

MICHIGAN POLICE DEPARTMENTS, EITHER BY OMISSION OR COMMISSION, CONTINUE TO FOLLOW POLICIES AND PROCEDURES THAT EXCLUDE NEGRO CITIZENS FROM POLICE WORK. CONVERSELY, THERE ARE LARGE NUMBERS OF NEGRO CITIZENS WHO WOULD WELCOME THE CHANCE TO BECOME POLICE OFFICERS.

1. "There can be little doubt that in many communities, both in the North and South, discrimination in the selection of officers has occurred in the past and exists today. There are very striking and puzzling differences in the percentage of Negroes employed by police departments. For example, in New York City, the standards are approximately the same for employment in the New York City Police Department and a policeman for the City Housing Authority. Yet, the former has approximately 6 percent Negroes, the latter 55 percent. The Illinois State Police had, in 1962, eight times the number of Negro officers as the next highest State police agency.

"Furthermore, some police departments have dramatically increased their proportion of officers of minority groups within relatively short periods of time. For example, Philadelphia increased the percentage of Negroes on the force from 3.6 percent in 1952 to 13.6 percent in 1956. In Pittsburgh, the percentage of Negro police doubled between 1952 and 1962. And in Chicago, the percentage quadrupled between 1952 and 1961."

(President's Commission on Law Enforcement and Administration of Justice: The Police. p. 168-9)

2. The Detroit Police Department started 1967 with a little over 200 Negro police officers in a total force of 4,700. During 1967, 71 Negro officers and 300 white officers were hired. At this rate of recruitment and retention, even though this is an increase over past years, there is little hope that in the foreseeable future Negro officers will be in substantial numbers and be able to exert influence and power within the police organization.

(Michigan Civil Rights Commission Staff Report on Police-Community Relations, March, 1968)

3. No recruiting drive (for Negro policemen) can succeed as long as police departments discriminate against their own minority officers.

(President's Commission on Law Enforcement and Administration of Justice: The Police. p. 170)

4. Careful consideration should also be given to the evaluation of applicants' criminal records. Young men who have grown up in poor, and particularly minority group neighborhoods run a

very great risk of acquiring a police record. In such circumstances, arrest records or conviction of a minor offense does not necessarily mean that the applicant is irresponsible or of poor character. While police departments cannot lower their requirements as to good moral character for the sake of recruiting members of minority groups--the loss in community respect alone would be too great a price--criminal records should be realistically evaluated. A minor record should be considered as part of an analysis of the moral character of the applicant based on all available information, rather than an automatic disqualification.

(Ibid. The Police. p. 171)

5. There is also evidence that discrimination is practiced against minority group officers, perhaps more in promotion than in recruitment. The promotion in some police departments of one or two Negroes to relatively high rank is often only a token show of nondiscrimination. The Michigan State survey found, in a number of police departments, that Negro officers are discouraged from taking promotion examinations. There have been examples of separate tracks and hidden job ceilings for minority group officers. The very upsurge in promotions of minority group officers in cities such as Washington, D.C., Philadelphia, and Chicago--the number of Negro ranking officers in Chicago rose from 10 sergeants and 1 captain in 1960 to 50 sergeants, 4 lieutenants, and 2 captains in 1962 after Superintendent O. W. Wilson announced a policy of nondiscrimination--suggests that these departments had not promoted qualified Negroes before.

(Ibid. The Police. p. 172)

6. The following statistics show the gross underrepresentation of Negro officers in Michigan police forces:

<u>Department</u>	<u>percent of Negro Police Officers</u>	<u>percent of Negro citizens in population</u>
State Police	Less than 1 %	10%
Detroit	6	30
Flint	1	20
Lansing	0	7
Kalamazoo	Less than 1	7
Jackson	1	10
Saginaw	7	17
Muskegon		
Benton Harbor		
Grand Rapids		