

It has been determined that the Detroit Police Department has submitted facts and statistics that would indicate that de facto discrimination exists in the hiring of Blacks and other minority groups as police officers contrary to the U. S. and Michigan Constitution, the Charter of the City of Detroit, and the Civil Rights Acts.

It has also been determined from those facts that de facto discrimination exists in the promoting of Blacks and other minority groups to supervisory positions in the Detroit Police Department contrary to U.S. and Michigan Constitutions, the Charter of the City of Detroit, and the Civil Rights Acts.

It is necessary because of past and present discrimination in the hiring and promotional policies of the Detroit Police Department that this Board establish an Affirmative Action policy that will guarantee to every individual who is now a police officer or who intends to pursue a career as a police officer, a policy of equality in hiring and in promotion and most importantly, an Affirmative Action Program of enforcement to support that policy.

The U. S. Constitution, the Michigan Constitution, the Charter of the City of Detroit, the Civil Rights Acts, and the overwhelming moral principle of equality compels this Board to take Affirmative Action to guarantee to all persons equality in their promotional and hiring rights.

THEREFORE, BE IT RESOLVED, that the Chief of Police is instructed to take immediate affirmative action to eliminate any discriminatory hiring practices that systematically exclude minority groups from being appointed as Detroit Police Officers, and

BE IT FURTHER RESOLVED, that the Chief of Police take Affirmative Action to promote minorities from the existing promotional lists, and

BE IT FURTHER RESOLVED, that the Chief of Police establish criteria, with weighted component parts, used to establish promotional lists that are non discriminatory with respect to minority groups, and

BE IT FURTHER RESOLVED, that the Chief of Police shall regularly report to the Board of Commissioners on the effectiveness of this Affirmative Action policy in order that this Board may re-evaluate and, if necessary, order additional action that may have to be taken.

THEREFORE, BE IT RESOLVED, that the Board of Police Commissioners in accordance with the previously established policy statement regarding affirmative action, and in accordance with Section 7-1114 of the Charter of the City of Detroit, approve the promotional list (Personnel Order 74-221) as recommended by the Chief of Police.