

**EMPLOYMENT,
ADMINISTRATION OF JUSTICE,
and HEALTH SERVICES IN
MEMPHIS-SHELBY COUNTY,
TENNESSEE**

**By The
Tennessee State Advisory Committee

To The
United States Commission on Civil Rights**

AUGUST 1967

TENNESSEE STATE ADVISORY COMMITTEE
TO THE
UNITED STATES COMMISSION ON CIVIL RIGHTS

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PREFACE

The United States Commission on Civil Rights

The United States Commission on Civil Rights is an independent agency of the Executive Branch of the Federal Government created by the Civil Rights Act of 1957. By the terms of that Act, as amended by the Civil Rights Acts of 1960 and 1964, the Commission is charged with the following duties: investigation of individual discriminatory denials of the right to vote; study of legal developments with respect to denials of the equal protection of the law; appraisal of the laws and policies of the United States with respect to denials of equal protection of the law; maintenance of a national clearinghouse for information respecting denials of the equal protection of the law; and investigation of patterns or practices of fraud or discrimination in the conduct of Federal elections. The Commission is also required to submit reports to the President and the Congress at such times as the Commission, the Congress, or the President shall deem desirable.

The State Advisory Committees

An Advisory Committee to the United States Commission on Civil Rights has been established in each of the 50 States and the District of Columbia pursuant to section 105(c) of the Civil Rights Act of 1957 as amended. The Committees are made up of responsible persons who serve without compensation. Their functions under their mandate from the Commission are to: advise the Commission of all relevant information concerning their respective States on matters within the jurisdiction of the Commission; advise the Commission upon matters of mutual concern in the preparation of reports of the Commission to the President and the Congress; receive reports, suggestions, and recommendations from individuals, public and private organizations, and public officials upon matters pertinent to inquiries conducted by the State Committee; initiate and forward advice and recommendations to the Commission upon matters which the State Committee has studied; assist the Commission in matters in which the Commission shall request the assistance of the State Committee; and attend, as observers, any open hearing or conference which the Commission may hold within the State.

This report was submitted to the United States Commission on Civil Rights by the Tennessee State Advisory Committee. The conclusions and suggestions are based upon the Advisory Committee's evaluation of information received at the open meeting in Memphis on February 4-5, 1966 and on its analysis of the 1962 Commission hearing in Memphis. This report has been received by the Commission and will be considered by it in making its reports and recommendations to the President and the Congress.

INTRODUCTION

The Tennessee State Advisory Committee to the U.S. Commission on Civil Rights is charged with collecting information on the status of civil rights within Tennessee. One of the means employed by the Committee is the public open meeting to which public officials, businessmen, organizational representatives, and citizens are invited to present information in their special areas of competence.

On February 4-5, 1966 the Tennessee State Advisory Committee held such an open meeting in Memphis to collect information on developments in three substantive areas -- employment and training, the administration of justice, and hospitals and health services. A total of 54 persons presented information to the Committee during its 2-day meeting. The transcript of the Committee's meeting is available for inspection at the Commission's offices in Memphis and Washington, D.C. This report contains a summary of the information presented to the Committee, as well as the findings and recommendations of the Committee which have been submitted to the U.S. Commission on Civil Rights.

The U.S. Commission on Civil Rights held a public hearing in Memphis on June 25-26, 1962. The Commission heard 35 witnesses testify in five subject areas: health facilities

and services, administration of justice, education, employment, and housing. The Tennessee State Advisory Committee deems it appropriate to include in this report a summary of the data presented at the 1962 hearing in those areas which were also considered by the Committee in 1966. At the end of each of the three major sections of this report, the Committee provides a general comparison of the 1962 and 1966 data.

The Committee is aware of the fact that the data presented in this report do not represent an exhaustive investigation into any of the areas considered. However, it does believe that the report indicates clearly several areas where further investigation and corrective action are required. Furthermore, while the Committee's mandate is to report on those areas which are, or should be, a concern of Federal agencies, it is convinced that real progress can be made only by the combined efforts of Federal, State, and local Governments in cooperation with private organizations and individuals. Therefore, the Committee has requested that this full report be released to the public in the hope that it will stimulate action on the part of the Federal agencies concerned and prove an incentive for new efforts by county and city governments and private individuals and organizations.

EMPLOYMENT

Since the Commission hearing in 1962, the employment situation has been changed by the passage of the Civil Rights Act of 1964 in which Title VII prohibits discrimination by private employers with more than 100 employees and by the enactment of Executive Order 11246 forbidding discrimination by Federal contractors. Violations in private employment are handled by the Equal Employment Opportunity Commission while employment covered by Federal contracts is handled by the Department of Labor's Office of Federal Contract Compliance. The significant difference is in the scope of the coverage: private employers with less than 100 employees are exempt (as of February 1966) while all Federal contractors, regardless of size, are covered. It should also be noted that neither the Executive order nor Title VII applies to county or local government units.

Advisory Committee Findings, 1966

Tennessee Department of Employment Security

L. B. Dow, Manager of the Department's Memphis office admitted that the Department does not have Negroes on its staff in significant numbers or positions. It operates two placement offices, classifying applicants according to skills. The result is de facto segregation. Some employers continue to ask for job applicants by race. The office declines these requests and directs such employers to rephrase them.

Specifically, the Department reported the following progress in desegregating offices since the Commission's hearings in 1962:

Desegregation Rate, State Employment Offices*

<u>Office</u>	<u>White</u>	<u>Negro</u>	<u>Total</u>
Poplar Avenue	46	2	48
Main Street	7	6	13
Union Avenue	10	4	14
Cleveland Street	<u>24</u>	<u>7</u>	<u>31</u>
TOTAL	87	19	106

The Main Street Office (formerly Negro) now handles unskilled and domestic placements only. The Poplar Avenue office (formerly white) handles all other placements. Union Avenue is a claims office and Cleveland Street is the Youth Opportunity Center.

Private Employment

The State Advisory Committee heard a total of 11 persons on this subject, including seven representatives of large employers in the community. These are its findings in this area.

The fact that one or more large firms have fewer Negro employees today than a year ago or two years ago because of technological advances emphasizes the tenuous nature of industrial employment for those only recently employed: they are the

*These statistics reflect jobs above the janitorial level.

first to be fired. Moreover, Negroes continue to hold the menial, unskilled, lower-paid jobs in industry. The "gentlemen's agreement" between industries not to hire persons who seek a better job while still in the employ of another firm, a procedure which was revealed at the meeting, severely limits the advancement of Negro clerical workers and persons employed by Negro firms.

Generally, industry representatives seemed satisfied with the performance of their own companies and appeared to lack concern for the community's problem. The Committee sensed what seemed to be an air of smugness emanating from one or two of the personnel men. All management representatives who appeared reported a shortage of qualified applicants for clerical and technical positions.

It became obvious during the meeting that the Memphis and Shelby County public schools are failing to prepare sufficient numbers of citizens -- white and Negro -- for industrial and business jobs. The reasons for this may be beyond the control of the school system but the dearth of training was implicit in statements made by all employers.

No significant superiority in employment and upgrading was evident among "Plans for Progress" firms. These are firms which had voluntarily pledged themselves -- usually before the Civil Rights Act of 1964 was enacted -- to eliminate discrimination in employment through "affirmative action."

One Negro labor leader, the International Representative of United Furniture Workers Local 282, reporting that discrimination in employment was still a major problem in the community, stated that many people come to him with their problems about getting jobs and insist that there have been very few upgradings. He felt that most Negro job applicants were unaware of the provisions in Title VII of the Civil Rights Act of 1964.

Local companies represented at the meeting were: Plough, Inc.; Firestone Tire & Rubber Company; International Harvester Company; Memphis Group Plant of General Electric; Humko Products; Kimberly-Clark Corporation; and Memphis Publishing Company.

The Hunter Division of Robbins and Myers, Inc. did not acknowledge the Committee's invitation nor was it represented at the meeting.

All of the representatives of employers claimed their firms were in compliance with the Civil Rights Act of 1964. While several reported that their firms employed rather substantial numbers of Negroes, some admitted that their firms employed few Negroes.

Some examples follow:

<u>Company</u>	<u>Total Em- ployees</u>	<u>Negroes</u>	<u>Negroes Above Unskilled Service Categories</u>	<u>Including</u>
Plough, Inc.	1073	232	33	2 Supervisors 1 Professional 2 Clerical 13 Skilled Craftsmen 17 Semi-skilled operators
Firestone Tire and Rubber Co.	3072	929	4	3 Supervisors 1 Steno-Clerk
Kimberly- Clark Corp.	1142	39	14	13 Semi-skilled 1 Clerical
International Harvester	2569	573	483	1 Management Employee 2 Group Leaders 4 Technicians 1 Engineering draftsman 3 Lab Assistants 1 Salesworker 5 Clerical 8 Skilled Craftsmen 465 Semi-skilled operators
Memphis Lamp Plant of General Electric	1100	110	109	1 Clerical 3 Skilled Craftsmen 105 Semi-skilled Operators

Generally, employers cited lack of qualified applicants, lack of job openings, and lack of seniority as reasons for the small number of upgraded Negro workers. All reported that plant facilities were desegregated.

Committee members, although acknowledging that progress had been made, expressed concern over the relatively slow rate of improvement. In response, one employer pointed to increasing acceptance of integration by industry, illustrated by the growing number of Negroes entering formerly all-white categories. However, the problem of finding trained Negro employees was, in this employer's mind, a major obstacle to establishing completely equal hiring patterns.

The State Advisory Committee members and the private employers present also heard a staff report on employment practices of 1) Federal contractors in Memphis and Shelby County and 2) Plans for Progress firms in Memphis and Shelby County as reflected by the latest statistics available on February 4, 1966.

The information on Federal contractors given the Committee discursively is presented here in condensed and tabular form:

	<u>Total Employment</u>	
	<u>Number</u>	<u>Percent</u>
Federal contractors	181	100.0
Employees	31,891	100.0
Negro employees	6,732	21.1
White employees	25,159	78.9
Total white-collar jobs	10,549	33.0

White-Collar Employment

Total white-collar jobs	10,549
Negroes holding	145
Whites holding	10,404
Percentage held by Negroes	1.3
Percentage Held by Whites	98.7
Percentage of 6,723 Negro employees holding	2.1
Percentage of 25,159 white employees holding	41.3

The preceding figures, stated another way, show that one Negro in 50 has a white-collar job while two whites in five have white-collar jobs.

