

AUGUST 18, 1967

MEMORANDUM TO: MR. RICHARD STRICHARTZ, COORDINATOR
MAYOR'S DEVELOPMENT TEAM

FROM: RICHARD V. MARKS, SECRETARY-DIRECTOR
COMMISSION ON COMMUNITY RELATIONS

SUBJECT: LONG RANGE PLANS FOR DEPARTMENTAL PARTICIPATION IN
THE RESTORATION AND REDEVELOPMENT DUE TO THE RECENT
CIVIL DISORDER

1. MANDATE

THE MISSION OF THIS DEPARTMENT UNDER THE ORDINANCE IS TO "SEEK TO CORRECT SITUATIONS WHICH IT FINDS TO BE ENDANGERING THE PEACE AND WELFARE OF THE COMMUNITY OR UNJUST AND DISCRIMINATORY." WHILE THE ORIGINAL ORDINANCE HAS EMPHASIZED THE PROCESS OF INVESTIGATION AND NEGOTIATION AND EDUCATION, IN RECENT YEARS THE ADMINISTRATION OF THREE ADDITIONAL ORDINANCES HAVE BEEN ASSIGNED TO THIS DEPARTMENT. ENFORCEMENT OF THEIR PROVISIONS REQUIRES, IN ADDITION TO THE TOOLS ABOVE, COMPLIANCE IN THE HOSPITAL, HOUSING AND EMPLOYMENT AREA AS PROSCRIBED BY LAW.

2. SHORT-RANGE PROGRAMMING

IN CONJUNCTION WITH THE EXECUTIVE ORDER #17 REQUESTING SHORT-RANGE PLANS OF THE DEPARTMENT CONSISTENT WITH ITS MISSION, THE COMMISSION HAS SUBMITTED SHORT-RANGE PROGRAMS AND OBJECTIVES IN THE AREAS OF SCHOOLS, JOBS, AND HOUSING. EACH OF THESE RECOMMENDATIONS WERE IN THE REALM OF THE CURRENT PROGRAMS, AND ACHIEVEMENT OF THE OBJECTIVES REQUIRES AFFIRMATION AND AUTHORIZATION FOR FURTHER ACTION FROM THE MAYOR AND/OR COMMON COUNCIL.

THE RECOMMENDATIONS RELATE PRIMARILY TO OPERATION OF CITY DEPARTMENTS AND ARE CONSISTENT WITH THE ORDINANCE WHICH CALLS UPON THE COMMISSION TO "ACT IN AN ADVISORY CAPACITY IN RESPECT TO CITY PLANS OR THE OPERATION OF ANY CITY DEPARTMENTS WHERE QUESTIONS OF THE RACE OR DIFFERENCES BETWEEN CITIZENS ARE INVOLVED." WHILE EACH OF THE PROPOSALS IS OF INITIAL LIMITED RANGE, THEY HAVE THE CAPABILITY, BY EXTENSION, OF AFFECTING RACIAL RELATIONSHIPS THROUGHOUT OUR ENTIRE METROPOLITAN AREA. THESE SHORT-RANGE EQUAL OPPORTUNITY PROGRAM OBJECTIVES WHICH THE CCR IS CURRENTLY WORKING ON ARE:

- A. IN THE AREA OF SCHOOLS, THE IMMEDIATE ESTABLISHMENT OF A COOPERATIVE WORK-STUDY RELATIONSHIP WITH THE DETROIT PUBLIC SCHOOLS IN THE HEALTH SERVICE AREA. THIS PROGRAM WHICH WILL IDENTIFY APPROXIMATELY 50 JOB SLOTS WITHIN HOSPITAL FACILITIES OPERATED BY THE CITY OF DETROIT WILL TAKE MINORITY YOUNGSTERS FROM INNER SCHOOL SETTINGS WHO HAVE THE GREATEST POTENTIAL FOR CONTINUING EDUCATION BEYOND HIGH SCHOOL IN THE NURSING TRAINING AREAS OR IN LABORATORY WORK. WHILE THE MAYOR AND COMMON COUNCIL HAVE HELPED TO BRING THIS PROGRAM TO THIS STAGE, IT HAS YET TO BE AGREED UPON AND THE DETAILS WORKED OUT. IT IS CRUCIAL PROGRAMMING FOR ACHIEVING OPPORTUNITY FOR INNER CITY CHILDREN. ON A LONGER RANGE BASIS, IT NEEDS TO BE EXPANDED TO ABOUT 5% TO 10% OF ALL MUNICIPAL ENTRY-LEVEL JOBS. THE CITY OF DETROIT CAN BECOME A TRAINING RESOURCE AFFECTING BOTH EDUCATION AND JOB OPPORTUNITY FOR INNER CITY CHILDREN. LONG RANGE PROGRAMMING OF THE COMMISSION REQUIRES THAT THIS PROGRAM BE EXPANDED BY THE PUBLIC SCHOOLS AND EXTENDED TO OTHER MAJOR EMPLOYERS IN OUR COMMUNITY.
- B. IN THE AREA OF JOBS, THE CREATIVE POTENTIAL OF THE CITY'S CONTRACT COMPLIANCE ORDINANCE CAN ONLY BE ACHIEVED BY INCREASING THE NUMBER OF QUALIFIED STAFF PERSONS WORKING IN RELATIONSHIP TO IT. SHORT-RANGE EFFORTS CALL FOR THE ESTABLISHMENT OF PRE-CONTRACT AWARD POLICY BY THE ADMINISTRATION OR BY THE COMMON COUNCIL AND THE PURSUIT OF A VIGOROUS COMPLIANCE AND EDUCATION PROGRAM IN REGARD TO FAIR EMPLOYMENT PRACTICES.
- C. IN THE AREA OF HOUSING, THE JOINT EFFORTS OF THE GOVERNMENT AND PRIVATE COMMUNITY MUST BE ASSERTED TO OPEN UP HOUSING SUPPLY FOR MINORITY PURCHASERS AND RENTERS AT ALL ECONOMIC LEVELS. THE DEVELOPMENT, NOW, OF A SCATTERED-SITE PUBLIC HOUSING PROGRAM IS AN ESSENTIAL COMPONENT, AS IS THE WORK OF THE COMMISSION ON COMMUNITY RELATIONS IN BEHALF OF THE MODEL CITIES PROPOSAL TO CREATE A JOINT PUBLIC AND PRIVATE CORPORATION FOR THE EQUAL OPPORTUNITY MARKETING OF HOUSING.

3. LONG-RANGE PLANS

WHILE WE ARE PREPARED TO DETAIL COMPLETELY THE FOCUS OF THE COMMISSION ON COMMUNITY RELATIONS CURRENT PROGRAMMING IN FIVE AREAS: (1) HOUSING, (2) SCHOOLS, (3) EMPLOYMENT, (4) POLICE-COMMUNITY RELATIONS, AND (5) HOSPITAL SERVICES, BECAUSE OF THE URGENCY OF THIS COMMUNICATION, I WANT TO INDICATE THE AUTHORIZED AND PROJECTED PROGRAMS CURRENTLY UNDER COMMISSION STUDY.

COMMISSION PROGRAM TO ACHIEVE EQUAL OPPORTUNITY IN HOUSING

IN RECENT YEARS, INTERGROUP ISSUES IN HOUSING HAVE TENDED TO BECOME CONCEPTUALIZED AS, (A) OUTER CITY, (B) MIDDLE CITY, OR (C) INNER CITY. THE COMMISSION'S CONCERN AND PROGRAMMING AS STATED JANUARY 19, 1967, HAS REFLECTED THESE EMPHASES.

