

Report Urges New Policies For Non-White Hirings

The Michigan Civil Rights Commission has completed a study of employment patterns for non-whites in Wayne County government at the request of the County Board of Supervisors.

The study report, transmitted to the Board of Supervisors, concluded in part:

"...limited progress has been made toward providing equal employment opportunity for all employees. Non-whites comprise 28 per cent of the total work force in 1968 as compared with 23 per cent in 1963. Non-whites have been successful to a limited degree in upgrading so that today a few non-whites are found holding some of the better paying positions."

"Department heads are to be commended for those affirmative actions they have taken to hire and upgrade non-whites. However, it must be concluded that generally, on a county-wide basis, non-whites have less chance of securing employment or upgrading than equally qualified white applicants and employees."

"The progress that is being made at the present time is not commensurate with the need for improvement in the overall situation. Some departments are making no progress or losing ground. Others are making only token efforts to improve the situation."

"The flexibilities of the present Civil Service procedures allow department heads and representatives to continue to show preference to white applicants and employees."

"EQUAL EMPLOYMENT opportunity would be greatly enhanced in Wayne County government if the Civil Service procedures were streamlined and revised to make arbitrary and discriminatory actions on the part of department personnel more difficult."

"Discrimination in the past has handicapped present employees to such an extent that compensatory treatment in the immediate future will be necessary or the heritage of past years will continue to make unequal the opportunities of non-whites for the foreseeable future."

THE REPORT recommended that, in addition to revising hiring and promotional procedures, the County government:

Take steps to recruit and upgrade non-white employees. Eliminate employment and promotional examinations whenever possible. Move to integrate all work areas. Establish a Wayne County Human Relations Commission to enforce equal employment opportunity in the county government.

Mel Ravitz, chairman of the Board of Supervisors, who proposed the study, said the Supervisors Committee on Human Relations will meet with county department heads to discuss the report in the near future.

Members of the Human Relations Committee are: H. Franklin Brown, Detroit, Chairman; Edward G. Milligan, Livonia; Thomas Turner, Detroit; Malvina Hawk Abonyi (Mrs.), Detroit; Max F. Schiebold, Lincoln Park; Sidney Spitz, Detroit; Philip J. Van, Auburn, Detroit; John F. Markes, Westland; John F. McEwan, River Rouge; Millie M. Rayford (Mrs.), Detroit; and Robert H. Wright, Trenton.

GENERAL RECOMMENDATIONS:

In order to increase employment opportunities for non-whites in Wayne County Government, it is recommended that the Wayne County Board of Supervisors or its agents take the following actions:

A. POLICY: Issue a written statement to all supervisory personnel in all departments setting forth clearly the Board's equal employment policy.

B. RECRUITMENT: Broaden recruitment sources to include referrals from non-white applicants, inform all sources that the County is an equal opportunity employer. In all help wanted ads, state, "All Applicants Welcome," or "Equal Opportunity Employer." Also advertise job vacancies in media specifically directed to the non-white communities.

Make employment needs known to churches, schools and community organizations that serve non-whites. Recruit actively in non-white neighborhoods on a continuing basis.

Encourage non-white employees to refer their friends for job vacancies.

Send recruiters (including non-whites) to career days at schools and colleges, particularly those with large non-white enrollments.

C. EXAMINATIONS: Give special emphasis to recruiting non-whites in the upper level positions, including Process Servers in the Sheriff's Department, Investigators in the Prosecutor's Office, Assignment Clerks in the Circuit Court, Public Health Engineers, Chaplains, Accountants, Stenographers III, Secretarial Stenographers II, Clerks IV through VIII, Librarians, Skilled Tradesmen, Property Appraisers at the Bureau of Taxation, Attorneys, Civil Engineers in the Road Commission, and Personnel Technicians in the Civil Service Commission.

D. NEW HIRES: Establish Civil Service procedures to provide that qualified applicants will be hired in the order in which they file their applications.

E. PROMOTIONS: Establish Civil Service procedures which provide for the maintenance of a county-wide list of workers who desire to be promoted and who are qualified for promotions to each classification. Promote from this list in order of county-wide seniority. Use this list to fill vacancies in all departments before giving consideration to persons on the promotional list or persons who are not employed by the County.

F. TRANSFERS: Establish Civil Service procedures which provide for the maintenance of a county-wide list of workers who desire to transfer and who are qualified for transfer to each classification in all departments. Transfer and fill vacancies from this list in order of county-wide seniority. Use this list to fill vacancies in all departments before giving consideration to persons on the promotional list or persons who are not employed by the County.

G. JOB ASSIGNMENTS AND RACIAL CONCENTRATIONS: Systematically and periodically review the placement of non-whites within departments and take other necessary steps to assure integration of all work areas.

Employ non-whites in programs and projects funded by Federal and State monies. For example, non-white hygienists and assistants should be employed in the Health Department's Dental Program.

H. Provisional Appointments: Abolish the use of provisional appointments in Wayne County Government.

I. IMPLEMENTATION: Establish a Wayne County Human Relations Commission with sufficient authority, independence, and budget to enforce equal employment opportunity throughout Wayne County Government. The budget should be adequate to provide for the employment of a full time director.

J. FOLLOW-UP REVIEW: At the end of a twelve month period following the implementation of these recommendations, the Human Relations Commission Director or impartial equal opportunity employment specialists should conduct a follow-up review of Wayne County Government employment practices to determine the results of the implementation of these recommendations.

Sale ends Sunday, 5 P.M.

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10 A.M. to 9 P.M.
SAT., 9:30 A.M. to 9 P.M.
SUN., 12 NOON to 5 P.M.

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Hey kids, just hop on for some real action! This chrome-trimmed beauty really ZOOMS in high gear, yet stops on a dime with positive hand braking. Shift into low for fast take-offs, then to high for easy cruising. High-riding bucket seat. Hi-rise handlebars. Gold-toned or lilac.

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FULLY-EQUIPPED, 26-IN. SPORTY BIKE

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