Employment practices in Plans for Progress plants were also compared with practices in the non-Plans for Progress plants:

	<u>Plans for Progress Firms</u>		<u>Other Federal Contractors</u>	
	Number	Percent	Number	Percent
Plants	82	100	99	100
With Negro employees	58	70.7	77	77.7
Total employees	17,808	100	14,083	100
Negro employees	3,363	18.8	3,369	23.2
Total white-collar jobs	6,064	34.0	4,485	31.84

White-Collar Employment

	<u>Plans for Progress Firms</u>	<u>Other Federal Contractors</u>
Total white-collar jobs	6,064	4,485
Negroes holding	74	71
Whites holding	5,990	4,414
Percentage held by Negroes	1.22	1.58
Percentage held by white	98.78	98.42
Percentage of 3,363 Negro employees holding	2.2	Percentage of 3,369 Negro employees holding 2.1
Percentage of 14,445 white employees holding	41.46	Percentage of 10,714 white employees holding 41.8

Summed up, the non-Plans for Progress firms provided a substantially higher percentage of jobs for Negroes -- 23.2 percent against 18.8 percent -- than did the Plans for Progress firms. The Plans for Progress firms had a slightly higher percentage of white-collar jobs -- 34.0 percent against 31.8 percent -- than did the other Federal contractors. But there was no significant difference between the two groups of firms in the percentage of Negroes who, once employed, got white-collar jobs. The Negro employee in either group with a white-collar job still was one Negro among 50 employed, despite the fact that nonwhites constitute 36 percent of the population of the Memphis Standard Metropolitan Statistical Area in 1966.

Apprenticeship Training

Under Title 29 of the Department of Labor regulations covering employment, discrimination in apprenticeship and training is forbidden. These nondiscriminatory policies apply to the selection of apprentices, waiting lists, and employment during apprenticeship.

Building trade unions in Memphis have made little progress in integrating their membership or their training programs. There are still several all-white locals. Because of this situation and fear of possible intimidation, Negro youths rarely file apprenticeship applications. The Bureau of Apprenticeship and Training has made no noticeable progress since 1962.

The Committee heard from its Memphis representative; delegates of Carpenters Union Local 1896; International Brotherhood of Electrical Workers Union Local 474; Plumbers Union Local 17; Painters, Decorators, and Paper Hangers Local 49 (all building unions); a painting contractor; and a representative of the Memphis chapter of Associated General Contractors.

With the exception of the Carpenters Union, which has a Negro local, none of the unions represented had Negro apprentices, nor have they had them in the past. All indicated that their locals were in compliance with BAT nondiscrimination regulations.

The representative of the Negro local of the Carpenters Union complained, as he had done before the Commission in 1962, that the members of his local were not able to find employment on jobs where large numbers of members of the white Carpenters local were working, asserting that thus far only token integration has occurred and that eight skilled craftsmen remain unemployed.

The representative of the Associated General Contractors and the painting contractor stated that management was interested in good apprentices regardless of race. On the other hand, in response to a question as to why they had so few Negro apprentices, the painting contractor admitted that contractors had not cared to use them.

The representative of the contractors, when asked the same question, did not give a responsive answer.

The representative of the Bureau of Apprenticeship and Training, who had also appeared before the Commission in 1962, reported that he was so busy getting unions in compliance (i.e., working out a written description of the selection procedure which was acceptable to the Atlanta Regional Office of BAT), that he did not have time for field reviews. He defined compliance as abiding by the rules and stated that he considered his training program to be in compliance although there are no Negroes involved in them.

Public Employment

While total Federal employment increased by 11.5 percent between June 1964 and June 1965, the employment of Negroes decreased 2.6 percent. Negroes continue to be concentrated in menial and unskilled jobs.

The Committee heard Maxine Smith, executive secretary of the Memphis Branch of the National Association for the Advancement of Colored People (NAACP) list widespread allegations of discrimination in governmental employment. The NAACP felt that the only steps toward Negro employment on the State and local levels had come from some sort of political incentive. She felt, however, that there is a genuine effort to comply on the Federal level although much of the integration has been token.

The NAACP official itemized the Negroes, according to her records, who were employed above the traditional level by the county government. She gave the following account:

- Probate Court Clerk's office -- no Negroes
- Circuit Court Clerk's office -- no Negroes
- Chancery Court Clerk's office -- no Negroes
- Tax Collector's Office -- one Negro
- Personnel -- no Negroes
- Election Commission -- no Negroes
- County Registrar's Office -- one Negro
- General Sessions Office -- two Negroes
- Tax Assessor's Office -- four Negroes
- County Trustee's Office -- one Negro
- Record Room Department -- one Negro
- Sheriff's Department -- no field promotions

It was reported that the NAACP is in receipt of complaints alleging discrimination in promotions at the Tennessee Department of Public Welfare.

Of the Tennessee Department of Employment Security, Mrs. Smith said:*

"Without much integration of its own staff, it is hardly likely that Tennessee Employment Security would be very non-discriminating in supplying employers with their individual staffs. Not at our Poplar Avenue office. There is one Negro receptionist. There are no Negroes who have contact in placement work, who interview people coming to Tennessee Employment Security for jobs, and no Negro counselors, no Negro employer contacts who go out into the field contacting employers. No managers. No supervisors. No clerks. No typists. No stenographers."

*See Private Employment

Under Federal employment the Committee heard from representatives of the five largest Federal employers in Shelby County and a staff report on total Federal employment by race, as of June 1965.* The report indicated that most Negro Federal employees are concentrated in the lower pay grades and that the total number of Negro employees had actually decreased over the period studied although there was an increase in the overall number of employees. A representative of the National Alliance of Postal and Federal Employees was heard and was followed by the Memphis Postmaster. The postal employees' representative pointed out that there was an absence of Negro supervisors in the Post Office. While Negroes make up more than a third of all postal employees, he said they hold only 10 percent of the supervisory positions. He also said that Negroes are not "detailed" to higher jobs as often as whites; this puts them at a disadvantage at the time of promotion. In describing this process he said:

"It is very difficult in this respect, where Negroes have already passed the supervisory examination -- and I do know this from personal experience -- where there is a white clerk and there is a Negro clerk, both have passed the supervisory examination but the number of times this white employee has been detailed to relieve another supervisor is far out of proportion to that of the Negro employee.

"Now this may be accidental, and then it could be on purpose. I don't know. I just let you draw your conclusions from what the organization observes."

*See Appendices D, E, and F.

The Committee also heard a report that the locker rooms in some post offices had been segregated until the previous month when an investigating team from Washington ordered the assignment of lockers on an alphabetical basis. Statistics on Post Office employment reveal consistent disparity in grades between Negroes and whites.

When asked to explain the relative lack of Negro supervisors, the Postmaster said that not enough Negroes took and scored high enough on the supervisory examinations. When asked what could be done to rectify the situation he said:

"Do away with that supervisory register, and let the Postmaster select from the working force. Sure we have some good ones who would make good supervisors, good leaders, and I would like to have them as supervisors, but what can I do? There's only two of them within the zone of consideration, and there is nothing I can do."

In the area of city employment the Committee heard from one commissioner, the director of personnel, the personnel manager of the Memphis Light, Gas and Water division, and the executive secretary of the Memphis Branch of the NAACP. The mayor sent a telegram saying he could not be present and the public works commissioner did not acknowledge the Committee's invitation.

The city has not yet adopted an official policy of equal employment opportunity. There are still no municipal regulations covering discrimination by hiring departments. Of city employment,

the NAACP official said that the Public Works Department had no Negroes in high administrative positions beyond some route supervisors, even though the department personnel is 90 percent Negro. Criticism was made of the Light, Gas and Water Division, the Tax Collection Division, the City of Memphis Hospitals, and the juvenile court. The Committee was told that the Memphis Housing Authority offered no opportunity for promotion of Negroes to management or office administrative levels other than in five Negro housing projects. In these, moreover, there has been no staff integration. The Police Department employs no Negro sergeants, lieutenants, captains, or any Negroes in field offices. Although one Negro detective is on the force, he is not in a supervisory position. The Fire Department has only 10 Negro firemen all assigned to the "Negro firehouse." Seven of the original 10 Negroes hired in 1956 are still employed. After being on the job three years, they are eligible to qualify for a lieutenant's position. All of these men have, within the 7-year period, qualified at least once for this position but since there is just one lieutenant and captain in each firehouse -- those officers at Fire Station No. 8 being white -- none received promotions because no Negro fireman is in any other firehouse.

Jack Dodd, the personnel manager of the Light, Gas and Water Division of the city, reviewed the nondiscrimination policy statement issued by the Board of Commissioners on June 14, 1965.* Negroes compose 29.8 percent of the total work force, 681 of whom are unskilled or semi-skilled. There are 40 skilled craftsmen and 123 operators who are Negro. However, there are no white laborers in the division and in the case of the Gas Service Center, the facilities are segregated. There are Negro linemen, foremen, and utility men but no integrated crews. There are only two Negro meter readers out of a total force of 65.

On the positive side, since adoption of the nondiscrimination policy, the division has employed or upgraded Negroes to four white-collar positions and offers in-service courses and literacy classes for its employees. Finally, it intends to include Tennessee Agricultural and Industrial State University in its future college recruitment programs.

Despite scattered instances of progress, statements made at the meeting indicated that municipal agencies had failed to take affirmative action to recruit, hire, and train Negroes. Although a genuine lack of qualified applicants does exist, it appeared that this situation is partly caused by lack of in-service training.

*Appendix H

Representatives of the Memphis Depot, Defense Supply Agency; Corps of Engineers; Navy Department; and Federal Aviation Agency cited the following figures as the Negro percentage of total employment: Defense Supply Agency, 41 percent; Corps of Engineers, 31 percent; Navy, 16 percent; and Federal Aviation Agency, 2 percent. Each stated that Negroes were generally engaged in blue-collar occupations, despite the fact that these agencies claim they are complying with nondiscrimination regulations.

There appears to be a positive program in the office of the County Commission Chairman and County Personnel Office. The commissioner presented a complete analysis of county employment by race together with a description of affirmative action, including positive recruitment, upgrading of existing employees, and in-service training programs. In contrast to the situation three years before, he said all Negro employees are receiving the minimum wage. Forty-three Negroes are doing office work and seven are holding jobs formerly held by whites. However, the Penal Farm and Roads Department remains segregated. The county school system has failed to rectify a continuing problem area created by lack of training or by inadequate training.

Vocational Education

On the subject of vocational education, the Committee heard from the Director of Vocational Education of the Memphis public schools and a member of the city Board of Education. Memphis schools are desegregating in accordance with Federal court order and, although segregated high schools still exist, they are to be abolished at the end of the present school year. Although there are differences in vocational courses offered at predominantly Negro and predominantly white high schools, Negroes are permitted to transfer to an otherwise white school for courses not given at Negro schools. This process, however, must be considered largely a theoretical one since there has been only one such transfer in the past two years. Nevertheless, the school system is improving the quality and quantity of its vocational offerings. Evening and State vocational schools and MDTA programs are integrated. Generally, the Memphis and Shelby County school systems are offering insufficient job training and student counseling but these are both being improved in the city system. A list of all vocational courses offered by school was submitted to the Committee.*

Tech High School gives vocational courses not found at other city high schools. It is an all-white school which has had three Negro students in the past. Because, under the

*See Appendix I

court order, high schools will not be desegregated until the next school year, Tech High School has been open only to those Negro students taking courses not available at Negro schools. According to a municipal school board member, Tech's principal will soon be actively recruiting at Negro schools for the first time.