- A. THE OUTER CITY PERTAINS TO THOSE AREAS IN METROPOLITAN DETROIT FROM WHICH NEGROES OR OTHER MINORITIES ARE EXCLUDED. THE CCR HAS REPEATEDLY SUPPORTED THE ACHIEVEMENT OF A FREE AND OPEN HOUSING MARKET THROUGH LEGISLATIVE AND VOLUNTARY EFFORTS. THE COMMISSION STAFF CONTINUES TO WORK WITH HUMAN RELATIONS ORGANIZATIONS IN SUBURBAN AND DETROIT NEIGHBORHOODS AND THE EFFORTS WITHIN THE NEGRO COMMUNITY. POLICY STATEMENT AS OF DECEMBER 12, 1966, INDICATES SUPPORT FOR THE FOLLOWING SPECIFIC PROGRAM ITEMS:
- (1) THE PASSAGE OF OPEN OCCUPANCY LEGISLATION AT BOTH THE STATE-WIDE AND THE LOCAL LEVEL. THIS INVOLVES MAKING RECOMMENDATIONS TO BOTH THE GOVERNOR AND THE MAYOR, PARTICIPATION IN STATE-WIDE AND LOCAL EFFORTS TO SECURE PASSAGE OF LEGISLATION AND THE DEVELOPMENT OF AN EDUCATIONAL AND ENDORSEMENT CAMPAIGN TO SECURE THIS LEGISLATION.
 - (2) THE ADOPTION OF THE SCATTERED-SITE PRINCIPLE IN THE LOCATION AND TYPE OF PUBLIC AND/OR LOW-COST HOUSING PLANNED BY THE CITY. SUCH SCATTERED-SITE HOUSING SHOULD BE DEVELOPED CONSISTENT WITH GUIDELINES AS PROPOSED BY THE STATE CIVIL RIGHTS COMMISSION.
 - (3) THE DEVELOPMENT OF A PUBLIC AND PRIVATE COOPERATIVE HOUSING LISTING SERVICE TO ASSIST IN THE PURCHASE OF HOUSING FOR THOSE PERSONS DISPLACED BY REDEVELOPMENT PROJECTS AND OTHER PUBLIC IMPROVEMENT. SUCH A LISTING SERVICE WILL HELP TO ACHIEVE THE SUBSTANCE OF OPEN OCCUPANCY IN THE EXISTING HOUSING MARKET THROUGH THE VOLUNTARY SALE OF PROPERTIES AVAILABLE THROUGHOUT THE METROPOLITAN COMMUNITY.
 - (4) THE STIMULATION OF COMMUNITY ORGANIZATION TO SUPPLY SPECIAL EDUCATIONAL AND ACTION COMPONENTS TO DEAL WITH FACTORS INVOLVED IN RACIAL DISCRIMINATION. THIS IS A NECESSARY EFFORT IN BOTH THE OUTER, MIDDLE, AND INNER CITY PROGRAMMING.
 - (5) RECOMMENDATIONS IN THE HOUSING AREA REQUIRE THE DRASTIC EXPANSION OF HOUSING SUPPLY AT ALL ECONOMIC LEVELS. SUPPORT, THEREFORE, TO ALL PRIVATE NONPROFIT SPONSORED GROUPS AS WELL AS THE NONPROFIT CORPORATION FUND IN CONJUNCTION WITH THE MODEL CITIES PROPOSAL FOR THE BUILDING AND REHABILITATION OF LOW-COST HOUSING WHICH WILL BE MARKETING ON AN OPEN OCCUPANCY BASIS IN DETROIT AND THE SUBURBS IS AN ESSENTIAL.
 - (6) THE DEVELOPMENT OF AFFIRMATIVE ACTION PROGRAMS WITH THE FHA AND VA COVERING THE DEVELOPMENT OF NEW HOUSING PROJECTS BY NONDISCRIMINATORY BUILDERS; THE SALE, RENTAL, AND REPOSSESSION OF PROPERTIES SIMILARLY HANDLED BY SALES AGENTS THAT GUARANTEE NONDISCRIMINATORY PERFORMANCE.

- (7) ENDORSEMENT OF THE NATIONAL LEGISLATIVE PROGRAM INVOLVING MODEL CITIES AND RENT SUPPLEMENTS; ENCOURAGEMENT AND EDUCATIONAL PROGRAMS IN SUPPORT OF ACTIVITIES THAT UTILIZE THE FULL FORCE OF PRIVATE ENTERPRISE IN THE IMMEDIATE DEVELOPMENT OF PUBLIC HOUSING ON SMALL SITES. SOME OF THIS MAY INVOLVE "TURNKEY" OPERATIONS.
- B. IN THE MIDDLE CITY, RACIAL INTEGRATION HAS RECENTLY OCCURRED, AND THE COMMISSION IS WORKING WITH RESPONSIBLE COMMUNITY EFFORTS TO PROMOTE HARMONY AND STABILIZATION. THE FAIR NEIGHBORHOOD PRACTICES ORDINANCE, PASSED IN 1962 AND SUBSEQUENTLY AMENDED TWICE, SEEKS TO ELIMINATE APPEALS TO RACE FEARS AND ANXIETIES BY REAL ESTATE DEALERS AND CERTAIN OTHER REAL ESTATE PRACTICES THAT ARE THOUGHT TO CONTRIBUTE TO UNREST IN INTEGRATED NEIGHBORHOODS.
- (8) DEVELOP RELOCATION SERVICES IN RELATIONSHIP TO PUBLIC AND PRIVATE EFFORTS TO ENSURE THAT POPULATION BEING DISPLACED FROM THE CENTRAL CITY HAS AVAILABLE ENLARGED HOUSING CHOICE. TOO OFTEN IN THE PAST, THE DISPLACEMENT OF NEGRO FAMILIES BY REDEVELOPMENT PROJECTS HAS ADDED TO THE PRESSURE OF EXISTING OR ALREADY INTEGRATED NEIGHBORHOODS CAUSING THEM TO RESEGREGATE. PROGRAMS NEED TO BE DEVELOPED IN RELATION TO THE RELOCATION AGENCY TO PREVENT THIS FROM HAPPENING.
- (9) IN ALL OF THE CONTRACT RELATIONSHIPS OF THE CITY OF DETROIT WITH THE SUBURBS FOR SUCH SERVICES AS WATER AND SEWAGE, THE NONDISCRIMINATORY GUARANTEES OF SUCH COMMUNITIES SHOULD BE A PRE-CONDITION TO THE EXTENSION BY THE CENTRAL CITY BY SUCH SERVICES. THIS IS A PREMISE ENVISIONED IN PREVIOUS LEGISLATION, PARTICULARLY MODEL CITIES, AND SHOULD BE PURSUED VIGOROUSLY ON THE LOCAL LEVEL TO ESTABLISH IT AS A PRACTICE.
- (10) CITY-OWNED SUBURBAN PROPERTIES THAT IS SUBJECT TO HOUSING OR ECONOMIC DEVELOPMENT MUST BE MARKETING ONLY TO THOSE PERSONS OR CORPORATIONS THAT ARE PREPARED TO GUARANTEE ITS USE AS HOUSING FOR ALL.
- (11) ALL SPONSORS OF PROJECTS DEVELOPED ON CITY-OWNED OR CLEARED LAND SHOULD BE SUBJECT TO BOTH THE PROVISIONS OF THE FEDERAL NONDISCRIMINATORY POLICY AND THE LOCAL ORDINANCE SIMILAR TO THAT WHICH GOVERNS THE MARKETING OF LAND IN THE HOSPITAL REDEVELOPMENT AREA.
- (12) CITY SERVICES MUST BE SUBJECT TO SPECIFIC REVIEW AND PRIORITY GIVEN TO THE ADEQUATE MAINTENANCE OF NEIGHBORHOODS CURRENTLY UNDERGOING RACIAL INTEGRATION.

