, role playing began and some honest evaluations of personal attitudes took place.

So far, only half of the 7th graders have had the benefit of these group discussions. The principal is eager for all 7th graders to have this experience; he also thinks it is a reasonably successful program.

CRC will continue these programs through the spring semester, as long as we hear at least one comment like:

"I have learned (as a result of these sessions) that you should not dislike a person because of his color, race or religion. Like them for what they are. I have learned to be more kind to other people."

PUBLIC HEARING CASES RESOLVED

In 1971, court decisions were rendered on two CRC cases in which the staff findings were not only contested in public hearing, but were also appealed in court after the public Hearing Tribunals supported the staff's findings.

The first case, with the W.T. Cowan Trucking Company, involved a policy of giving tedious "short haul" jobs to black drivers while excluding them from the more lucrative, "over-the-road" driving assignments. As a result of this policy, the respondent not only refused to employ the complainant as an "over-the-road" driver, but fired him from his job as a casual in-town driver.

To correct this situation, the Commission

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