The Elementary and Secondary Education Act, to which the Memphis school system is applying for additional money, may make possible the doubling of vocational occupation laboratories and the addition of a few distributive education programs as well as printing and various other courses. Although there appears to be a slight effort by vocational and technical schools to tailor courses to the needs of area employers, the city system has not informed itself concerning required skills. This fact lends substance to the frequently expressed concern that Memphis schools are not adequately preparing students in general and Negroes in particular for the job market.

Data Presented to the Commission in 1962

The Tennessee Department of Employment Security reported that before June 1, 1962 segregated offices had been maintained. The Department was in the process of partly desegregating its offices by establishing a file for semi-skilled, skilled, and clerical Negro applicants at the Poplar Avenue office (formerly

all-white) and by transferring all claims functions to one office (for Negroes and whites). The desegregation process was one-way, however, with some Negroes to be served at the Poplar Avenue office but no whites to be served at the Main Street office. Discriminatory job orders were not being accepted, said the Memphis manager, but, at least as far as unskilled workers were concerned, employers could call Main Street for Negroes and Poplar Avenue for whites. This procedure existed for all job categories prior to June 1, 1962. No Negroes were employed at the Poplar Avenue office (except janitors). Ten of 15 employees of the Main Street office were Negroes. There were no Negroes in supervisory positions.

The Commission heard from three large private employers: Southern Bell Telephone Company, International Harvester, and E.I. du Pont de Nemours & Company. The telephone company did not employ Negroes as operators, clerical workers, installer-repairmen, or in mechanical operations. The du Pont Company did not employ any Negroes above the semi-skilled level. International Harvester had upgraded 11 Negroes to higher pay categories (Grades 8-15) out of a total of 262 employees in such grades. Toilets, locker rooms, drinking fountains, and the cafeteria were segregated at the Harvester plant.

Only one person commented on public employment. The Industrial Relations Officer of the Memphis General Depot of the U.S. Army reported that lack of education and qualifications were the main obstacles to upgrading Negro workers. He reported that 36 percent of the employees were Negro. In the GS classifications (white-collar) there were five Negroes (one GS-4 and four GS-3's) out of a total of 426 such employees. It was reported that there were very few Negroes on the civil service register for GS positions.

In the field of apprenticeship training and the building trades union, the Commission heard from a representative of the Negro local of the Carpenters Union and the local representative of the Bureau of Apprenticeship and Training. Joseph N. Cowan of Carpenters Local 1986, a Negro local, reported that the following building trades locals were segregated: Electrical Workers; Iron Workers; Sheetmetal Workers; Plumbers; Pipefitters; and Carpenters Local 345.

The following locals were integrated: Bricklayers (12 percent Negro); Plasterers and Cement Masons (60 percent Negro); and Laborers, formerly Hod Carriers, (98 percent Negro).

Mr. Cowan also reported that members of his local had difficulty finding jobs because of discrimination by contractors.

R. Bruce Tomlin of the Bureau of Apprenticeship and Training of the Department of Labor told the Commission that no attempts had been made to inform the Negro community of apprenticeship opportunities or nondiscrimination requirements. He did not have information on the number of apprentices by race, but indicated that he had seen Negro apprentices in the following trades: masonry, cement finishers, carpenters, plasterers, and roofers.

A representative of the Vocational Education Division of the State Department of Education reported to the Commission on vocational education courses in the Memphis city schools. It was said that the reason Negro schools did not offer all the courses offered at white schools was because Negro schools had not requested them. Two National Defense Education Act courses -- industrial chemistry and data processing -- were offered only at the white technical high school. Courses were not offered in Negro schools in fields where it was thought that Negroes could not obtain jobs, according to the State Department of Education representative.

Comparison and Analysis, 1962-1966

The three and one-half year interval seems to have produced only minor advances as far as the Tennessee Department of Employment Security is concerned with respect to the servicing of applicants. The process of desegregating the Poplar Office, which had just begun in 1962, has been completed. The Main Street Office remains a de facto segregated employment service (even though white unskilled applicants are referred there). There has been only slight improvement in staffing. There are two Negroes on a staff of 46 (excluding janitors). The handling of discriminatory job orders appears to be about the same as in 1962, although there is an apparent diminution of such orders due to Title VII of the Civil Rights Act of 1964. Substantial improvement appears to be dependent on merger of the two offices, fuller integration of Negro staff, and increased staff indoctrination.

Private employers seem to have made progress in upgrading Negroes to white-collar jobs, although it is the fact rather than the number of such advances which is significant. On the basis of figures available on employers holding Federal contracts, the Committee found that the 181 firms employing 31,891 workers, of whom 10,549 held white-collar jobs, had only 145 Negroes in such jobs among 6,732 Negroes employed.

The figure 145 is significant only when compared with the 1962 statistics; there were almost no Negroes in white-collar jobs then. But it becomes insignificant when it is compared to the total number of Negroes employed.

Progress has been made in the desegregation of plant facilities, rest rooms, lunch rooms, and drinking fountains since 1962.

In apprenticeship training and the membership practices of building trades unions, the clock has stood still! The unions that had no Negro apprentices in 1962 have none in 1966. The only difference is they are now in written compliance with BAT regulations on nondiscrimination. The Negro Carpenters local which complained of lack of work for its members in 1962, is still a separate local and still complaining of discrimination by contractors. The requirement of affirmative action by unions in recruitment (similar to the requirements of government contracts) as part of BAT's compliance regulations might be a step in the right direction.*

*The first Negro apprentice in the 50 year history of the Painters Local 49 was admitted to membership on February 21, 1966. In doing this the local's members reversed a decision made at the previous meeting to bar this applicant. The local also admitted, for the first time, two Negro journeymen painters. A local contractor was largely responsible. The Commission's Memphis office may also have been influential in the decision made by Painters Local 49.

In the area of government employment, the Commission in 1962 heard from only one employer: the Memphis Depot of the Defense Supply Agency. The Advisory Committee heard from the same Federal employer in 1966. Listed below are some comparable data on Negro employment by this agency:

	<u>1962</u>	<u>1966</u>
Total employees (Note 1)	1874	1911
Negro employees	619	800
Percent Negro	33.1	41.5
Percent total employees WB (Note 2)	75.0	70.0
Percent Negro employees WB	99.2	95.9
Percent total employees GS (Note 3)	25.0	30.0
Percent Negro employees GS	0.8	4.1
Number of Negro GS employees	5	33
Negro supervisors and leaders	23	23
supervisors	4	8
leaders	19	15
Number Negroes above W-6-10 (Note 4)	0	195
Negro promotions (18-month period) (Note 5)	111	61

Since, in 1962, the Commission did not hear any other Federal agency representatives nor any representatives of Shelby County and the city of Memphis on employment, no further comparison of government employment can be made.

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1. Includes temporary employees for both years.
 2. Wage Board or generally blue-collar employees
 3. General Schedule or generally white-collar employees.
 4. In 1962 there were no Negro employees above the W-4 level.
 5. For 1962 period, January 1961 to June 1962 is covered.
For 1966 period, July 1964 to February 1966 is covered.

In the area of vocational education and general preparation for the job market, improvement for the Negro high school youngsters is promised for the next school year when the high schools are to be integrated. At that time, the Committee was told, there would be positive recruitment of Negroes for courses now offered only at Tech High School. The creation of the Memphis Area Vocational and Technical School and the statement that Negroes are taking advantage of this opportunity, holds a definite promise of improvement.

The school system's plans to increase vocational offerings and the construction of two new vocational and technical schools, Memphis and Shelby County, in the years ahead are also promising. Finally, programs to be sponsored under the Elementary and Secondary Education Act and the Economic Opportunity Act should contribute greatly to the long-term solution of job preparation for Negroes in Memphis. On the other hand, if vocational offerings in the various public schools are compared in 1966, the Committee must conclude that, despite advances, Negro students are still not getting vocational and technical education comparable to that given white students. Finally, employers repeatedly complained that schools were not turning out graduates who could measure up to industry's needs. The fact that this applies both to white and Negro students in no way lessens its urgent relationship to Negro educational problems for Negroes have much farther to go.

Recommendations and Suggestions for Action

The State Advisory Committee's recommendations on employment are of two types: recommendations to the U.S. Commission on Civil Rights relating to Federal action and suggestions for action by concerned citizens submitted to the community.

A. Private Employment

To the Commission:

The U.S. Bureau of Employment Security should be informed that:

1. The separate placement offices of the Tennessee Department of Employment Security should be merged, and
2. More Negro placement counselors and applicant interviewers should be employed. If this means enlargement of staff because of lack of turnover among present employees, the Federal Government should make funds available for this purpose.
3. The U.S. Bureau of Employment Security, which is the source of operating funds for such State offices, should sponsor additional training for the Memphis office's interviewers to broaden their understanding of their responsibility to end discrimination in employment.
4. The Bureau of Employment Security should, with such internal controls as it deems necessary, initiate the practice of noting the race of applicants, referrals, and

placements. Such notations should be entered on records separate from files in daily use, and access to such records of race should be reserved to officials whose duty it is to report the progress and problems of BES offices in complying with Federal civil rights laws.

To the Community:

1. The Plans for Progress companies should take the leadership in launching a "Memphis Plan for Progress" and enlist the support of all local firms and the Negro community in effective, meaningful action to produce in fact, as well as in policy, nondiscrimination in employment and upgrading.

2. Local boards of education should make additional and more vigorous efforts to learn the needs of local employers and to train students to meet these needs.

B. Apprenticeship and Training

To the Commission:

1. Those Federal agencies which have major construction contracts, or have provided financial assistance for such contracts, should send investigators to Memphis to meet as a group with building trades unions in a thorough review of their policies and practices.

2. The Bureau of Apprenticeship and Training should revise its nondiscrimination requirements to replace "paper compliance" with effective, affirmative action by labor unions to recruit and train Negro apprentices.

3. The regional and Washington offices of the Bureau of Apprenticeship and Training should investigate their Memphis operations, revoking certification of unions when a lack of full compliance with Federal civil rights law and policy is found.

C. Governmental Employment

To the Commission:

1. The Memphis Federal Executive Committee should adopt a program ~~to effectively~~ implement the spirit and the letter of the government's antidiscrimination policies. It should take advantage of the fact that a regional office of the U.S. Commission on Civil Rights is located in its city and enlist the aid of these staff members as consultants in formulating a program which should include, but not be limited to:

a. Wide publication throughout the Negro community of opportunities for employment within the Federal government.

b. Review of its present staff to insure that qualified Negroes are not being passed over in promotions.

c. Full use of reinstatements and transfers to obtain Negroes for upgraded positions.

To the Community:

1. The County court should direct its attention to employment practices at the Penal Farm and the Road Department to improve Negro employment as rapidly as openings occur.

2. The recent practice of seeking exceptional Negroes to be the first to hold positions previously held by whites, while understandable, should be changed and the same qualifications should be required of Negro and white applicants.

3. The City Commission should adopt and circulate widely an official policy of nondiscrimination in employment; in addition, it should establish machinery for the implementation and review of such policy in all departments.