Cc IN THE INNER CITY, THE OCCUPANCY PATTERN IS NOT AT ISSUE. THESE NEIGHBORHOODS CONTAIN THE OLDEST HOUSING IN METROPOLITAN DETROIT AND THE HIGHEST PERCENTAGE OF SUBSTANDARD HOUSING; THE WORST PHYSICAL BLIGHT, MAJOR OVERCROWDING PROBLEMS, AND MANY PLANNING DEFICIENCIES. HOUSING PROBLEMS THAT CAN ADVERSELY AFFECT INTER-GROUP RELATIONS ARE LANDLORD-TENANT RELATIONS, THE ENFORCEMENT OF BUILDING, HEALTH, AND SAFETY CODES, AND THE HOST OF ENVIRONMENTAL CONDITIONS THAT PRODUCE URBAN BLIGHT. PARTICULAR EMPHASIS IS GIVEN TO PROGRAMMING IN THE FOLLOWING FOUR AREAS:

- (A) URBAN RENEWAL AND RELOCATION
 - (B) THE ADEQUACY OF THE LOW AND MODERATE INCOME HOUSING SUPPLY ON A NON-SEGREGATED BASIS
 - (C) THE ENFORCEMENT OF BUILDING, HEALTH AND SAFETY CODES
 - (D) CONDITIONS CONTRIBUTING TO ENVIRONMENTAL BLIGHT IN AN INNER CITY NEIGHBORHOOD, SUCH AS ABANDONED CARS, TRASH COLLECTION, ETC.
- (13) STUDIES OF EACH OF THESE AREAS ARE BEING PURSUED - REPORT #1 ON ABANDONED CARS AND REPORT #2 ON CODE ENFORCEMENT IS CURRENTLY AVAILABLE. EVALUATION AND MANGEMENT STUDIES OF OUR EFFECTIVENESS IN OUR TRASH COLLECTION AND THE MAINTENANCE OF UNLITTERED CONDITIONS IN THE INNER CITY PARTICULARLY NEEDS CAREFUL REVIEW.
- (14) IN ADDITION TO THE RECOMMENDATIONS OF THE CODE ENFORCEMENT REPORT, WE NEED TO MOUNT MASSIVE EDUCATION PROGRAMS GOVERNING LANDLORD-TENANT RIGHTS.
- (15) A PROGRAM OF CONSUMER EDUCATION, PARTICULARLY INVOLVING THE PURCHASE AND MAINTENANCE OF HOUSING IS A NECESSARY PART OF ANY CITY'S EFFORTS TO RENEW AND REHABILITATE ITS EXISTING HOUSING SUPPLY.