4. The City Civil Service Commission should eliminate the use of photographs on pre-employment applicants, but should keep its own records by race to measure progress or the lack of it, and of referrals to various departments (to ascertain possible discrimination by department heads).

D. Vocational Education

To the Community:

1. The Memphis schools should intensify their plans for increasing the number and variety of job training courses.

2. The support and cooperation of Negro leaders and ministers should be enlisted in widely publicizing the regular high school, the evening program, the area vocational school courses, and their relationship to job opportunities throughout the Negro community.

3. The school system, and/or the Memphis anti-poverty program, should consider programs to upgrade citizens to the point where they can qualify for and take advantage of job training courses.

ADMINISTRATION OF JUSTICE

Advisory Committee Findings, 1966

Representatives of the Memphis Police Department and Tennessee Highway Patrol as well as representatives of the Negro community appeared before the Committee. The Committee was informed that Negro police officers were first employed 18 years ago. Fifty Negroes are now numbered among the approximately 750 members of the force. Patrol cars are segregated. Although there are now several Negro lieutenants on the force, all are in the detective division and none has yet been assigned to a command of subordinate uniformed officers. When asked, the chief said that he knew of no reason why none had been in uniform service. He stated that no Negroes were assigned to the emergency squad, traffic division, dog patrol, or police matrons nor were there any Negro clerical workers out of "some two or three hundred employed here." The chief described the training in civil rights law which police officers are given, stating that police were instructed to use courtesy titles.

Six Negro citizens alleged instances of police brutality as well as a lack of response to Negro calls in Memphis and Shelby County. The Reverend Samuel B. Kyles of the Memphis NAACP related an instance in which a woman called the police for help because someone was not well. She was asked whether

the person was Negro or white and when informed that the man was Negro, the woman was told, "We can't send anybody now."

Another person, who had entered a restaurant and was refused service, was arrested as a prowler and jailed even though he had called the police initially for his own protection. Various other instances of police abuse, including some which had resulted in hospitalization of the victims, were alleged. These complaints were heard by the Memphis Police Department's representative, Assistant Chief Henry Lux who admitted the truth of at least one of them. In that instance, he said, the officer responsible was discharged and a second suspended.

His general comment was that he dealt "primarily in facts and unfortunately we didn't have too many this morning."

The chief said the integration of police squad cars was being considered, but there were the problems of compatibility of officers and the need for more Negro officers. The Committee suggested that the idea of an independent review board to consider complaints against all branches of the city government might be considered. It also suggested an investigation of review boards in other cities to determine their effectiveness in improving police-community relations. The chief said, "We have talked to police officials in cities where they exist and they have a very dim view of them." The Committee suggested that the views of the entire community be considered in the evaluation.

As the Shelby County Sheriff was not represented, the Committee was unable to learn of the situation in the sheriff's department except a few allegations of misconduct and brutality from Negro complainants.

The Memphis District of the Tennessee Highway Patrol patrols State highways and examines drivers' license applicants. The four Negro officers in this unit are limited to examining these applicants. The Highway Patrol captain stated that it was policy to advise owners of public accommodations, when called in on a complaint of refusal of service, that service must be given to all.

Rev. Kyles stated that Negro distrust and fear of police is serious and potentially explosive enough to set off a major urban riot.

Data Presented to the Commission on 1962

The Commission heard a total of six witnesses on Administration of Justice, including a Commission staff attorney. Three witnesses were primarily concerned with sit-ins, demonstrations, and the manner in which these were handled by the local police. The other three witnesses, including the staff attorney, offered testimony on the selection of jurors.

Claude A. Armour, Commissioner of Fire and Police told the Commission on Civil Rights that his primary concern in handling sit-ins and demonstrations was to enforce the law with no strings attached, adding that in many cases the police make no arrests at all.

On school desegregation the commissioner told of advance planning with the Board of Education and others, the deployment of men inside and outside the schools, and the handling of the press to insure that there would be no trouble. He contended that school integration was so efficient and effective that the Attorney General had called to commend him. His department handled complaints at that time in a variety of ways but did not maintain an investigative division.

Complaints were investigated by personnel selected by the assistant chief because, in the commissioner's words, they were "best qualified and furthest removed from the particular incident." Mr. Armour reported a procedure which he said he

thought was unique among police departments: that of requiring officers to report to superiors whenever they had to use force. This permitted investigators to talk to witnesses while the incident was still fresh in their minds. He noted that complaints of police misconduct and brutality had declined very markedly. No explanation for this decline was given; the commissioner said there had been no change in policies or procedures in handling such complaints. He stated his opposition to an independent review board, contending that any registered complaint was investigated. He also complained of an excess of current commissions and organizations that "bog things down too much as it is."

A Negro Marine Corps private, who had served as president of the Memphis Youth Council of the NAACP for two years, reported on various sit-ins and demonstrations which had been held in the city. A Negro attorney reported on the legal aspects of the sit-ins. He reported a total of 318 arrests (163 convictions) in city court and 123 arrests (30 indictments) in State courts between March 1960 and December 1, 1961. The figures did not include juvenile cases.

The Commission's staff attorney testified: "Negroes do not serve as regular or full-term members of the grand jury, but do serve as alternates." *

*1962 Transcript p.115

The Clerk of the U.S. District Court for the Western District of Tennessee testified on the procedure followed in selecting jurors. The clerk said Negroes served regularly on Federal grand and petit juries, but he could not estimate the percentage.

Comparison and Analysis 1962-1966:

It is difficult to compare data on this subject presented to the Commission in 1962 and that presented to the Committee in 1966, for the Commission was primarily concerned with police handling of sit-ins and the composition of juries while the Committee was concerned more generally with police-community relations.

The Fire and Police Commissioner in 1962 was opposed to maintaining an investigative arm of the department. In 1966, the department has an "Internal Security Squad." It handles complaints of police brutality, illegal arrests, and police misconduct as well as initiating investigations of its own not related to civil rights.

In 1962, the U.S. Commission on Civil Rights heard from the commissioner that police brutality complaints had "declined markedly." In 1966 a representative of the Negro community spoke of the deterioration of police-community relations and of his fears for the future -- "that this might erupt into another situation like Watts...". Regardless of whether the

statements of the five individual complainants represented "facts" or not, it was clear to the Committee that speedy and effective action needs to be taken to improve relations between the Negro community and the Memphis police.

In the matter of the utilization of Negroes on the police force, three and one-half years have not brought significant improvements. With the exception of the four Negro detective lieutenants, there is little which would indicate a break in the pattern of a segregated police force.

Negro Employees, Memphis Police Department

Comparison by Years

	<u>1962</u>	<u>1966</u>
Lieutenants	0	5
Detectives	4	4
Patrolmen	21	39
Meter Maids	1	1
Garage Attendants	20	26
School Crossing Guards	31	57
Porters	19	23
Maids	6	8
Others	10	0
Emergency Squad	0	0
Traffic Division	0	0*
Police Matrons	0	0
Dog Patrol	+	0
Clerical Employees	<u>0</u>	<u>0</u>
	112	163

*School Crossing Guards are in Traffic Division

+Not established in 1962

In 1962 the total force, including civilians, was approximately 850 (police strength was about 675); in 1966 the total force is 1215 (police strength is 818). In 1962, Negroes made up 13.1 percent of the force. In 1966, they make up 13.3 percent of the force.

Even though the absence of the sheriff of Shelby County or a representative of his office prevented the Committee from considering this area to the extent it felt was desirable, there is little to suggest that further consideration would bring about a different conclusion than that reached concerning the Memphis police department. Deputy sheriff's squad cars have not been integrated and Negro deputies patrol predominantly Negro areas only.

Recommendations and Suggestions for Action

To the Community:

1. The City Commission, without singling out the police department, should establish an independent citizens' review board charged with the responsibility of investigating complaints against the actions of employees in any department. Care should be taken that those organizations in the Negro community which have been critical of the city are adequately represented on such a board.

2. Immediate steps should be taken to integrate police patrol cars. The refusal of a policeman, Negro or white, to serve with a member of another race should be used as the basis for seriously questioning whether that policeman could act without prejudice in police matters involving members of a different race. Negro lieutenants should be assigned to uniformed units and be given command responsibility.

3. Steps should be taken to assign Negro police officers to all branches of the city police and county sheriff traffic divisions, emergency squads, police matrons, and the dog patrols.

4. Steps should be taken to insure desegregation of city jails and the County Penal Farm in compliance with Title III of the Civil Rights Act of 1964.

5. Qualifications for state troopers should be widely publicized in the Negro community and Negro State troopers should be assigned to regular highway patrol duty.

HOSPITALS AND HEALTH SERVICES

Since the Commission hearing in 1962, the situation with respect to hospitals and health services has been altered by passage of Title VI of the Civil Rights Act of 1964 which provides for withdrawal of Federal funds when:

1. A hospital refuses to admit a patient or, after admission, segregates the patient or subjects him to discriminatory treatment.
2. A hospital discriminates in the selection of residents, interns, student nurses, or other trainees.
3. A nursing home admits all patients but discourages use of the recreation room or specifies certain hours for use by patients of one race.
4. A health facility denies to professionally qualified persons the privilege to practice or denies such privilege on the ground that the doctor is not a member of a medical association which refuses to accept him on discriminatory grounds.

The Title VI regulations do not affect health facilities completed and not receiving further Federal financial assistance as of January 4, 1965. However, these completed facilities are still subject to the more limited 1946-63 Hill-Burton regulations. Desegregation beyond the requirements of the 1946-63 departmental regulations may be accomplished through:

- a. Voluntary desegregation of the facilities.
- b. State or municipal action by statute, ordinance, or administrative rule.
- c. Federal or State court action to apply the ruling of the Simkins case.

Medical facilities which have not received financial assistance under the Hill-Burton program may still be subject to Title VI requirements because of their participation in other Federal assistance programs. For example, a hospital providing medical care for indigent patients which is under contract with a county welfare agency receiving Federal financial assistance may not discriminate; the hospital is held to the same standard of equal opportunity as any Hill-Burton facility.

Committee Findings, 1966

The Committee heard 10 persons speak on the subject of hospital desegregation. The following hospitals were represented: Baptist Memorial; Bowld (city); City of Memphis Hospitals; Kennedy (Veterans Administration); Le Bonheur Children's Hospital; Oakville Sanatorium; St. Joseph's; Shelby County; and Tennessee Psychiatric Hospital and Institution.

The Methodist Hospital and the University of Tennessee Medical Units were not represented but each sent a statement.*

*See Appendix J and Appendix K

The Committee found that Memphis' three major private hospitals have recently formalized nondiscriminatory policies on admission of patients. These policies have been publicly announced and Negroes have been admitted to all three of the hospitals: Methodist, Baptist Memorial, and St. Joseph's. Some of these hospitals have taken first steps toward including Negro physicians on their active staffs. However, one or more of the private hospitals requires physicians to be "eligible for board certification" -- at least temporarily a bar to the admission of some otherwise well-qualified Negro doctors.