COMMISSION PROGRAM TO ACHIEVE EQUAL OPPORTUNITY IN SCHOOLS

IN ADDITION TO THE PRIORITY EMPHASES WHICH THE COMMISSION IS CURRENTLY GIVING TO THE DEVELOPMENT OF A COOPERATIVE WORK-STUDY PROGRAM EMBODYING JOB STATIONS IN BOTH PUBLIC AND PRIVATE EMPLOYMENT, FOR EXISTING INNER CITY HIGH SCHOOL CHILDREN, THE COMMISSION ON COMMUNITY RELATIONS HAS DEVELOPED POLICY FOR GOVERNING ITS EFFORTS TO ACHIEVE EQUAL OPPORTUNITY IN SCHOOLS.

- (1) EFFORTS TO SECURE DEMONSTRATED TOTAL INTEGRATION OF THE TEACHING STAFF. THE IMPACT OF THIS PROGRAM ON PUBLIC ATTITUDES RELATING TO RACE IS CRYSTAL CLEAR. THE DEMONSTRATED ACHIEVEMENT OF EQUAL EMPLOYMENT OPPORTUNITY AS SEEN IN THE NON-RACIAL PLACEMENT OF TEACHERS IS ALSO AN IMPORTANT PRODUCT TO THE COMMISSION'S PROGRAMMING IN THIS AREA.
- (2) THE ACHIEVEMENT OF EQUAL EDUCATIONAL OPPORTUNITY IN RELATIONSHIP TO APPRENTICES IN THE BUILDING TRADES IS A MATTER OF CURRENT COMMISSION ACTION. THE COMMISSION HAS BEEN SEEKING THE NON-DISCRIMINATORY TRAINING OF WORK FORCE AND THE INCLUSION OF CONTRACTORS AND APPRENTICES WITHOUT DIRECT UNION SPONSORSHIP IN THE TRADES SCHOOL ALSO.
- (3) COMMISSION HAS AUTHORIZED A STUDY OF VOCATIONAL EDUCATION CURRICULUM TO EVALUATE THE EXTENT TO WHICH THERE ARE EQUAL OPPORTUNITY OFFERINGS AVAILABLE TO ANY CHILD, WHITE OR NEGRO, AND TO EVALUATE THE EXTENT TO WHICH THE CURRICULUM IS ADEQUATE IN INNER CITY SCHOOL SETTINGS TO PRODUCE STUDENTS ELIGIBLE FOR COMPETITION IN THE APPRENTICEABLE TRADES.
- (4) THE COMMISSION HAS AUTHORIZED THE STUDY OF EQUAL EDUCATIONAL OPPORTUNITY THAT IS TO EMBODY EVALUATION OF CURRICULUM OR CURRICULUM STANDARDS, CONTENT, OFFERINGS, ETC. AS WELL AS COMPARATIVE STUDY OF ACHIEVEMENT OF STUDENTS IN SUCH SCHOOL SETTINGS.
- (5) BECAUSE OF ITS GREAT CONCERN FOR THE ROLE OF COUNSELLOR IN THE PUBLIC SCHOOLS, THE COMMISSION HAS AUTHORIZED A STUDY OF THIS JOB FUNCTION AND ITS PERFORMANCE PARTICULARLY IN RELATION TO INNER CITY SCHOOL SETTINGS.
- (6) COMMISSION HAS AUTHORIZED STAFF TO WORK WITH AND TO SERVE A COMMUNITY ORGANIZATION EFFORT TO ENCOURAGE CITIZENS TO EXPRESS THEIR CONCERNS WITH AND SUPPORT OF EQUAL EDUCATIONAL OPPORTUNITY. ITS WORK WITH THE AD HOC COMMITTEE OF CITIZENS CONCERNED WITH EQUAL EDUCATIONAL OPPORTUNITY HAS IN THE PAST REPRESENTED A SIGNIFICANT EDUCATIONAL EFFORT IN BEHALF OF RESOLUTION OF PROBLEMS RELATING TO THE PUBLIC SCHOOLS.

OTHER RECOMMENDATIONS NOT FORMALLY A MATTER OF COMMISSION POLICY BUT ON WHICH THE COMMISSION VIEWS HAVE BEEN GENERALLY STATED ARE THE FOLLOWING:

- (7) TEACHER TRAINING IN HUMAN RELATIONS SHOULD TAKE PLACE IN INNER CITY AND OUTER CITY SCHOOLS. IT SHOULD INVOLVE NEW TEACHERS AND MIDDLE MANAGEMENT PERSONNEL; PRINCIPALS, COUNSELLORS, ETC.
- (8) TEACHER TRAINING PROGRAMS AT THE UNIVERSITY LEVEL CAN ASSIST IN THE TRAINING AND STAFFING OF INNER CITY SCHOOLS. SUCH RECRUITMENT REQUIRES NOT ONLY THE TEACHING OF HUMAN RELATIONS, BUT EXPOSURE TO THE PROBLEMS AND OPPORTUNITIES IN INNER SCHOOL SETTINGS.

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- (9) HUMAN RELATIONS INSTITUTES AND SPECIAL PROJECTS DEVELOPED AROUND THE THEME OF PUPIL AND TEACHER INTEGRATION ON SUMMER AND YEAR ROUND BASIS.
- (10) EXPLORATION OF TEAM TEACHING, THE USE OF SUBSTITUTES AND THE USE OF SUB-PROFESSIONAL PERSONNEL ALSO NEEDS TO BE PURSUED.
- (11) THE REVIVAL OF INTEREST IN NEGRO HISTORY AND TEACHING REQUIRES UNIVERSITY-LEVEL EFFORTS IN CURRICULUM DEVELOPMENT AND THE INTEGRATION AND UTILIZATION OF THE WORK OF NEGRO CONTRIBUTORS IN AREAS SUCH AS ENGLISH, BIOLOGY, ETC.
- (12) THE QUALITY AND AVAILABILITY OF TEXT BOOKS, PARTICULARLY IN THE INNER CITY SETTINGS.
- (13) EXPLORATION OF THE COMMUNITY SCHOOL CONCEPT IN INNER CITY NEIGHBORHOODS.
- (14) THE DEVELOPMENT AT THE HIGH SCHOOL LEVEL OF QUALITY CURRICULUM AND SPECIALIZATION IN CURRICULUM OFFERINGS. THIS CAN ASSIST IN PROPER UTILIZATION OF BUILDINGS AND EQUIPMENT AND INCREASE THE SCHOOLS ABILITY TO INVOLVE WHITE AND NEGRO STUDENTS FROM CITY-WIDE AREA.
- (15) FURTHER EFFORTS IN TERMS OF ELEMENTARY AND JUNIOR HIGH SITUATIONS PERMIT THE MOBILIZATION OF RESOURCES IN RELATIONSHIP TO EVIDENCE OF LOW ACHIEVEMENT.
- (16) ELEMENTARY AND JUNIOR HIGH STUDY COMMITTEES TO EVALUATE THE EXTENT TO WHICH THERE ARE RACIAL DIFFERENTIALS IN CURRICULUM OFFERINGS, COURSE CONTENT, TEACHER PREPARATION, THE TIME SEQUENCE IN LITERARY AND NON-ACADEMIC SUBJECTS.

COMMISSION PROGRAM TO ACHIEVE EQUAL OPPORTUNITY IN EMPLOYMENT

THE COMMISSION'S PROGRAM IN THE AREA OF EMPLOYMENT FLOW FROM THE ORDINANCE NO. 206-G WHICH DIRECTS THE COMMUNITY RELATIONS COMMISSION TO ADMINISTER PROGRAM OF CONTRACT COMPLIANCE, REVIEW THE EMPLOYMENT PRACTICES OF ALL PERSONS DOING BUSINESS WITH THE CITY TO ENSURE THAT EQUAL AND FAIR EMPLOYMENT WILL BE A CONDITION OF CONTRACT PERFORMANCE.

- (1) PRE-CONTRACT AWARD SURVEYS SHOULD BE CONDUCTED IN AT LEAST TWO AREAS; I.E., (A) THE PURCHASE OF AUTOMOBILES AND (B) IN BUILDING CONSTRUCTION.
- (2) SPECIALIZED PROGRAMS WORKING WITH INDIVIDUAL CONTRACTORS SHOULD SEEK THE DEVELOPMENT OF JOB STATIONS FOR COOPERATIVE STUDENTS FROM INNER CITY HIGH SCHOOLS AS A TRAINING EFFORT TO INCREASE INTEGRATION OF THE WORK FORCE AND TO DEVELOP THE DISTINCTIVE SUMMER JOB SLOTS FOR WHICH HIGH SCHOOL AND COLLEGE AGE STUDENTS ARE PARTICULARLY ELIGIBLE.
- (3) A THOROUGH REVIEW OF THE PRINCIPLE OF TESTING AND JOB STANDARDS NEED TO BE ACCOMPLISHED BOTH WITH MUNICIPAL CONTRACTORS AND PRIVATE EMPLOYERS AND TRADES GROUPS. THE ABSTRACT BARRIERS WHICH ARE PLACED IN THE WAY OF POTENTIAL EMPLOYEES UNRELATED TO THEIR ULTIMATE ABILITY TO PERFORM ON THE JOB IS AN UNNECESSARY IMPEDIMENT TO INTEGRATION OF THE WORK FORCE.