A Public Health Service representative listed the hospitals and health facilities in the Shelby County area which have received financial assistance under the Hill-Burton Act. He said that while some individual hospitals were in compliance with Federal antidiscrimination regulations, none had been approved, as it has been decided by the PHS to "go for total compliance rather than individual compliance; whereas all hospitals were found in noncompliance." A basic problem is the continuation of the E.H. Crump Memorial Hospital, a unit of the City of Memphis Hospitals, as a de facto segregated institution for Negro paying patients. The city's recent completion of a second hospital for paying patients, white and Negro, is a

factor in the problem.* The City of Memphis Hospitals' Board of Trustees told the Committee that the board does not accept the Public Health Service's decision. Neither does it accept the Public Health Service's recommendations that the administrations of the Crump Hospital and the newer paying-patient Bowld Hospital be merged. The University of Tennessee Medical-City of Memphis Hospitals contract, which authorizes the university to select medical staff for the city hospitals, is a bar to admission of otherwise qualified Negro doctors to practice in the city hospitals with the exception of Crump Hospital.

Some steps toward compliance have been taken by Shelby County Hospital and the county-operated Oakville Sanatorium but complainants indicated that the process has not been completed. The Committee received no information to indicate that the Tennessee Psychiatric and the Veterans Administration Hospitals are not in substantial compliance with the Civil Rights Act of 1964.

*Since the Committee's finding, the University of Tennessee has established (effective July 1, 1966) a teaching unit at E.H. Crump Hospital which will no longer be a hospital for Negro fee-paying patients. Non-faculty physicians have been extended courtesy privileges for a period of one year. Subsequently, the Public Health Services announced that Memphis hospitals were in compliance and could participate in Medicare.

The chairman of the Committee on Hospitals of the Memphis Branch of the NAACP reported some progress in the acceptance of Negro physicians on the staffs of several hospitals but said that Memphis hospitals are still segregated and that past patterns of segregation continue to prevail for the most part.

He alleged that courtesy titles are still not used in several of the hospitals; that there has been discrimination in the hiring of supervisory personnel at the new Bowld Hospital; that there are salary differentials between employees of the same rank and qualifications at Crump and other city hospitals; that the diet at Crump is inferior to other city hospitals; that there is inexcusable overcrowding of patients at Crump; and there is probably no justification for the continuation of the "certificate" school of nursing at Crump.

The NAACP representative contended that Oakville Sanatorium has remained segregated for the most part, not only in terms of professional staff but in respect to patients, services, and facilities.

He concluded by stating that the white physicians of the community bear a major responsibility for the continuation of the segregated pattern of medical care since, because the number of Negro doctors in the community is limited, the white doctors largely decide to which hospital a patient will be admitted.

The administrator of the city-operated Bowld Hospital said that approximately 25 percent of the patients admitted since the hospital opened had been Negro. He said he knew of no differentials in salary between employees at Crump and other City of Memphis Hospitals, nor was he aware of any discrimination at supervisory levels at Bowld Hospital.

The administrator of Baptist Memorial Hospital stated that there was no bar to the admission of Negroes to the hospital's school of nursing. He said there were six Negroes out of 24 to 26 in the practical nursing program, and 30 Negroes out of a class of 50 nurse technicians. Of physicians he said, "The president of our medical staff solicited the two applications we got from Negro doctors. Both of them have come in since the first of the year." As to patients he said:

"We haven't had any problems. We didn't anticipate any, and we haven't had any. I think again I have to be fair. We are not talking about a large number, and this would be a pure guess, I would guess two or three dozen [Negro patients] but they have gone to all sections of the hospital in both units."

The administration of St. Joseph's Hospital indicated that its policy and experience were essentially the same as Baptist's.

The representative of the Kennedy Veterans Administration Hospital* said there were no Negro doctors among the 55 staff

*See Appendix "L"

physicians; there are about 13 Negroes among the 205 registered nurses; there are 13 Negro professionals and three technicians; that Negroes make up approximately 36 percent of total employees; and that about 25 percent of the patients are Negro.

The administrator of Oakville Sanatorium said:

"Oakville has always admitted black, white, or whatever color, suffering with diseases of the chest, regardless, since 1920. We were the first institution to ever hire Negro nurses. We still have Negro nurses there. They are integrated. The patients are integrated."

He said the sanatorium had 138 Negro employees, 57 percent, of a total of 242 employees. There is one Negro registered nurse on the staff and four Negro licensed practical nurses. There are 22 Negro aides and orderlies, approximately half the number of such workers employed by the hospital. All maids and porters are Negroes.

The administrator of Shelby County Hospital, an institution for the aged and indigent, said his institution was desegregated -- "all of our wards are integrated." He stated that Negroes make up about 30 percent of the patients and of the 229 employees 76 percent are Negro. When asked whether the former Negro wards were still predominantly Negro, and the former white wards predominantly white, and only a token number of the patients had been moved to wards of a different race, he said, "That's right." He continued:

"...in some wards I will admit maybe it should be more. As far as complying with this situation, I can't very well get fifty-fifty, because I haven't enough [Negro patients] to go around.

"It is continuously changing. I notice as a good many patients have changed, for instance, some of these people become unhappy [when desegregated]. They go home. They cry. It is a sad situation. Some of these old people they come over here and they want to know 'Can I go back on the other side?' It don't make any difference to me where they go."

The representative of the Tennessee Psychiatric Hospital and Institution said that his hospital, like all State mental institutions, was completely desegregated. He said that in the last six months 20 percent of the in-patients and 85 percent of the out-patients had been Negro. There are no Negroes among the seven staff physicians and there is one Negro social worker out of a staff of nine.*

Later, a representative of the board of trustees of the City of Memphis Hospitals stated that the board could not get the Department of Health, Education, and Welfare to specify the reasons for the noncompliance, and said that they are charged with breaking a law about which they knew nothing.

Data Presented to the Commission in 1962:

The Commission heard seven witnesses on the subject of Health Facilities and Services. The assistant director of the Memphis and Shelby County Health Department discussed health conditions among Negroes and presented statistics on birth, mortality, and morbidity rates.

The Memphis commissioner on institutions, the administrator of the City of Memphis Hospitals and the dean of the University of Tennessee Medical Units presented information to the Commission. A Negro physician and a Negro dentist also testified on the facilities and services available to Negro patients and training facilities available to Negro physicians and dentists. The following information was developed:

1. The patient population of City of Memphis Hospitals is 90 percent Negro and beds are allotted on a racial basis.

2. E.H. Crump Hospital was built with Federal financial assistance (Hill-Burton program) but is operated as a hospital for fee-paying Negroes. (It was stated that a white patient would be accepted.)

3. It was established that the three major hospitals with religious affiliations do not accept Negro patients or afford privileges to Negro physicians.

4. It was agreed that there is a shortage of Negro physicians, dentists, and nurses in Memphis. The University of Tennessee Medical School has recently been opened to Negroes, but this was not widely publicized, nor were Negro medical students recruited. The University's dental school was closed to Negroes.

5. While most of the Negro physicians had courtesy privileges at Crump Hospital, none was a member of the medical staff, where a prerequisite for membership was acceptance to the teaching staff of the U-T medical school.

6. It was alleged that the U-T dental school provided dental services to Negroes on a segregated basis and Negroes were excluded from the specialized clinics.

7. Negro doctors were permitted to join the local medical society, but they did not have social privileges. Negro dentists were excluded from membership in the local dental society.

The director of hospital construction for the State of Tennessee presented information on hospitals within Shelby County which have received Federal financial assistance.

Comparison and Analysis, 1962-1966:

A comparison of the 1962 and 1966 data indicates encouraging progress in hospital compliance. This has been a direct response to Title VI of the Civil Rights Act of 1964 and, more specifically, to the requirements of the Medicare Program. These appear to be stronger factors in influencing compliance than the Hill-Burton Program and demonstrate the validity of the Federal law which assures equal opportunity in health services to all citizens.

Recommendations and Suggestions for Action

To the Community:

1. The contracting parties should amend their contracts with regard to the staffing of City of Memphis Hospitals so as to accord Negro physicians full opportunity to serve patients in all city hospitals.

2. The board of trustees of the City of Memphis Hospitals should review the situation at E.H. Crump Hospital in regard to salaries paid, terms and conditions of employment, overcrowding, patients' diets, and morale of employees in comparison with other city hospitals and rectify any inequities found.

3. The private hospitals that have recently desegregated their facilities should request the help of the Shelby County Medical Society in breaking down long-established patterns of not referring Negro patients to their hospitals.

SUMMARY

The Memphis open meeting provided the Tennessee State Advisory Committee with an unusual opportunity to obtain an overview of the progress being made and the problems which remain in three areas of the community's life: employment, administration of justice, and hospitals. As stated at the outset, neither the open meeting nor this report is intended to be an exhaustive study of the areas. However, the information received in approximately 14 hours of public session did reveal some trends, some shortcomings, and some progress. It provided, in the Committee's judgment, a firm basis for further investigation and action on the part of those responsible for policy.

In the area of employment, the need for training opportunities for Negro youth and adults is paramount. Apprenticeship training programs of local unions (and the role of the Bureau of Apprenticeship and Training in this field) are of particular concern to the Committee. Old patterns of discrimination and exclusion on the part of employers have not completely disappeared. The problem seems most acute in the area of upgrading and promotion and in the use of Negroes in supervisory positions (areas where subjective judgments on the part of immediate supervisors often are decisive). While none has reason for smugness (although

the Committee detected such an element), private employers and the Federal Government, in most areas, seem clearly to lead city and county governments. The Committee thought the improvement in county policies over the past was commendable. This situation provides additional evidence for the need to amend Title VII of the Civil Rights Act of 1964 to include public employers, as well as the need for local initiative, especially on the part of the city.

Police-community relations are of special interest to the Committee. There is ample evidence from other communities that mistakes here can be very costly to the entire community. While the Committee takes no position on the specific cases presented to it (further and more detailed investigation is required), it does conclude that relations between the police and the Negro community are in a sad state of disrepair. Only prompt, bold, and decisive leadership on the part of the highest officials of the city and county can avert the disaster which may coincide with the next incident.

With hospitals and health services, an important corner has been turned. Here the watchwords are continued vigilance, effective implementation, and affirmative action. The policy pronouncements of the community's hospitals, and the beginnings of implementation, represent steps long overdue. Continued movement will depend on the hospital administrators and their boards, on the Negro and white physicians, and on all citizens, regardless of race.

The Committee believes that county and city governments must enact legislation which will afford equal opportunity to all citizens. A city-county human relations commission, with adequate budget and staff, could provide the leadership and technical advice which is needed to deal with the legacy of the past and to provide the basis for a brighter future for all residents of Memphis and Shelby County.

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Appendix A

List of Persons Presenting Information to the Tennessee State Advisory Committee, Memphis Open Meeting, February 4-5, 1966

Hugh Riales, Regional Office Representative, Bureau of Employment Security, Department of Labor, Atlanta, Georgia
L. B. Dow, Jr., Manager, Memphis Office, Tennessee State Employment Service
LeRoy Clark, International Representative, UFW, Local No. 282
Jack Kopald, Humko Products
Robert C. Bell, Kimberly-Clark Corporation
Ray Crow, Memphis Publishing Company
Dan Halpert, Plough, Inc.
John L. Guthrie, Manager, Industrial Relations Dept., Firestone Tire and Rubber Company
J. L. Williams, International Harvester Company
D. M. Mulholland, Plant Manager, Memphis Lamp Plant of General Electric
C. B. Stewart, Chairman, Apprenticeship and Training Committee, Memphis Chapter, Associated General Contractors
John Parrish, Chairman of the Joint Apprentice Committee of Painters and Painting Contractors
Joseph N. Cowan, Business Representative, Carpenters Union Local No. 1986
C. C. Whitfield, Carpenters Union Local No. 1986
Guy Gattis, Business Representative, Electrical Workers Union No. 474
George A. Peek, President, Electrical Workers Union No. 474
E. M. Austein, President, Painters, Decorators & Paper Hangers Local No. 49
H. A. Wehrum, Business Representative, Plumbers Union No. 17
R. Bruce Tomlin, Representative, Apprenticeship and Training, Department of Labor
C. L. Mitchell, President, Memphis Branch, National Alliance of Postal and Federal Employees
Atwell L. Moreland, Postmaster
Colonel Shelby L. Gillette, Defense Depot
Gerald L. Smith, Defense Depot
Colonel James A. Vivian, U.S. Corps of Engineers
Hoffman J. Gurley, U.S. Corps of Engineers
Captain Richard J. Hogan, U.S.N.
J. Williams, Naval Air Station
Captain Harry S. Lenhardt, U.S. Naval Hospital

Ray Vandergriff, Personnel Officer, Federal Aviation Agency
Mrs. Vasco A. Smith, Executive Director, NAACP
Dr. Nobel Guthrie, Director of the Memphis & Shelby County
Health Department*
Jack W. Ramsay, Chairman of the Shelby County Commission
Mrs. Dorothy Parks, Director of Personnel, Shelby County
Mark H. Luttrell, Superintendent, Shelby Penal Farm
James O. Graham, Director, Shelby County Welfare Office
Jim Townsend, Administrative Assistant to the Director, Shelby
County Welfare Office
Walter Hayes, Public Health Service, Atlanta
The Reverend James M. Lawson, Jr., Methodist Minister
Dr. O. W. Hyman, Member, Board of Trustees, City of Memphis
Hospitals
William Hoxie, Bowld Hospital
Dr. Frank S. Groner, Head Administrator, Baptist Memorial
Hospital
Jesse L. Luton, St. Joseph's Hospital
Kenneth Gass, Personnel Director, V. A. Hospital
Billy M. Edwards, Administrator, Tennessee Psychiatric Hospital
and Institution
Frank Magoffin, Administrator, Oakville Memorial Sanatorium
C. C. Burford, Shelby County Hospital
The Reverend S. B. Kyles, Baptist Minister
Otis David
Hickman Weakley
Mrs. R. C. Mitchell
Lindberg Jackson
Joel Smith
Henry Lux, Assistant Chief of Police
Captain Stuart Dean, Memphis District Highway Patrol Office
Richard W. Barnes, Director of Personnel, City of Memphis
Jack Dodd, Memphis Light, Gas, and Water Division
Commissioner Hunter Lane, Jr., Department of Public Service
W. A. McGinnis, Director, Vocational Education, Memphis
Public Schools
Mrs. Lawrence Coe, Memphis Board of Education

*Deceased

Appendix B

List of Witnesses, Memphis Public Hearing, U.S. Commission on Civil Rights, June 25-26, 1962

Employment

Morgan Christian, Assistant Superintendent, Department of
Education, State of Tennessee
R. Bruce Tomlin, U.S. Department of Labor, Nashville, Tennessee
L. B. Dow, Department of Employment Security, State of Tennessee
Rev. J. A. McDaniel, Executive Director, Urban League
Gerald L. Smith, Industrial Relations Officer, Memphis General
Depot
Paul S. Ladd, Division Personnel Manager, Southern Bell Tele-
phone and Telegraph Co.
James L. Williams, Industrial Relations Manager, International
Harvester Co.
Thomas D. Bell, Manager, Memphis Plant, Electrochemicals
Department, E. I. du Pont de Nemours & Co.
Prentice Lewis, President, Memphis AFL-CIO Labor Council
Joseph N. Cowan, Business Agent, Local Union No. 1986, United
Brotherhood of Carpenters and Joiners of America

Administration of Justice

Claude A. Armour, Vice Mayor and Commissioner, Fire and
Police Department
Pvt. David L. Moore, U.S. Marine Corps
Russell B. Sugarmon, Jr., Esq.
Elyce H. Zenoff, Staff Attorney, U.S. Commission on Civil Rights
W. Lloyd Johnson, Clerk, U.S. District Court, Western District
of Tennessee
Frank Graham, Chairman, Shelby County Jury Commission

Health Facilities and Services

Nobel W. Guthrie, M.D. Assistant Director, Memphis and Shelby
County Health Department*
James W. Moore, Commissioner, City of Memphis
Oscar M. Marvin, Administrator, City of Memphis Hospitals
M. K. Callison, M.D., Dean, College of Medicine, University of
Tennessee
G. W. Stanley Ish, Jr., M.D.
Vasco A. Smith, Jr., D.D.S.
Miss Mary J. Livingston, Director, Hospital Survey and
Construction Program, State of Tennessee

*Deceased

Education

Jesse H. Turner, President, Memphis Branch, National Association
for the Advancement of Colored People
William D. Galbreath, President, Board of Education, Memphis
city schools
E.C. Stimbert, Superintendent, Memphis city schools
Mrs. James T. Walker, President, Bluff City Education Association
Floyd L. Bass, Dean, LeMoyne College

Housing

Walter M. Simmons, Director, Memphis Housing Authority
James E. Kerwin, Director, Memphis Insuring Office, Federal
Housing Administration
A. W. Willis, Jr., Executive Vice President, Mutual Federal
Savings and Loan Association
Irby Cooper
Auvergne Blaylock
David N. Harsh, Chairman, Shelby County Commission
Fred W. Davis, Director, Memphis and Shelby County Planning
Commission
Charles Baker, Chairman, Shelby County Quarterly Court
Rudolph Jones, Shelby County Commission

Appendix C

Characteristics of the Population, Shelby County, 1960

I. POPULATION

<u>County Population</u>	<u>Percent</u>	<u>Rural Population</u>	<u>Farm Population</u>
White: 398,937	63.6	49,001	5,477
Nonwhite: 228,028	36.4	27,318	8,279
Total: 627,019		76,319	13,756

<u>Principal Cities</u>	<u>Population</u>	<u>Percent Nonwhites</u>
*Memphis	497,524	37.1
Millington	6,059	9.0
Whitehaven	13,894	6.7

(*denotes county seat)

II. COUNTY OFFICIALS

Sheriff	William Morris
Superintendent of Schools	George Barnes
County Judge	Jack Ramsay
County Clerk	W. Hickman Ewing

III. EMPLOYMENT

<u>Civilian Labor Force</u>	<u>Male Unemployed</u>	<u>Female Unemployed</u>	<u>Percent Unemployed</u>
White: 155,496	2,770	1,944	3.1
Nonwhite: 77,560	3,334	2,278	7.2

<u>Occupation</u>	<u>White</u>	<u>Percent Employed White</u>	<u>Nonwhite</u>	<u>Percent Employed Nonwhite</u>
Professional, Technical Manager, Officials	36,245	24.1	3,757	5.2
Farmers & Farm Manager	798	0.5	846	1.2
Clerical, Sales	50,435	33.5	3,404	4.7
Craftsmen, Foremen, Operatives	43,030	28.6	21,317	29.6
Private Households, Service Workers	9,924	6.6	26,234	36.5
Laborers	3,023	2.0	11,963	16.6

Greatest Number Employed In

White:	Wholesale and Retail Trade (39,523)
Nonwhite:	Personal Services (18,642)

IV. INCOME

Median Family Income

White	\$ 6,031
Nonwhite	2,666

Percent of Families Earning Less than \$3,000 per year:

White	13.8
Nonwhite	57.2

V. EDUCATION

Median School Years Completed (25 years and over):

White	12.1
Nonwhite	7.7

VI. HOUSING

	<u>Percent White</u>	<u>Percent Nonwhite</u>
Owner occupied homes	79.2	20.8
Renter occupied homes	52.7	47.3

<u>Condition</u>	<u>Percent Of All Units</u>	<u>Nonwhite Renter Occupied</u>	<u>Nonwhite Owner Occupied</u>
Sound	81.4	37.4	16.9
Deteriorating	13.2	64.8	56.1
Dilapidated	5.4	81.9	76.8

Chief Source: U.S. Bureau of Census. U.S. Census of Population: 1960., Vol. 1, Characteristics of the Population. Part 44. Tennessee. GPO. 1963

Housing: U.S. Bureau of Census. U.S. Census of Housing, 1960. Volume 1, States and Small Areas. Part 7. Oklahoma - Tennessee. GPO. 1963.

Officials: Tennessee Blue Book. 1965

Appendix D

Federal Employment in Memphis, Tennessee as of June 1965

<u>Agency</u>	<u>Total Employees</u>	<u>Nonwhite Employees</u>	<u>Percent Nonwhite</u>
Air Force	347	28	8.1
Agriculture	222	17	7.7
Army	1,085	99	9.1
Commission on Civil Rights	5	3	60.0
Commerce	42	1	2.4
Civil Service Commission	3	0	0
Department of Defense	2,040	585	28.7
Department of Justice	92	3	3.3
Department of Labor	12	0	0
Federal Aviation Agency	431	5	1.2
Farm Credit Administration	1	0	0
Federal Mediation & Conciliation Service	3	0	0
General Services Administration	65	29	44.6
Health, Education, & Welfare	120	6	5.0
Housing & Urban Development	72	3	4.2
Interstate Commerce Commission	8	0	0
Department of Interior	4	0	0
Nat'. Labor Relations Board	37	1	2.7
Navy	840	131	15.6
Post Office	2,382	733	30.8
Railroad Retirement Board	5	0	0
Selective Service Commission	16	0	0
Treasury	133	4	3.0
Tennessee Valley Authority	274	39	14.2
Veterans Administration	1,618	630	38.9
TOTAL FEDERAL EMPLOYMENT	9,857	2,317	23.5

Appendix E

Excerpts of the Statement Presented by the Memphis Defense Depot

Total number of employees and the number or percent white and Negro:

As of 28 January 1966 the Defense Depot Memphis had a total employment of 1911, which includes 390 temporary employees and 30 employees hired under the President's Youth Opportunity Back-to-School Drive. Approximately 41.5 percent of the total employment is composed of Negro employees.