A SECOND AREA OF COMMISSION CONCERN IN EMPLOYMENT RELATES TO THE "IN-HOUSE" EMPLOYEES AND EMPLOYMENT PATTERNS WITHIN THE CITY'S SERVICE.

- (4) THOROUGH GOING REVIEW OF THE RECRUITMENT AND OTHER FACTORS WHICH HAVE PREVENTED DEPARTMENTS FROM ACHIEVING A REASONABLE DEGREE OF INTEGRATION NEEDS TO BE SEARCHED OUT ON A CONTINUING BASIS. SUCH DEPARTMENTS AS THE FIRE DEPARTMENT, CITY PURCHASING, ETC. SUGGEST THEMSELVES IMMEDIATELY.
- (5) FURTHER EFFORTS ARE REQUIRED TO IMPLEMENT THE RECOMMENDATIONS OF THE BIENNIAL RACIAL CENSUS OF MUNICIPAL EMPLOYEES. THESE RECOMMENDATIONS HAVE INCLUDED SPECIAL EMPHASIS ON JOB TRAINING OPPORTUNITIES IN CONJUNCTION WITH CITY POSITIONS, THE DEVELOPMENT OF A PERSONNEL INVENTORY TO FACILITATE UPWARD MOVEMENT AND PROMOTION APPROPRIATE OF SKILLS OF EXISTING CITY WORKERS, ETC.

COMMISSION PROGRAM TO ACHIEVE EQUAL OPPORTUNITY IN POLICE-COMMUNITY RELATIONS

IN EARLY 1962 AND AGAIN IN AUGUST AND SEPTEMBER 1966, THE COMMISSION ON COMMUNITY RELATIONS ADOPTED A FIVE-POINT PLATFORM GOVERNING ITS OBJECTIVES FOR THE IMPROVEMENT OF POLICE-COMMUNITY RELATIONS. THESE INCLUDED:

- (1) RECRUITMENT - THE SUBCOMMITTEE ENDORSED THE NAACP REQUEST THAT ONE-THOUSAND NEGRO OFFICERS BE A RECRUITMENT GOAL FOR THE DEPARTMENT. THE CCR SPECIFICALLY ASKED TEAMS OF RECRUITERS AND NEGRO PHYSICIANS ON THE POLICE STAFF.

- (2) ASSIGNMENT - THE CCR ENDORSED INTEGRATION OF ALL BUREAUS ETC. AT ALL LEVELS.
- (3) PROMOTION - EVERY OPPORTUNITY NEEDS TO BE FOUND TO GIVE NEGRO OFFICERS THE EXPERIENCE AND WORK ASSIGNMENTS WHICH WILL ENSURE THEIR ELIGIBILITY FOR PROMOTION, SUCH OPPORTUNITIES AS ARE PRESENT TO BRING NEGRO OFFICERS INTO COMMAND LEVEL POSITIONS. FAIRLY UTILIZING THEIR SERVICES IN THE FIELD FOR THE OBVIOUS PURPOSE OF EFFICIENCY AND POLICE-COMMUNITY RELATIONS NEED PARTICULAR EMPHASIS.
- (4) TRAINING - CCR ASKED FOR CONTINUING IN-SERVICE TRAINING IN HUMAN RELATIONS PLUS A CONTINUING TRAINING PROGRAM FOR THOSE WHO DO NOT PASS THE DEPARTMENT SELECTION TEST BUT ARE OTHERWISE QUALIFIED. THE CCR SUBCOMMITTEE ALSO BROUGHT THE QUESTION RAISED BY THE NAACP ABOUT THE ALLEGED HARASSMENT BY THE TMU TO THE COMMISSIONER'S ATTENTION FOR DEPARTMENTAL ACTION.
- (5) THE ROLE OF THE CCB AND DEPARTMENT DISCIPLINE - THE CCR ASKED TO EVALUATE THE PATTERN OF DISCIPLINE AND ASKED THAT PROBABLE CAUSE BE USED TO SUSPEND OFFICERS ACCUSED OF CIVIL RIGHTS VIOLATIONS.

SEVERAL RECOMMENDATIONS SUGGEST THEMSELVES CONSISTENT WITH THE ABOVE POLICY FORMULATION.