The approximate number of Negroes employed in each of the following categories:

Officials and Managers (Supervisors and Leaders) 8 supervisors plus 15 leaders	23
Technicians (Purchasing Agent, GS-4 and Property Disposal Assistant, GS-7)	2
Office and clerical	31
Craftsmen (skilled) (Wage Board employees in grades W-6 to W-10, with a pay rate ranging from \$2.24 - \$3.18 per hour)	195
Operatives (semi-skilled) (Wage Board employees in grades W-3 to W-5, with a pay rate ranging from \$1.92 - \$2.30 per hour)	455
Laborers (unskilled) (Wage Board employees in grades W-1 and W-2, with a pay rate ranging from \$1.66 - \$1.98 per hour)	67
Trainees (President's Youth Opportunity Back-to-School Drive for disadvantaged youths)	20
Security Guard	1

Appendix F

Statement of the Postmaster, Memphis Post Office

1. There is a total of 2,201 employees on the rolls of the Memphis post office. 792 of these are Negro.

2. The approximate number of Negroes employed in each of the following categories:

Officials and Managers	13
Professionals	N/A
Technicians	N/A
Sales workers	N/A
Office and clerical	N/A
Craftsmen (skilled)	1
Operative (semi-skilled)	76
Laborers (unskilled)	275
Service workers	N/A
Clerks, carriers	425

3. Approximate number of employees hired, upgraded, terminated, or laid off:

July 2, 1964 -- July 2, 1965

	White		Negro	
	Male	Female	Male	Female
Hired	68	12	69	6
Upgraded	36	1	20	1
Terminated				
(*voluntary)	72	10	24	3
(involuntary)	5	1	4	0
Laid off	0	0	0	0

Since July 1965

Hired	92	8	88	22
Upgraded	22	1	12	0
Terminated				
(*voluntary)	75	7	23	1
(involuntary)	3	1	1	0
Laid off	0	0	0	0

(Summer temporary employees not included -- 23 temporary employees in summer of 1965)

*Includes transfers, resignations, retirements and deaths

Appendix G
EMPLOYMENT
DEPARTMENTS OPERATING UNDER
SHELBY COUNTY COMMISSIONERS
By Race and Sex

DEPARTMENT	MALE		FEMALE		TOTAL
	White	Negro	White	Negro	
Commissioners (Office)	5	0	6	0	11
Comptroller	3	0	2	0	5
Purchasing	2	0	2	0	4
Personnel	0	0	3	0	3
Paymaster	2	0	0	0	2
PBX	0	0	3	0	3
Courthouse (Custodial)	11	28:	1	22:	62
		1 Air Cond. Maint.		1 Clerk-Typist	
		1 Watchman		2 PBX Operators	
		8 Oilers		(In training)	
		1 Elevator Operator		19 Custodial Helpers	
		1 Messenger			
		16 Custodial Helpers			
Voting Machine	2	1:	1	0	4
		1 Mechanic Helper			
Building Dept.	10	0	3	1:	14
				1 File Clerk	
Public Records	4	1:	6	0	11
		1 Janitor and relief			
		Camera Operator & film processor			
Electrical Dept.	6	0	2	0	8
Data Processing	8	0	6	0	14
Plumbing Dept.	4	0	1	0	5
Road Dept.	100	6:	3	0	109
		1 Draftsman			
		3 Truck Drivers			
		1 Road Patch Foreman			
		1 Bridge Paint Foreman			
Penal Farm	121	4:	4	1:	130
		4 Guards		1 Matron	
(Special Report to be furnished by Mr. Luttrell)					
Sanitary Landfill	3	0	0	0	3
Morgue	2	2:	0	0	4
		2 Truck Drivers			
Social Service	3	0	4	0	7
Shelby Co. Hospital	25	54:	31	119	229
		(See Special Report to be furnished by Mr. Burford)		(Special Report to be furnished by Mr. Burford)	

<u>DEPARTMENT</u>	<u>MALE</u>		<u>FEMALE</u>		<u>TOTAL</u>
	<u>White</u>	<u>Negro</u>	<u>White</u>	<u>Negro</u>	
<u>JOINT CITY AND COUNTY</u>					
Health Department (no break-down of race, etc.)	161		202		363
Planning Commission	21	0	5	0	26
<u>DEPARTMENTS PAID BY CHAIRMAN QUARTERLY COURT</u>					
Chairman County Court	3	0	2	0	5
Agricultural Extension	5	2:	4	2:	13
Dist. Attorney General	14	1: 1 Asst. Co.AES Agents	4	0	19
Veterans Service	1	0	1	0	2
County Attorney	4	0	2	0	6
County Sealer	1	0	0	0	1
Jury Comm. Office	1	0	2	0	3
Juvenile Probation Office	1	0	3	0	4
Election Commission	3	0	0	0	3
Permanent Registration	1	0	5	1:	7
Conservation Office	1	0	1	0	2
Public Defenders	8	0	0	0	8
County Coroner	1	0	0	0	1
Soil Conservation	1	0	0	0	1
Judges - General Sessions	5	0	0	0	5
Probate Judge & Sec'y	1	0	1	0	2
One Clk Assigned to Crim. Ct. Clerk's Office	1	0	0	0	1
Tax Assessor	32	2: 2 Appraisers	18	2:	54
Utility Commission	2	0	1	0	3
<u>ELECTED AND APPOINTED OFFICES: PAYROLLS MADE IN RESPECTIVE OFFICES</u>					
General Session	13	0	15	2:	30
Chancery Clerk & Master	6	0	7	0	13
Trustee	21	2: 2 Delinquent Tax Coll.	53	3:	79
County Court Clerk	11	2: 2 Deputy Clerks	33	1:	47
Probate Court Clerk	3	0	7	0	10
Circuit Court Clerk	7	1: 1 Deputy Clerk	13	0	21
Register	7	1: 1 Librarian & Reproduction Clerk	13	0	21

<u>DEPARTMENT</u>	<u>MALE</u>		<u>FEMALE</u>		<u>TOTAL</u>
	<u>White</u>	<u>Negro</u>	<u>White</u>	<u>Negro</u>	
Criminal Court Clerk	15	1: 1 Deputy Clerk	5	0	21
Sheriff	212	12: 9 Squad Car Patrolmen	38	12: 1 Matron	274
(Special Report by		1 Asst. Bldg. Engr.		2 Clerk-Steno.	
Sheriff Morris)		2 Sgts. Theft Div.		9 School Patrol	
		1 Criminal Court Deputy			
TOTAL	713 (161*)	120	311 (202*)	166	1,673

*Number on whom racial data are not recorded

Appendix H

Nondiscrimination Statements by the Memphis Light, Gas,
and Water Division

MEMPHIS LIGHT, GAS and WATER DIVISION
City of Memphis
P. O. Box 388
Memphis 1, Tenn.

June 14, 1965

TO: ALL EMPLOYEES

The Board of Commissioners of the Division has approved the following Employment Policy:

"Applicants for employment will be considered on qualifications alone, without regard for race, sex, color, religion or national origin. Our standards will not be raised to exclude anyone or lowered to include anyone."

The Director of Personnel and Department Heads are expected to implement this policy as job openings occur.

Your support and cooperation is earnestly solicited and will be very much appreciated.

/S/ Ray Morton, President

MEMPHIS LIGHT, GAS and WATER DIVISION
Interdepartmental Communication

November 17, 1965

TO: Directors and Superintendents

To implement the equal employment opportunity policy of the Division, all of you are requested to seek qualified Negro employees to be considered for better jobs in your departments as openings occur.

This also implements the policy of promotion within the Division when qualified persons are available.

The Personnel Department will be happy to assist you with tests and/or interviews in determining an employee's qualifications.

/S/ Ray Morton, President

Appendix I

Vocational Education Courses Offered by Memphis City Schools

BUSINESS EDUCATION

Douglas High School
Frayser High School
Hamilton High School
Humes High School
Manassas High School

Tech High School
Treadwell High School
Booker T. Washington High School
Westside High School

Advanced Typing and Office Machines
Advanced Shorthand and Transcription
Lab
Office Practice

DISTRIBUTIVE EDUCATION

Frayser High School
Humes High School
Kingsbury High School
Tech High School
Oakhaven High School

South Side High School
Treadwell High School
Booker T. Washington High School
Westside High School

TECHNICAL EDUCATION

Tech High School

Electronics...Industrial Chemistry

TRADE & INDUSTRIAL EDUCATION

Central High School

Radio

Humes High School

Cosmetology...Electricity

Tech High School

Auto Mechanics...Cosmetology...Commercial
Art...Printing...Radio & TV...Machine
Shop...Welding

TRADE & INDUSTRIAL EDUCATION (Continued)

Manassas High School

Auto Mechanics...Auto Body Repairs &
Refinishing...Cosmetology...Radio & TV

Booker T. Washington High School

Auto Mechanics...Brick Masonry...
Cosmetology...Radio & TV...Tailoring
Plastering...Printing...Shoe Repair
Electrical Appliance Repairs

ADULT DAY PROGRAMS

TECHNICAL EDUCATION

Tech High School

Data Processing

HOMEMAKING

Tech High School

Millinery...Sewing

MEMPHIS AREA VOCATIONAL-TECHNICAL SCHOOL

Drafting...Radio & TV...Office Machine
Repair...Shorthand...Bookkeeping...
Business English...Adding Machine...
Comptometer...Calculator...Auto Mechanics
Small Gas Engines...Typing...Refrigeration
& Air Conditioning...Filing...Office
Machines...Posting Machine...Dictaphone

MDTA ADULT CLASSES

Auto Body Repair...Commercial Cooking
Custodial Helper...Marketing & Distribution
Upholstery...Woodworking

MDTA YOUTH TRAINING PROGRAM

Machinist, Machine Operator...Welder
Combination...Maid, General...Auto
Service Station Mechanic

HEALTH OCCUPATION CLASSES

Practical Nursing...Laboratory Assistant
Operating Room Technician...Nursing
Assistant...Medical Records Technician

ADULT EVENING PROGRAMS

BUSINESS EDUCATION

Tech High School

Bookkeeping...Business English...Typing
Shorthand (Beginning)...Shorthand (Int.)
Shorthand (Adv.)

Booker T. Washington High School

Typing...Shorthand (Beg.)...Shorthand (Int.)
Shorthand (Adv.)

DISTRIBUTIVE EDUCATION

Tech High School

Business English...Trans. & Traffic
Management...Interstate Commerce Law
& Practice

Booker T. Washington High School

Salesmanship

HOMEMAKING

Tech High School

Sewing...Millinery

Booker T. Washington High School

Sewing

TRADE & INDUSTRIAL EDUCATION EVENING CLASSES

Tech High School

Auto Mechanics...Basic Social Science
Painters..Basic Slide Rule...Blueprint
& Sketching...Carpentry...Drafting
Heating & Air Conditioning...Plumbing
Radio & TV...Refrigeration Theory
Refrigeration & Air Conditioning
Sheet Metal...Supervisors...Speech
Steamfitters...Welding

Booker T. Washington High School

Child Care...Roofer Apprentice
Tailoring

TECHNICAL

Tech High School

Punched Card Machine -- Data Processing
Advanced Electronics...Basic Electronics

EVENING CLASSES MEMPHIS AREA VOCATIONAL-TECHNICAL SCHOOL

Shorthand
Typing
Business English
Drafting
Upholstery
Adding Machines
Comptometer
Calculators

Welding
Auto Mechanics
Radio & TV
Auto Body Repair
Refrigeration & Air Conditioning
Posting Machines
Dictaphone

Appendix J

Letter from the Administrator, Methodist Hospital

METHODIST HOSPITAL
1265 Union Avenue · Memphis 4, Tenn.
February 4, 1966

Mr. Jacques E. Wilmore, Director
U.S. Commission on Civil Rights
Federal Building
Memphis, Tennessee 38103

Dear Mr. Wilmore:

The notice of your meeting February 4 and 5, 1966, has been received. Unfortunately, I will not be able to attend either of these days at the time specified. However, Methodist Hospital has, as you know, signed Title 6 in August of 1965. We are making progress in complying with the requirements of the act.

You may, or may not, know that Methodist Hospital also owns and operates Memphis Eye, Ear, Nose and Throat Hospital at 1040 Madison, Memphis, Tennessee. As soon as facilities are available, which will probably be in the next two or three months, that hospital will be closed and all of its patients admitted to Methodist Hospital. At present, we have from twelve to fifteen Negro patients at Memphis Eye, Ear, Nose and Throat.

As of today, February 4, we have two Negro patients in Methodist Hospital. We have admitted all Negro patients who have asked for admission, and have also integrated the Hospital as completely as we can at this moment. Since signing Title 6, we have on our payroll at this time one Negro registered nurse, five Negro licensed practical nurses, 4 Negro nurses' aides, two Negro inhalation therapists, and one Negro registered laboratory technician. There are 314 other Negroes working at Methodist Hospital in various other categories. Both Negroes and whites are eating in the cafeteria and all restrooms have been desegregated.

We have, at our weekly department head meetings, discussed the integration of Methodist Hospital and each department head has had many conferences with the Negro employees to try to convey to them their rights and privileges.

To date, we have had no applications by a qualified physician for staff privileges, and therefore do not have any Negro physicians on our medical staff.

There have been approximately 401 Negro patients admitted and served in the last six months.

I am very sorry that I cannot attend your meeting, but I hope that this is the information you are seeking.

Sincerely,

/S/ J.M. Crews
Administrator

JMC:gw

cc: Mrs. Martha Ragland, Chairman
3821 Abbot Martin
Nashville, Tenn.
Mr. C. H. Hottum, Associate Administrator
Mr. E. A. Herron, Assistant Administrator

Appendix K

Excerpts of Letter from the Chancellor, University of Tennessee Medical Units:

"May I mention, however, that last Fall the Medical Units of the University were surveyed by a representative of the Management Staff of the Atomic Energy Commission acting in behalf of the President's Commission on Equal Employment Opportunities. At the conclusion of his two-day visit, Mr. Mark Jones summarized the elements of his findings and the nature of his official report which he would file. Mr. Jones stated that in his opinion the Medical Units were complying with the Civil Rights Act, not only in the letter of the law, but also in the spirit of it. Two technicalities were pointed out: one being the failure of the University to have a written statement regarding its policy of equal employment practices, and the other being the failure to notify employment agencies that no discrimination would be made in the employment of individuals. These omissions were corrected within a few days of Mr. Jones' visit, and he was so notified.

"We are an educational institution, and as early as 1961 had admitted to our College of Medicine the first Negro student. Since then, several others have enrolled. Our Colleges of Dentistry and Pharmacy have no Negro students enrolled, although one was accepted for admission to the January, 1966 class of Dentistry but failed to appear for registration. We have had no Negro applicants for admission to the College of Pharmacy. One Negro student is enrolled in our College of Nursing, being the only applicant to date.

"Among our employees (faculty, administration, technical and clerical staff, and laborers) totaling 1746, 262 or 15.06% are Negroes. Distribution of these employees is as follows:

Faculty and Administration	449	No Negroes
Teaching & Research Assistants	374	4 Negroes
Technicians	273	24 Negroes
Clerical Staff	319	4 Negroes
Craftsmen	76	No Negroes
Service and Laborers	253	231 Negroes

"All members of the faculty and administrative staff have been informed by memorandum of the non-discriminatory policies of the University, and we have encountered no difficulties in the employment of personnel nor in their integration. It may be said that Mr. Jones was satisfied that our policies and practices regarding promotions and salary increases were sound and non-discriminatory."

/S/ Homer F. Marsh, Ph.D.

Appendix L

Excerpts from the Statement of the Director, Kennedy Veterans Administration Hospital:

"In reply to your letter of January 24, 1966 concerning progress and problems in the field of civil rights at this hospital, the following information is furnished:

"1. Total number of employees and the number or percent white and Negro.

Total employees 1668
 White 64%
 Negro 36%

"2. The approximate number of Negroes employed in each of the following categories:

Officials and Managers	0
Professionals	13
Technicians	3
Sales Workers	0
Office and Clerical	9
Craftsmen (skilled)	1
Operatives (semi-skilled)	14
Laborers (unskilled)	16
Service Workers	331
Other	
Nursing Assistant	219
Warehouseman	1

"3. Approximate number of employees (by race and sex) hired, upgraded, terminated or laid off since July 2, 1964 and July 2, 1965.

	<u>Male</u>	<u>Female</u>	<u>Negro</u>	<u>White</u>
Hired	76	44	67	53
Upgraded	70	44	46	68
Terminated	6	3	7	2

(Above figures for period 7-2-64 to 7-1-65)

Hired	36	22	24	34
Upgraded	38	30	37	31
Terminated	0	3	0	3

(Above figures for period 7-2-65 to 1-31-66)

Appendix M

Statement of the Administrator, Tennessee Psychiatric Hospital and Institution

A. Employers, public and private

1. Total number of employees and the number or percent white and Negro.

Employees: 252 66% white 34% Negro

2. Approximate number of Negroes employed in different categories:

R.N.'s 1
LPN's 11
Technicians 1
Social Workers 1

3. Approximate number of employees (by race and sex) hired, upgraded, terminated or laid off since July 2, 1964 and July 2, 1965:

White females: 35 hired 31 terminated
Negro females: 19 hired 14 terminated
White males: 32 hired 31 terminated
Negro males: 22 hired 18 terminated

Neighborhood Youth Corps Employees:

White females: 2
Negro females: 18
White males: 1
Negro males: 6

B. Hospital Administrators

1. Is your hospital now open to all citizens without regard to race, color or national origin?

Yes

2. What is your total patient capacity?

173

Approximate number of Negro patients served in the last six months, by type of accommodation:

80 Negro patients admitted from 7/1/65 through 12/31/65. We have no way of determining type of accommodation as we do not classify by race when assigning rooms. Clinic patient records are not classified by race.

Outpatients: 2,019 85% Negroes

3. Number of physicians on your staff, by race.

7 white psychiatrists

/S/ B.M. Edwards, LL.B.,
Administrator
T.P.H.&I.

ADDENDUM

We live in times of rapid change in which fundamental alterations of time-worn patterns are taking place. However, in reviewing the Memphis scene a year after the Committee's meeting, we do not see any fundamental changes in basic civil rights patterns. But there has been movement in some areas which is worthy of note:

Employment - In private employment a major survey would be required to document what change, if any, has taken place. There has been increased activity on the part of the Equal Employment Opportunity Commission (EEOC) in the Memphis area, and a major EEOC case was argued in the Memphis Federal District Court. We hope that increased activity on the part of EEOC has meant increased compliance with the law.

In the field of apprenticeship the Committee is aware of one or two break-throughs in the pattern of exclusion of Negroes from apprenticeship programs in the skilled trades. But, in general, nothing has happened which would cause the Committee to change its rather dismal assesment of the situation in this area.

In the field of public employment - Federal, State, and city -- the "trickle-up" process has continued, as an isolated Negro worker, here and there, is promoted to another "first". However, there has been no evidence of the concerted, planned, affirmative assault on the problem which the Committee's report calls for.

One significant development is the new effort to assist Negroes in preparing for various examinations. A local group of Negro Federal employees, on their own initiative, set up an integrated evening course at Le Moyne College to prepare persons for the Federal Service Entrance Examination (FSEE). We hope that this pioneering effort on the part of private citizens will stimulate government at all three levels to devote its superior resources to this area. In addition, the Department of Labor has announced a program for the city of Memphis to achieve the same goal.

The Committee is pleased that its recommendation with respect to the closing of the Main Street Office of the Tennessee Department of Employment Security -- which was a de facto segregated office -- has been put into effect. Consideration may be given by the Committee to a review of the operation of

the new Union Avenue office to determine if the move has resulted in a qualitative improvement in service to Negro job applicants. An evaluation of action on the other recommendations of the Committee concerning the Employment Security Department will require a more thorough examination.

Administration of Justice - No action has been taken on the Committee's major recommendation: the establishment of an independent, civilian review board to hear and investigate complaints against all phases of county and city government. Allegations of police brutality and police misconduct continue to be heard.

However, a number of the Committee's recommendations with respect to the assignment of Negro firemen and policemen have been put into effect. The former "Negro firehouse" has been integrated and Negro firemen have been assigned to several firehouses throughout the city. Police patrol vehicles have been integrated to some degree, and Negro policemen have been assigned to downtown traffic duty.

These moves are important in a symbolic sense and we hope that they are the forerunners of other constructive steps to improve relations between the police department and the Negro community.

Hospitals and Health Services - The situation in this area is somewhat confused and is still in flux. Since the Memphis Open Meeting, the Public Health Service (PHS) has declared that Memphis hospitals are in compliance -- although PHS inspection and review continue. Crump Hospital, the city's de facto segregated hospital, has become a part of the University of Tennessee Medical Units. Negro physicians have been accepted on the staffs of some private hospitals. However, as the June 1st deadline for the certification of Negro physicians by Crump and other hospitals approaches, there is some concern that several Negro physicians will be unable to refer their patients to any hospital.

While Negro patients are now accepted in the former "white hospitals", basically the old pattern of segregated hospital care still remains, in large measure, in effect. The acceptance of more Negro doctors on the staffs of more formerly "white hospitals" and a reversal in the referral patterns of both Negro and white physicians are required to bring about a fundamental change in the old pattern.

The matter of employment policies and practices -- especially in city and county hospitals -- which was presented to the Committee in detail during its Open Meeting, appears to have resisted change. This area remains part of the unfinished business of Memphis.

As stated at the outset, this addendum does not purport to be an updating of the meeting of a year ago. The Committee feels, however, that the Memphis-Shelby County area would benefit by a thoroughgoing stock-taking of its progress and problems in the field of human relations. Such a task requires more resources than are available to the Tennessee State Advisory Committee to the U.S. Commission on Civil Rights. The Committee thinks the community urgently needs an official human relations commission -- as recommended in its report -- to carry out this and other duties which are vital to the health and progress of the area.

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