- (6) WORKING OUT A WAY IN WHICH CIVIL SERVICE CAN RECRUIT FOR THE POLICE DEPARTMENT CONSISTENT WITH THE CHARTER AND/OR REVIEWING SIGNIFICANTLY THE NATURE OF THE SELECTION DEVICES WHICH PREVENT THE DEPARTMENT FROM IMMEDIATELY ABSORBING PERSONNEL NECESSARY TO COME UP TO FULL STRENGTH.
- (7) LOOKING INTENSIVELY AT SERVICE RATING AND OTHER FACTORS IMPEDING THE PROMOTIONS OF NEGROES. MAYOR SHOULD IMMEDIATELY PROMOTE SEVERAL NEGRO INSPECTORS.
- (8) SEEK MORE HUMAN RELATIONS TRAINING IN THE POLICE ACADEMY WITH MORE EMPHASIS ON ATTITUDE PROBLEMS. THIS SHOULD BE DONE BY HUMAN RELATIONS SPECIALISTS AND PSYCHOLOGISTS, NOT POLICE OFFICERS.
- (9) ALL POLICE OFFICERS AND RECRUITS SHOULD BE SUBJECTED TO ADEQUATE PSYCHOLOGICAL TESTS TO WEED OUT THE DANGEROUS AND UNFIT.
- (10) THE CITIZEN COMPLAINT BUREAU SHOULD WORK OUT A PROCEDURE FOR "SWARMING" A CASE TO ESTABLISH PROBABLE CAUSE AS SOON AS POSSIBLE SO THAT COMMISSIONER CAN TAKE PROMPT ACTION IN ALL CASES.
- (11) CCR SUBCOMMITTEE SHOULD MEET WITH THE COMMISSIONER AND CCR TO REVIEW CASES DEVELOPED DURING THE PAST YEAR.

COMMISSION PROGRAMS TO ACHIEVE EQUAL OPPORTUNITY IN HOSPITALS

THE WORK OF THE COMMISSION IN THE AREA OF HOSPITAL AND MEDICAL SERVICES STEM FROM ORDINANCE No. 813-F AUTHORIZING THE COMMISSION TO TAKE LEGAL ACTION WHERE HOSPITALS FAIL TO GIVE EQUAL SERVICE OR OPPORTUNITY. THE COMMISSION, SINCE 1952, HAS BEEN WORKING WITH GROUPS OF CITIZENS IN THE STUDY OF RACIAL FACTORS IN MEDICAL AND NURSING SERVICES, AND AGAIN SINCE 1958 HAS BEEN WORKING WITH AN ADVISORY COMMITTEE ON HOSPITAL SERVICE TO IMPLEMENT THE FINDINGS OF THE EARLIER REPORTS. THIS CONTINUING WORK MUST BE SUPPLEMENTED BY:

- (1) SPECIAL REVIEW OF THE PRACTICES OF BOTH UNIVERSITY OF MICHIGAN'S AND WAYNE UNIVERSITY'S MEDICAL SCHOOLS TO ENSURE THAT THE UNIVERSITIES ARE TAKING AFFIRMATIVE ACTIONS TO ENSURE THE ENROLLMENT OF NEGROES AND WHITES IN THE PROFESSIONAL MEDICAL SCHOOLS. THE THREAT THAT AN ALL-WHITE MEDICAL SERVICE REPRESENTS TO A DEMOCRATIC SOCIETY IS CLEAR TO ANY PERSON OF GOOD WILL.
- (2) FOLLOWING THE COMMISSION REQUEST FOR A NURSING CAREER COUNSELLOR TO BE PLACED IN THE PUBLIC SCHOOLS, THE COMMISSION SHOULD MAKE FOLLOW-UP WITH THE BOARD OF EDUCATION TO ENSURE THAT THE QUALIFICATIONS AND SPECIFICATIONS FOR THE JOB ARE APPROPRIATELY FILLED AND THE PERSON EMPLOYED WHO CAN MEET THOSE CONDITIONS.
- (3) THE EDUCATIONAL EFFORTS TO ENSURE THAT ALL NURSES AND DOCTORS IN NURSING HOMES AND HOSPITALS ARE AWARE OF THE PROVISIONS OF THE HOSPITAL ORDINANCE IS ESSENTIAL EDUCATIONAL PRACTICES.
- (4) SOME STUDY UNDER THE ORDINANCE POWERS NEEDS TO BE INITIATED IMMEDIATELY REGARDING THE SELECTION PRACTICES IN EXISTING NURSING SCHOOLS.
- (5) THE REFERRAL PRACTICES OF WELFARE GROUPS AND CITY HOSPITAL PERSONNEL MUST BE REVIEWED TO ASSURE THE PUBLIC THAT PATTERNS OF SEGREGATION ARE NOT BEING RE-ENFORCED.